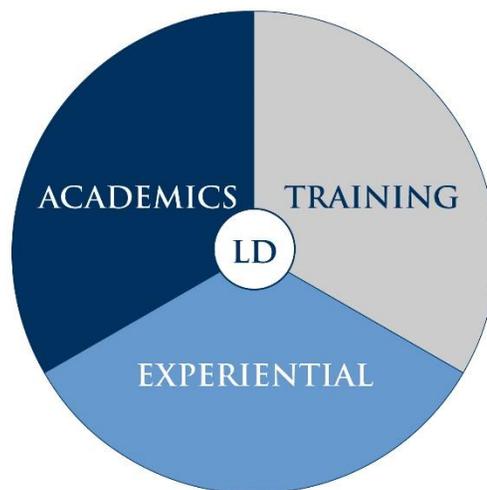


## Overview of the Leadership Training Program

The Leadership Training Program (LTP) is a major part of the training component of the leader development program. It equips cadets with the skills, abilities, and behaviors associated with principled leadership in order to link the theoretical leadership knowledge taught in the curriculum (ROTC classes, Krause Center classes, and courses taught in the academic departments and schools) with the practical experiential environment exercised in the barracks, athletic fields, ROTC labs, and elsewhere. LTP is generally conducted from 1100 to 1200 on Tuesdays and is mandatory for all cadets not excused by a special order.



LTP consists of both collective and individual sessions. Collective LTPs are taught by a TAC or other subject matter expert such as a staff member of the Career Center to groups of cadets based on their “C-class” designation. Individual LTPs are usually designed to be responses, reflections, or follow-on exercises to the preceding collective LTP and are performed at the individual cadet level according to published directions. The LTP schedule is posted on the Assistant Commandant for Leadership Programs webpage and weekly classes are posted on the training schedule on the Assistant Commandant for Operations and Training webpage.

LTP classes are organized around the following areas: Citadel Training Model (CTM), General Leader Development (LD), Character (CH), Hands-On (HO), and Career Services (CS). In the spring of each year, LTP becomes the Officer, NCO, and Corporal Academies that help cadets transition to their responsibilities for the next year.

The Citadel Training Model is a five-step guide to leading in a way that promotes trust and mutual respect. CTM LTP classes consist of three collective and one individual class during sophomore year. At the first of these LTPs, TACs issue cadets copies of The Citadel Training Manual that they are expected to maintain for the rest of their time at The Citadel.

LD LTP classes train cadets on general leadership techniques that build on the CTM foundation. For seniors, LD LTP topics include organizational climate and AARs that reinforce the principled leader characteristic of “developing people and resources” and the “grow” step of CTM. For juniors, LD LTP topics include developing a personal leadership philosophy which is designed to help them deliberately craft such a philosophy in preparation for rank boards and the transition to the lead stage of the development model as well as the principled leader characteristic to “stay authentic to one’s true self.” Juniors also have a LD class on counselling which reinforces the principled leadership characteristic to “develop people and resources.” Sophomores do not have any LD LTPs because of the emphasis on CTM during sophomore LTP training. For freshmen, LD LTP topics include a Blue Book test, bystander intervention/suicide prevention, and a fourthclass knowledge test that focus on the prepare developmental stage, the principled leader characteristic to “act and speak with courage,” and the building skills step of CTM. There is also a LD LTP session dedicated to an address to the corps by the Regimental Commander.

Character is one of the four pillars of The Citadel Experience. CH LTPs are designed to highlight a particular aspect of character, and these LTPs make significant use of case studies. CH LTPs are heavily represented during freshman year to help cadets transition from the high school to The Citadel environment, to include acceptance of the Cadet Honor Code that states that “a cadet will not lie, cheat, or steal, nor tolerate those who do.” CH LTP classes for freshmen include the basics of the Cadet Honor Code, “requesting better judgment” scenarios, character and loyalty, and character and honor. CH LTP classes for sophomores include character and honor, and character and resiliency. Because “serve” is the leader development stage for junior year, CH LTP classes for juniors focus on character and service. CH LTP classes for seniors include leadership and honor, and character and ethics. The Company Honor Rep is the lead instructor for the freshman CH LTP on Honor Code basics. All other CH LTPs are co-taught by the TAC and Honor Rep, with the TAC serving as the lead instructor.

HO LTPs are designed to be experiential opportunities for cadets to learn, practice, and execute leadership skills. Most are forums for cadets to experience the direct leadership of BN TAC NCOs. There are three HO LTPs for the entire corps that focus on formations, MRIs, and all-ins at the beginning of the year to help refresh cadets on these basics and to allow chains of command to sort out SOPs. Senior and junior cadets have two training meeting HO LTPs. The first is early enough in first semester to serve as a planning event for the semester, and the second is later in the semester to provide an opportunity both to assess the first semester and to plan the second. Juniors also have a HO LTP on guard early in first semester to help sort out those procedures and another on inspection prep early in second semester with an emphasis on the President’s Inspection. After that junior HO LTP, all four classes have a HO LTP on preparing for the President’s Inspection. Sophomores have an HO LTP on the principled leadership characteristic of “holding team members accountable” that emphasizes vignette and scenario training. Freshmen have a HO LTP on drill and ceremony confidence building designed to help them transition to the CPL Academy mentality.

CS LTPs reinforce the efforts of the Director of the Career Center to prepare cadets to transition to a rewarding and appropriate career field upon graduation. CS LTPs are progressive in nature and are designed to guide cadets through the various milestones of researching, selecting,

competing for, and securing a position in their chosen career field. The freshman CS LTP focuses on choosing the right major. Sophomores focus on internships and **TBD**. Juniors focus on interviews. Seniors focus on the post-Citadel transition, **TBD**, and also have time available when the underclasses are in the Academies to interact personally with the Career Services staff.

Because of the varied nature of LTP topics, classes may have some unique considerations in their design and delivery. As training events, however, all have training objectives articulated in the task, condition, and standard format. All LTP lesson materials are posted on the Assistant Commandant for Leadership Programs webpage. Instructors are encouraged to refine them based on the specific situation while remaining consistent with the overall training objective.