



# **COMMAND LEADERSHIP AND MANAGEMENT TRAINING AND EDUCATION POLICY HANDBOOK**

## AUTHORITATIVE DIRECTION

### Introduction

1. The Army Command, Leadership and Management (CLM) Programme was introduced in Jan 04. It was the product of a lengthy study and was designed to develop effective non-operational CLM skills in NCOs and WOs throughout the Army.
2. In Jul 07, the Review of Soldier Career Training and Education (RoSCTE) recommended that the scope of CLM training be widened to include practical, operationally relevant leadership training<sup>1</sup>. The timing and content of CLM training and education (T&E) has therefore been adjusted with mandatory training was introduced for those selected for the rank of lance-corporal – this is known as Potential NCO (PNCO) CLM training. The programme integrates Arms and Services (A&S) substantiation training, Workplace Induction to the new role and responsibilities and professional development delivered at Education Centre (AEC); all of which is an element of the promotion regime.
3. **Aim.** The aim of this Policy Handbook is to provide the authoritative direction to career managers, commanders and individuals as to their responsibilities within the CLM programme. It also provides direction to training requirements authorities, proponents and deliverers on their role in implementing the programme.

### Amendments policy

4. The CLM Policy Handbook is published by:  
  
Directorate of Training (Army)  
IDL 06, Blenheim Building  
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Marlborough Lines  
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5. The Handbook is updated, to reflect changes in training requirements and delivery methods, as identified by DTrg(A) in concert with D Ed Cap and Capability Directorate staff. Amendments will be produced in e-version only, and published on the Defence Intranet and on ArmyNet; notification being provided through Defence Instructions and Notices (DINs). Changes within the Policy Handbook will be shown in blue.
6. Proposals for amendments to the CLM Policy Handbook are to be submitted to the Editor by e-mail: Army Trg-ITrg-PolPlansSldrs-SO2

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<sup>1</sup>. APRC/P(05)07 A Review of Soldier Career Training and Education (RoSCTE) Stage 2 Report, dated 2 Jul 07.

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**Accreditation – Withdrawn (see D Ed Cap website)****Guide to Arms and Service Delivered CLM Training**

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