

A Summary of

## **“Team Leader Course: 3d Battalion, 75th Ranger Regiment”**

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1. Team Leaders – our least experienced NCOs – learn by watching other NCOs. *This is not good enough.* 3d Battalion set a goal to develop our junior NCOs.
2. Step One: Encourage all Platoon Sergeants and Squad Leaders to teach our junior NCOs.
3. Step Two: Establish a one-week **Team Leader Training Course**
  - Counseling Skills
  - Training Management: METLs, collective tasks, published standards
  - *How to Train Battle Drills* is a critical NCO task
  - Inspections / Pre-combat Checks
  - Sector Sketch / Fire Commands
  - AAR Skills
  - Maintenance
4. Team Leader Course contributed to our Battalion NCO program
  - Counseling of Team Leaders
  - 90-day reception and integration board / performance review
  - 18-month performance review board
  - Promotion board process