

Personnel—General

**General
Douglas
MacArthur
Leadership
Award
Program**

Headquarters
Department of the Army
Washington, DC
20 September 2007

UNCLASSIFIED

SUMMARY of CHANGE

AR 600-89

General Douglas MacArthur Leadership Award Program

This major revision, dated 20 September 2007--

- o Updates responsibilities of the Deputy Chief of Staff, G-1 (para 4b).
- o Adds responsibilities for Commander, U.S. Army Human Resources Command (para 4e).
- o Updates commander responsibilities to reflect the new Army command structure (para 4f).
- o Establishes allocations for nominations in accordance with the new Army command structure (para 6).
- o Changes the total number of awards from 27 to 28 awards (para 6c).
- o Changes the number of U.S. Army Forces Command nomination allocations from 7 to 8 allocations (para 6e).
- o Updates field operating agency participation criteria (para 6f).
- o Clarifies eligibility criteria (para 7).
- o Clarifies factors in selection criteria (para 8).
- o Updates selection process information (para 9).
- o Updates milestones to reflect the new Army command structure (para 12).


Personnel—General

General Douglas MacArthur Leadership Award Program

By Order of the Secretary of the Army:

GEORGE W. CASEY, JR.
General, United States Army
Chief of Staff

Official:


JOYCE E. MORROW
Administrative Assistant to the
Secretary of the Army

History. This publication is a major revision.

Summary. This regulation provides policy for administering the General Douglas MacArthur Leadership Award Program.

Applicability. This regulation applies to company grade commissioned and warrant officers of the Active Army, Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve.

Proponent and exception authority.

The proponent of this regulation is the Deputy Chief of Staff, G–1. The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling law and regulation. The proponent may delegate approval authority, in writing, to a division chief within the proponent agency or a direct reporting unit, or field-operating agency of the proponent agency, in the grade of colonel or the civilian equivalent. Activities may request a waiver to this regulation by providing justification that includes a full analysis of the expected benefits and must include formal review by the activities senior legal officer. All waiver requests will be endorsed by the commander or senior leader of the requesting activity and forwarded through their higher headquarters to the policy proponent. Refer to AR 25–30 for specific guidance.

Army management control process.

This regulation does not contain management control provisions.

Supplementation. Supplementation of

this regulation and establishment of command and local forms are prohibited without prior approval of the Deputy Chief of Staff, G–1, ATTN: DAPE–HRI, 300 Army Pentagon, Washington, DC 20310–0300.

Suggested improvements. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to: Deputy Chief of Staff, G–1, ATTN: DAPE–HRI, 300 Army Pentagon, Washington, DC 20310–0300.

Distribution. This publication is available in electronic media only and is intended for command levels C, D, and E for the Active Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve.

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Glossary

1. Purpose

This regulation—

- a. Prescribes requirements and procedures for administering the General Douglas MacArthur Leadership Award (GDMLA) Program.
- b. Establishes requirements and procedures for nominating and selecting outstanding company grade officers for the GDMLA.

2. References

Required and related publications and prescribed and referenced forms are listed in appendix A.

3. Explanation of abbreviations and terms

Abbreviations and special terms used in this regulation are explained in the glossary.

4. Responsibilities

- a. *Chief of Staff, Army.* The Chief of Staff, Army (CSA) or a designated representative will recognize the award recipients at an award ceremony held at the Pentagon.
- b. *Deputy Chief of Staff, G-1.* The Deputy Chief of Staff, G-1 (DCS, G-1) will—
 - (1) Provide overall supervision of the award program and selection process.
 - (2) Manage and execute the Headquarters, Department of the Army (HQDA) board to select field operating agency (FOA) nominees.
 - (3) Plan and execute the ceremony and associated events that recognize award recipients.
- c. *Chief, National Guard Bureau.* The Chief, National Guard Bureau (NGB) will select recipients for the General Douglas MacArthur Leadership Award from the Army National Guard (ARNG).
- d. *Chief, Army Reserve.* The Chief, Army Reserve (CAR) will select recipients for the General Douglas MacArthur Leadership Award from the United States Army Reserve (USAR).
- e. *Commander, U.S. Army Human Resources Command.* The Commander, U.S. Army Human Resources Command will hold the HQDA board to select active Army recipients of the General Douglas MacArthur Leadership Award.
- f. *Commanders.* Commanders of Army commands (ACOMs), Army service component commands (ASCCs), and direct support units (DRUs) will select nominees for the General Douglas MacArthur Leadership Award from their respective commands.

5. Objectives

The General Douglas MacArthur Foundation, in coordination with the Department of the Army, established the General Douglas MacArthur Leadership Award to—

- a. Recognize company grade officers who demonstrate the ideals for which General MacArthur stood: Duty, Honor, and Country.
- b. Promote and sustain competent junior officer leadership in the Army.

6. Award and nomination allocations

- a. Each year, HQDA releases an Armywide message on 1 September announcing the GDMLA competition, with major commands providing action points of contact to HQDA by 1 November.
- b. The GDMLA competition is open to Active and Reserve Component company grade officers serving in ARNG, USAR, HQDA FOA, ACOM, ASCC, and DRU organizations.
- c. A total of 28 awards are distributed as follows:
 - (1) Active Army: 14 awards (13 officers and 1 warrant officer).
 - (2) ARNG: 7 awards (6 officers and 1 warrant officer).
 - (3) USAR: 7 awards (6 officers and 1 warrant officer).
- d. The ARNG and USAR conduct nomination and selection boards for Reserve Component personnel. These boards are single purpose and exist for a short period.
- e. A central selection board at HQDA selects the Active Army recipients. A board that already exists for another purpose is used, with a different board performing this function each year. Based on company grade officer density, commands are allotted the following number of nominations:
 - (1) ACOMs—
 - (a) U.S. Army Forces Command—seven officers and one warrant officer.
 - (b) U.S. Army Materiel Command—one officer and one warrant officer.
 - (c) U.S. Army Training and Doctrine Command—two officers and one warrant officer.
 - (2) ASCCs—
 - (a) Eighth U.S. Army—one officer and one warrant officer.
 - (b) U.S. Army Central—one officer and one warrant officer.

- (c) U.S. Army Europe and Seventh Army—two officers and one warrant officer.
- (d) U.S. Army North—one officer and one warrant officer.
- (e) U.S. Army Pacific—one officer and one warrant officer.
- (f) U.S. Army Space and Missile Defense Command/U.S. Army Forces Strategic Command—one officer and one warrant officer.
- (g) U.S. Army South—one officer and one warrant officer.
- (h) U.S. Army Special Operations Command—one officer and one warrant officer.
- (3) DRUs—
 - (a) U.S. Army Acquisition Support Center—one officer and one warrant officer.
 - (b) U.S. Army Corps of Engineers—one officer and one warrant officer.
 - (c) U.S. Army Criminal Investigation Command—one officer and one warrant officer.
 - (d) U.S. Army Installation Management Command—one officer and one warrant officer.
 - (e) U.S. Army Intelligence and Security Command—one officer and one warrant officer.
 - (f) U.S. Army Medical Command—two officers and one warrant officer.
 - (g) U.S. Army Military District of Washington—one officer and one warrant officer.
 - (h) U.S. Army Network Enterprise Technology Command/9th Signal Command—one officer and one warrant officer.
 - (i) U.S. Army Reserve Command—one officer and one warrant officer.
 - (j) U.S. Army Test and Evaluation Command—one officer and one warrant officer.
 - (k) United States Military Academy—one officer and one warrant officer.
- f. FOAs—Each HQDA FOA is allotted one officer and one warrant officer nomination. The DCS, G-1 Human Resources Policy Directorate will coordinate and conduct the HQDA FOA nominee board to select one officer and one warrant officer to compete with Active Army ACOM, ASCC, and DRU nominees for the award. The HQDA FOA nominee board is single-purpose and exists for a short period.

7. Eligibility criteria

- a. Candidates must meet the following criteria:
 - (1) Be company grade officers in the rank second lieutenant (2LT), first lieutenant (1LT), captain (CPT), warrant officer one (WO1), or chief warrant officer two (CW2) in the U.S. Army. Captains or CW2s must not be on a promotion list to major or CW3, respectively, as of 31 December of the calendar year considered.
 - (2) Meet height and weight standards specified in Army Regulation (AR) 600-9.
 - (3) Pass the Army physical fitness test (APFT) within the calendar year considered. The APFT refers to the standard test (push-ups, sit-ups, and the 2-mile run) and the alternate APFT, as prescribed by health care personnel for officers with profiles.
- b. The intent of the General Douglas MacArthur Leadership Award is to recognize leadership contributions of officers in a field Army environment while assigned to units specified in paragraph 6 above, during the calendar year of consideration.
- c. Officers assigned or detailed to the Army Staff, the Secretariat, the Department of Defense (DOD), or joint assignments, regardless of component, are not eligible for the award except for service while assigned to a qualifying unit during the calendar year of consideration. In such cases, only the qualifying unit may nominate the officer for the award.
- d. Leadership contributions must have occurred during the calendar year of consideration only – not during previous periods.

8. Selection criteria

Selection is based on overall leadership performance during the calendar year of consideration, and is based on existing information. Selection should not cause the development of additional records. The following criteria are considered:

- a. Leadership: performance that exemplifies the ideals of Duty, Honor, and Country.
- b. Influence: the ability to influence others to accomplish the mission by providing purpose, direction, and motivation.
- c. Proficiency: the nominee is technically and tactically competent.
- d. Values: the nominee is committed to the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.
- e. Team-building: the nominee develops cohesive teams that anticipate requirements and exercise initiative within the commander's intent.
- f. Personal skills: the nominee exhibits intangible aspects of leadership relating to people skills, interpersonal communication skills, and the quality of the leadership climate; for example, the ability to understand human nature (empathy) and the ability to gain consensus among diverse groups.

9. Selection process

a. Army National Guard and U.S. Army Reserve. The Chief, NGB, and the CAR will establish award selection board processes for the ARNG and the USAR consistent with requirements outlined above, and will ensure their units receive information concerning the proper preparation of nominations. The Chief, NGB, and the CAR will forward their lists of winners to the DCS, G-1, ATTN: DAPE-HRI, 300 Army Pentagon, Washington, DC 20310-0300, no later than 15 February following the calendar year for which the award is given.

b. Active Army.

(1) Commanders will establish and follow a nomination process consistent with the eligibility criteria and procedures outlined above. Commands will forward their allocated number of nominations (see paragraph 6 above) to the DCS G-1, ATTN: DAPE-HRI, 300 Army Pentagon, Washington, DC 20310-0300, no later than 8 January following the calendar year for which the award is given. The nomination packets will consist of the following items only.

(a) A memorandum nominating the officer for the GDMLA with chain of command general officer-level endorsement. The memorandum must include a statement attesting that the officer meets the height and weight control standards of AR 600-9 and passed the APFT within the calendar year considered.

(b) A narrative of leadership accomplishments. The typed narrative will not exceed two double-spaced pages and will be based on and explain how the officer meets the specific criteria for evaluation contained in paragraph 8 above.

(c) A copy of DA Form 4037, Officer Record Brief.

(d) A personal data sheet with the officer's full name, grade, unit of assignment, current duty position, duty position when nominated (if different), unit mailing address, unit e-mail address, and unit telephone numbers (commercial and defense switched network (DSN)).

(2) Commands may establish additional requirements as necessary to facilitate local nomination boards, but they may not require documentation of actions that occurred during periods outside the year of consideration. Commands that establish additional requirements will ensure timely dissemination of instructions to their units pertaining to those requirements.

(3) The DCS, G-1 will establish under separate memorandum a field operating agency (FOA) nominee board to select the HQDA FOA nominees. The FOA nominee packets will include the nominee's official DA Photo, in addition to the requirements listed in paragraph 9b, above.

(4) The HQDA board for selection of the Active Army award recipients will convene during January following the calendar year for which the award is given. The DCS, G-1 will submit the Active Army nomination packets to the HQDA board recorder, as required.

(5) Names of all winners (Active Army, ARNG, and USAR) will be released in an Armywide message no later than 1 March following the calendar year for which the award is given.

10. Awards

a. Awards are distributed according to paragraph 6c, above, and winners are recognized as described below. Winners—

(1) Attend an award ceremony and an informal reception sponsored by the CSA at the Pentagon in May following the calendar year for which the award is given.

(2) Receive a memorandum of commendation from the CSA for inclusion in their official military personnel files.

b. If a private organization offers award recipients an additional award, gift, or other item, the ethics counselor for the award recipient shall conduct a legal review and determine the appropriate disposition of the item.

11. Funding

a. Commands listed in paragraphs 6d and 6e, the Chief, NGB, and the Office of the Chief, Army Reserve will fund travel and per diem costs for their respective award winners to attend the awards ceremony.

b. HQDA will fund the awards ceremony, other official activities, and official transportation between lodging facilities and the Pentagon.

c. Local commands are authorized to issue Invitational Travel Authorizations for a recipient's spouse or an immediate family member to attend the awards ceremony.

12. Milestones

Milestones¹ for the GDMLA are listed below.

Table 1
General Douglas MacArthur Leadership Award Program milestones

Milestone: HQDA message announcing competition.

Date: 1 September each calendar year.

Milestone: Submit ACOM, ASCC, DRU, USAR, ARNG, and FOA points of contact to HQDA.

Date: 1 November each calendar year.

Table 1

General Douglas MacArthur Leadership Award Program milestones—Continued

Milestone: Submit ACOM, ASCC, DRU, and HQDA FOA nomination packets to HQDA.

Date: 8 January each year following calendar year of competition.

Milestone: Submit list of ARNG and USAR awardees to HQDA.

Date: 15 February each year following calendar year of competition.

Milestone: Winners announced in Armywide message.

Date: 1 March each year following calendar year of competition.

Milestone: Award ceremony at the Pentagon, Washington, DC.

Date: May of each year following calendar year of competition.

Notes:

¹ If the milestone date falls on a weekend or holiday, then the milestone action will be due the first business day following the weekend or holiday.

13. Publicity

a. All echelons will publicize this program. This may be accomplished through public affairs officers and may include, but is not limited to the following:

(1) Announcements in local newspapers of winners at each level of competition that identifies the nominees who were selected at that level and who will be competing at higher levels of the award program. Such notices should avoid giving the impression that winning at lower levels constitutes winning at the HQDA level.

(2) Background information about the Armywide aspects of the GMDLA program, selection criteria, and General MacArthur's career.

b. The use of personal information in publicity releases or in other documents in support of the requirements established by this regulation will adhere to applicable Privacy Act and Freedom of Information Act requirements.

Appendix A References

Section I Required Publications

AR 600-9

The Army Weight Control Program (Cited in paras 7a(2), 9b(1)(a).)

Section II Related Publications

A related publication is a source of additional information. The user does not have to read the related publication to understand this publication.

AR 350-1

Army Training and Leader Development

AR 600-100

Army Leadership

FM 6-22

Army Leadership - Competent, Confident, and Agile

FM 21-20

Physical Fitness Training

DOD 5500.7-R

Joint Ethics Regulation

5 CFR 2635

Standards of Ethical Conduct for Employees of the Executive Branch

Section III Prescribed Forms

This section contains no entries.

Section IV Referenced Forms

Unless otherwise indicated, DA forms are available on the APD web site (www.apd.army.mil).

DA Form 2028

Recommended Changes to Publications and Blank Forms

DA Form 4037

Officer Record Brief (Available from My ORB web site <https://isdrad16.hoffman.army.mil/SSORB>)

Glossary

Section I Abbreviations

1LT

First lieutenant

2LT

Second lieutenant

ACOM

Army command

APFT

Army physical fitness test

AR

Army regulation

ARNG

Army National Guard

ASCC

Army service component command

ATTN

Attention

AUSA

Association of the United States Army

CAR

Chief, Army Reserve

CFR

Code of Federal Regulations

CPT

Captain

CSA

Chief of Staff, Army

CW2

Chief warrant officer two

CW3

Chief warrant officer three

DA

Department of the Army

DC

District of Columbia

DCS, G-1

Deputy Chief of Staff, G-1

DOD

Department of Defense

DRU

direct reporting unit

DSN

Defense switched network

FOA

field operating agency

GDMLA

General Douglas MacArthur Leadership Award

HQDA

Headquarters, Department of the Army

LT

lieutenant

NGB

National Guard Bureau

U.S.

United States

USAR

United States Army Reserve

WO1

Warrant officer one

Section II**Terms**

This section contains no entries.

Section III**Special Abbreviations and Terms**

This section contains no entries.

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