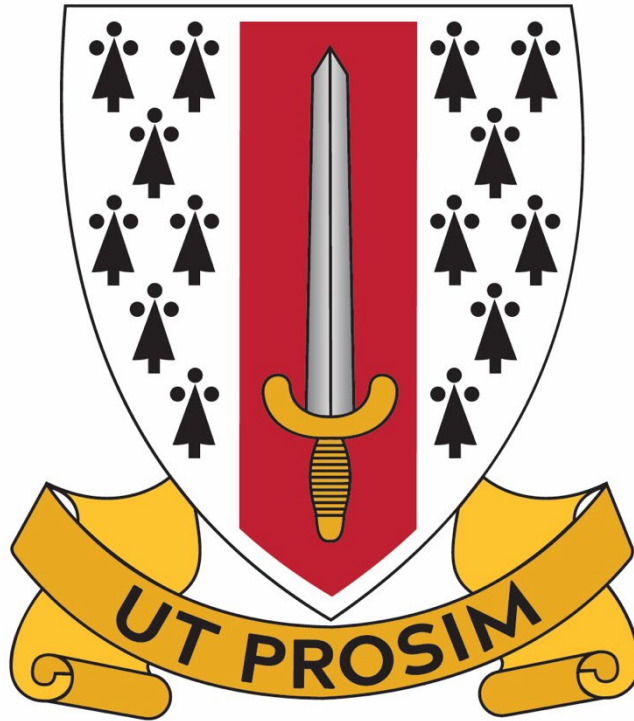


Virginia Tech®



Corps of Cadets

# Leader Development Program

Virginia Tech Corps of Cadets Leader  
Development Program  
2023

Guided by the university motto of *Ut Prosim*, the Virginia Tech Corps of Cadets is a Four-year Leader Development Program designed to graduate leaders of exemplary character who are instilled with the values and skills essential for leadership success in service to the nation.

## Four-Year Progression

The leader development program of the Corps of Cadets is a four-year, progressive program based upon a servant-leader model whose foundation is selflessness steeped in respect for others.

Each Class Year in the Corps focuses on an element of leadership that builds toward graduating global ethical leaders of character

<u>Class Year</u>	<u>Leadership Theme</u>	<u>A Cadet is Prepared to be a:</u>
First-Year	Leading Self	Fire Team Leader
Sophomore	Leading People	Cadet NCO
Junior	Leading Organizations	Cadet Officer
Senior	Leading for the Future	Junior Officer/Citizen Leader

Each year is further divided into semesters that build on the experience of the preceding semester using a learn-experience progression, with the Fall focused on learning skills that will be put into practice and reflected upon in the Spring Semester.

<b>FR</b>	EXPERIENCE the foundation of being a VTCC Cadet	<b>FALL</b>	
	LEARN how to lead small teams	<b>SPRING</b>	
<b>SO</b>	EXPERIENCE leading small teams	<b>FALL</b>	
	LEARN how to be a Cadet NCO	<b>SPRING</b>	
<b>JR</b>	EXPERIENCE being a Cadet NCO	<b>FALL</b>	
	LEARN how to be a Cadet Officer	<b>SPRING</b>	
<b>SR</b>	EXPERIENCE being a Cadet Officer	<b>FALL</b>	
	LEARN how to be a military/civilian leader	<b>SPRING</b>	

# Development Themes by Class

Phase	First-year Cadets	Sophomores	Juniors	Seniors
<b>Fall Semester – Experience</b>				
Cadre Week (1 week)		<ul style="list-style-type: none"> <li>Support &amp; observe Cadre</li> </ul>	<ul style="list-style-type: none"> <li>Prepare to train incoming New Cadets</li> <li>New Cadet Week ROC Drill</li> <li>Review &amp; Confirm standards</li> </ul>	<ul style="list-style-type: none"> <li>RWB Leader Training</li> <li>Lead training of Cadre</li> </ul>
New Cadet Week (1 week)	<ul style="list-style-type: none"> <li>Basic Military Training</li> <li>Room &amp; Uniform Standards</li> <li>Military Drill &amp; Ceremony</li> </ul>	<ul style="list-style-type: none"> <li>Support New Cadet Training</li> <li>Observe Cadre</li> </ul>	<ul style="list-style-type: none"> <li>Train New Cadets</li> <li>Teach &amp; model standards</li> <li>Develop Leadership Skills through practice</li> </ul>	<ul style="list-style-type: none"> <li>Set Command vision</li> <li>Serve as Cadet Officers</li> <li>Plan &amp; evaluate training</li> <li>Set &amp; enforce standards</li> <li>Supervise &amp; mentor Cadre</li> </ul>
Red Phase (6 weeks)	<ul style="list-style-type: none"> <li>Refine skills learned in New Cadet Week</li> <li>Integrate academics</li> <li>Leading Self</li> <li>Develop personal standards</li> <li>Teamwork and Brotherhood</li> </ul>	<ul style="list-style-type: none"> <li>Integrate into new company</li> <li>Refine training as FTL</li> <li>Internalized standards</li> </ul>	<ul style="list-style-type: none"> <li>Serve as Cadet NCOs</li> <li>Train First-year Cadets</li> <li>Develop Leadership Skills through practice</li> <li>Evaluate performance of First-year Cadets</li> </ul>	<ul style="list-style-type: none"> <li>Implement Vision</li> <li>Serve as Cadet Officers</li> <li>Train Sophomore Cadets</li> <li>Lead the Corps</li> <li>Plan &amp; evaluate training</li> <li>Set &amp; enforce standards</li> <li>Supervise &amp; mentor Cadre</li> </ul>
White Phase (9 weeks)	<ul style="list-style-type: none"> <li>Continue to develop personal standards</li> <li>Sustain &amp; stabilize performance</li> </ul>	<ul style="list-style-type: none"> <li>Assume role as FTL</li> <li>Train First-year Cadets</li> <li>Expand small unit leadership skills</li> </ul>	<ul style="list-style-type: none"> <li>Serve as Cadet NCOs</li> <li>Evaluate &amp; counsel subordinates</li> <li>Supervise and mentor FTLs</li> <li>Professional mentoring of First-Year Cadets</li> </ul>	<ul style="list-style-type: none"> <li>Implement Vision</li> <li>Serve as Cadet Officers</li> <li>Evaluate &amp; counsel subordinates</li> <li>Supervise &amp; mentor Cadre</li> <li>Plan &amp; evaluate training</li> </ul>
<b>Spring Semester – Learn</b>				
Blue Phase (15 weeks)	<ul style="list-style-type: none"> <li>Uphold personal standards</li> <li>Refine performance</li> <li>Prepare to be Fire Team Leaders (FTL)</li> </ul>	<ul style="list-style-type: none"> <li>Serve as FTLs</li> <li>Train First-year Cadets</li> <li>Prepare to be Cadet NCOs</li> <li>Expand small unit leadership skills</li> <li>Prepare Freshman to assume FTL role</li> </ul>	<ul style="list-style-type: none"> <li>Serve as Cadet NCOs</li> <li>Prepare to be Cadet Officers</li> <li>Evaluate &amp; counsel subordinates</li> <li>Prepare SO to assume Corps NCO roles</li> <li>Professional mentoring of First-Year Cadets</li> </ul>	<ul style="list-style-type: none"> <li>Implement Vision</li> <li>Serve as Cadet Officers</li> <li>Evaluate &amp; counsel subordinates</li> <li>Prepare Juniors to assume Corps Leadership roles</li> <li>Prepare for post-graduation goals</li> </ul>

# Annual Training Cycle

## Training Phases

Phase	Start	Finish	Milestone Events	Key Events
<b>Fall Semester – Experience</b>				
Cadre Week (1 week)	~2 Weeks before Start of Classes	~1 Week before Start of Classes	New Cadet Move-in Rehearsal	<ul style="list-style-type: none"> <li>RWB Student Leader Training</li> <li>Cadre Level of Knowledge</li> <li>Train the trainer training</li> </ul>
New Cadet Week (1 week)	1 Week before College Orientation	Day prior to College Orientation	New Cadet Parade	<ul style="list-style-type: none"> <li>New Cadet Move-in</li> <li>VTCC Introduction</li> <li>Weeks of Welcome</li> </ul>
Red Phase (6 weeks)	First Day of Classes Fall Semester	Friday Prior to Last Day to Drop Classes	Caldwell I  Sophomore Red Phase Culminating Event	<ul style="list-style-type: none"> <li>Transition to Academics</li> <li>Sophomore Integration</li> <li>Class-specific Training</li> <li>Football Games</li> <li>Homecoming PIR</li> <li>FTL Selection</li> </ul>
White Phase (9 weeks)	Completion of Caldwell I	Last Day of Classes Fall Semester	First-year Cadet White Phase Culminating Event	<ul style="list-style-type: none"> <li>NC Promotion to Cadet</li> <li>Class-specific Training</li> <li>Integration of FTLs</li> <li>Mentor Night</li> <li>Football Games</li> <li>Spring Change of Command</li> </ul>
<b>Spring Semester – Learn</b>				
Blue Phase (15 weeks)	First Day of Classes Spring Semester	Change of Command PIR	Caldwell II  Change of Command Pass-in-Review  Graduation & Commissioning	<ul style="list-style-type: none"> <li>Senior Banquet</li> <li>Military Ball</li> <li>Ring Dance</li> <li>Platoon Tactical Challenge</li> <li>FTL Training (FR)</li> <li>Advanced Leader Course (SO)</li> <li>Cadet Officer Training (JR)</li> </ul>

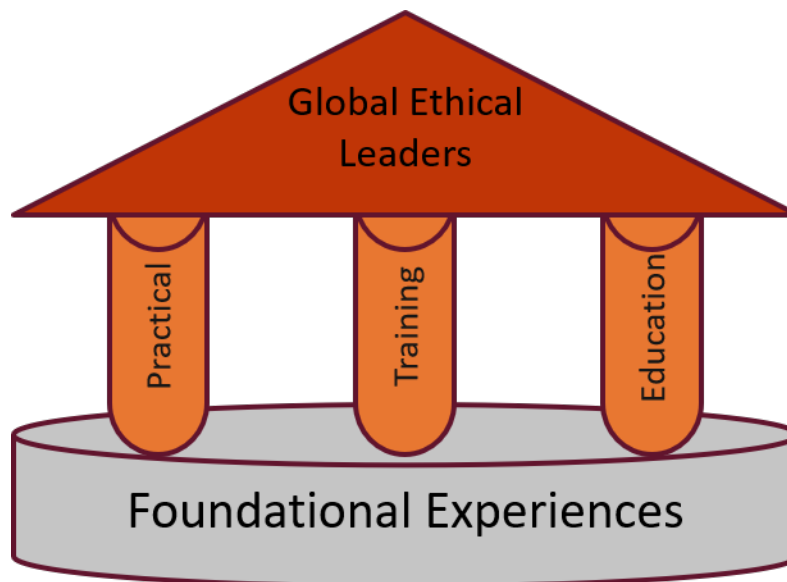
## Leader Development Program Goals

Graduate leaders of exemplary character who are instilled with the values and skills essential for leadership success in service to the nation. This is achieved by:

- Instilling Foundational Values
- Developing and Refining Leadership Skills
- Inspiring a Sense of Service
- Molding Character through Experience

Across a four-year program designed to take in students from a wide variety of backgrounds.

Leadership is both a science and an art. Leadership can be studied and learned, but must also be practiced in order to fully comprehend and embrace its power and potential for good.



Cadets are challenged and encouraged by practical application and frequent evaluation in positions of ever-increasing responsibility within a diverse, joint, military-style leadership environment.

The program begins with developing **active followership** skills and learning to **lead one's self** in our incoming **First-year Cadets**. Elements include learning basic military skills and standards, self-development, self-understanding, college success strategies, and an introduction to studying leadership. At the end of their first year in the Corps of Cadets, Cadets are prepared to **step into the role of Fire Team Leader**.

**Sophomores** are expected to assume the role of **frontline leaders** and begin leading others. With the focus on small unit leadership, essential skills developed during this period include mentorship, one-on-one and one-on-few training, development of subordinates, and an introduction to the conduct of counseling and evaluation of subordinates. There is a continued focus on team building as a class as they are incorporated into new units. At the end of their Sophomore year, Cadets are prepared to **step into the roles of Cadet Non-commissioned Officers** at the company, battalion, or regimental level.

The focus for **Juniors** is on **organizational leadership**. During this year cadets are fully engaged in the day-to-day operations of the Corps and see to the functioning of their organizations as well as **overseeing the growth and development of the First-year Cadets**. Juniors are also expected to mentor and take an active role in counseling and evaluating their subordinates. At the end of their Junior year, Cadets are prepared to **step into the roles of Cadet Officers** including command at all levels of the regiment and critical staff officer roles at the battalion or regimental levels.

**Seniors**, serving across the regiment as **Cadet Officers**, are at a transition point in their leader development with their focus at the strategic level with an eye toward building the organization for the future. First, they see to the strategic direction of their organizations to include setting specific goals that inform the actions of all other members of the Corps. Seniors are also expected to step out of the

direct training role and into a **supervisory and assessment** role in the Corps' training activities. They are also at the stage where they are preparing to **transition to their post-Corps professions** and thus should be putting the final touches on their own personal and professional development.

For this Leader Development Program to be successful, the Corps must be run by the cadets. The Commandant's Staff seeks to **empower cadet leaders** at all levels with the freedom to act within the parameters outlined in Cadet Regulations. Serving as advisors and mentors, the staff helps those leaders set the organization's vision; plan, execute, and assess training; refine and implement cadet-driven goals; plan, implement, execute, and assess Corps activities; and **provide cadets the space to make and learn from mistakes made in that process**. With a bias toward action, the staff encourages **each class of cadets to own their leadership** of the organization by setting an environment for success across the Corps.

