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Decorations, Awards, and Honors

General Douglas MacArthur Leadership Award

***This regulation supersedes AE Regulation 600-89, 10 September 2009.**

For the Commander:

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Summary. This regulation prescribes guidelines for the General Douglas MacArthur Leadership Award (GDMLA) Program in USAREUR.

Summary of Change. This revision—

- Updates responsibilities pertaining to developing a communications and media plan (para 3b(6)).
- Updates eligibility criteria to state that candidates must pass the Army Physical Fitness Test during the calendar year of consideration (paras 5d(3) and 8a(1)).
- Eliminates the USAREUR preliminary selection board and clarifies guidance for subordinate unit preliminary selection boards (para 6a).
- Specifies membership of and clarifies procedures for the USAREUR final selection board (para 7c).
- Clarifies the timeline for GDMLA selection boards (table 1).
- Updates office names and office symbols throughout the regulation.

Applicability. This regulation applies to USAREUR major subordinate and specialized commands (AE Reg 10-5, app A) and HQ USAREUR staff offices.

Supplementation. Organizations will not supplement this regulation without USAREUR G1 (AEPE-MPP) approval.

Suggested Improvements. The proponent of this regulation is the USAREUR G1 (AEPE-MPP, DSN 370-6816/6086). Users may suggest improvements to this regulation by sending DA Form 2028 to the USAREUR G1 (AEPE-MPP), Unit 29351, APO AE 09014-9351, or by e-mail to *usarmy.badenwur.usareur.mbx.usareur-military-personnel-@mail.mil*.

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Glossary

1. PURPOSE

This regulation prescribes policy for managing the USAREUR General Douglas MacArthur Leadership Award (GDMLA) Program. The GDMLA is an annual award to recognize company-grade warrant and commissioned officers who personify the ideals General MacArthur represented (duty, honor, country) and have demonstrated outstanding military performance, leadership, and achievement.

2. REFERENCES

a. Publications.

- (1) DOD 5500.07-R, Joint Ethics Regulation.
- (2) AR 215-1, Military Morale, Welfare, and Recreation Programs and Nonappropriated Fund Instrumentalities.
- (3) AR 600-8-2, Suspension of Favorable Personnel Actions (Flags).

- (4) AR 600-8-22, Military Awards.
- (5) AR 600-9, The Army Weight Control Program.
- (6) AR 600-89, General Douglas MacArthur Leadership Award Program.
- (7) FM 6-22, Army Leadership.

b. Forms.

- (1) DA Form 2028, Recommended Changes to Publications and Blank Forms.
- (2) DA Form 4037-E, Officer Record Brief.

3. RESPONSIBILITIES

a. Nominating commanders will—

- (1) Designate a POC for the program and send the name, grade, and duty telephone number of the POC to the Awards and Actions Branch (AAB), Office of the Deputy Chief of Staff, G1, HQ USAREUR (AEPE-AGP), Unit 29351, APO AE 09014-9351, by the suspense date in the USAREUR GDMLA tasking order (TASKORD), which is normally published by October each year.
- (2) Hold an annual local board to select GDMLA nominees for the USAREUR competition.
- (3) Ensure nomination packets for the USAREUR final selection board arrive at the AAB by the suspense date (normally in November each year), which is published annually in the USAREUR GDMLA TASKORD.
- (4) Recognize (in writing) officers who compete before the USAREUR final selection board, but are not selected for the HQDA competition.
- (5) Publicly recognize all GDMLA nominees by using available media (for example, hometown news releases, community newspapers, command newsletters) in coordination with the Public Affairs Division, Office of the Deputy Chief of Staff, G3, HQ USAREUR.

b. The AAB will—

- (1) Prepare documentation to implement the program, including administrative instructions, according to the HQDA all Army activities (ALARACT) message (normally published by 1 September each year).
- (2) Prepare the USAREUR GDMLA TASKORD according to the HQDA ALARACT message and release the draft TASKORD for coordination by 1 October each year.
- (3) Coordinate the USAREUR final selection board.
- (4) Send the packets of the USAREUR GDMLA final-selection-board winners as allocated in the HQDA ALARACT message to HQDA. Packets must arrive by the date (normally in January each year) specified in the ALARACT message.
- (5) Organize and coordinate the USAREUR GDMLA awards ceremony.

(6) In coordination with the Office of the Chief, Public Affairs, HQ USAREUR, develop a communication plan to maximize participation in the program, ensure maximum media coverage of the USAREUR GDMLA ceremony, announce the USAREUR winners selected to compete at HQDA, and announce the HQDA winners who are from USAREUR.

4. SELECTION CRITERIA

USAREUR will select the GDMLA winners based on the overall leadership ability demonstrated by the nominees during the calendar year of consideration. The following factors should be considered when selecting GDMLA candidates:

- a. Demonstration of the leadership skills and traits discussed in FM 6-22 and AR 600-89.
- b. Demonstration of technical and tactical competence.
- c. Intangible aspects of leadership, including skill in dealing with people and interpersonal communications.

5. ELIGIBILITY

To be eligible for the GDMLA, candidates must—

- a. Be an active-duty Army company-grade warrant or commissioned officer assigned or attached to USAREUR for the entire calendar year of consideration.
- b. Not be flagged for adverse action in accordance with AR 600-8-2.
- c. Have sufficient time remaining on assignment in USAREUR until the selection and presentation of the HQDA winners (normally by June).
- d. Meet the eligibility criteria of AR 600-89 as follows:
 - (1) Be company-grade warrant or commissioned officers (warrant officer one, chief warrant officer two, second lieutenant, first lieutenant, or captain) and not on the promotion list to chief warrant officer 3 or major as of 31 December of the calendar year of consideration.
 - (2) Meet the height and weight standards of AR 600-9.
 - (3) Pass the Army Physical Fitness Test (APFT) during the calendar year of consideration.

6. NOMINEES

a. USAREUR Subordinate Unit Preliminary Selection Board. Subordinate unit preliminary selection boards will select nominees according to allocations published in the USAREUR GDMLA TASKORD (published by October each year).

(1) The following organizations are authorized to nominate officers and warrant officers to compete before the USAREUR final selection board according to the allocations published in the USAREUR GDMLA TASKORD:

- (a) 21st Theater Sustainment Command.

- (b) Seventh United States Army Joint Multinational Training Command.
- (c) Other brigades (colonel commands) reporting directly to USAREUR.
- (d) HQ USAREUR.
- (e) Headquarters, V Corps.

(2) Organizations operationally assigned to USAREUR and not listed in (1) above should receive separate instructions from their higher administrative headquarters related to nominating officers for the GDMLA according to the annual HQDA ALARACT message instructions.

b. USAREUR Final Selection Board. The USAREUR final selection board will select officers in accordance with HQDA allocations to compete before the HQDA final selection board (normally conducted in March each year).

7. SELECTION BOARDS

a. Selection Process. The HQDA centralized awards board selects from Army-wide nominations of company grade warrant and commissioned officers as specified in the annual ALARACT message (normally published by September each year). HQDA normally allocates USAREUR two active duty commissioned officer nominations and one active duty warrant officer nomination to the HQDA selection board.

b. USAREUR Subordinate Unit Preliminary Selection Boards.

(1) Commands and organizations will conduct selection boards to select nominees for the USAREUR final selection board. The preliminary selection board will include the commander or designated representative of the organization submitting nominees.

(2) The subordinate unit GDMLA POC will send nomination packets to USAREUR by the date specified in the USAREUR GDMLA TASKORD.

c. USAREUR Final Selection Board.

(1) The USAREUR G1 will chair the USAREUR selection board.

(2) The USAREUR final selection board will consist of five HQ USAREUR staff principal board members in addition to the board chairman. In the event that a staff principal is unavailable, the USAREUR G1 may approve a replacement who is a colonel or civilian equivalent.

(3) The AAB will distribute copies of nomination packets and instructions to all GDMLA board members. GDMLA board members will vote on the selection of top nominees to compete at the HQDA final selection board and send their vote sheets to the AAB. The AAB will consolidate all scores and prepare a packet for Chief of Staff, HQ USAREUR, review and CG, USAREUR, approval.

(4) In the case of a tie, the USAREUR G1 will cast the deciding vote.

(5) The board will have 5 workdays to select USAREUR GDMLA winners. The board will end 1 month before the date specified for submission of nomination packets to the HQDA selection board.

d. Selection Criteria. Selection boards will evaluate candidates based on existing information about overall leadership performance during the calendar year of consideration. Selection should not cause the development of additional records. According to AR 600-89, paragraph 8, the following criteria will be considered:

(1) Leadership: Performance that exemplifies the ideals of duty, honor, and country.

(2) Influence: The ability to influence others to accomplish the mission by providing purpose, direction, and motivation.

(3) Proficiency: The nominee is technically and tactically competent.

(4) Values: The nominee is committed to the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

(5) Team-Building: The nominee develops cohesive teams that anticipate requirements and exercise initiative within the commander's intent.

(6) 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).

8. NOMINATION PACKETS

a. The nominating command's chief of staff or higher authority will approve nomination packets. Packets must include the items below:

(1) A memorandum from the nominated officer's chain of command endorsing the nomination. The memorandum will include a statement that the nominee meets the height and weight standards of AR 600-9 and has passed the APFT during the calendar year of consideration.

(2) The following items as enclosures to the memorandum in (1) above:

(a) The nominee's full name, grade, unit of assignment, current duty position, duty position when nominated (if different), consolidated mailroom (CMR) address, unit e-mail address, and duty telephone number (civilian and DSN) (encl 1).

(b) A current official color photograph of the nominee (encl 2).

(c) A separate narrative that describes the nominee's leadership qualities and accomplishments, based on criteria in paragraph 7d. The narrative must be double-spaced in 12-pitch font and must not be longer than two pages (encl 3).

(d) A current copy of the officer's DA Form 4037-E (encl 4).

NOTE: Nominating officials will limit their nomination packets to the items in (1) and (2) above. No additional supporting material will be accepted.

b. The nominee’s unit will send the nomination packet to the AAB according to the annual USAREUR GDMLA TASKORD.

9. SCHEDULE

Table 1 shows the approximate schedule of events for the USAREUR GDMLA process.

| Table 1 Schedule of Events for USAREUR GDMLA Selection Boards | | |
|--|----------------|---|
| Process | Dates | Responsibilities |
| USAREUR administrative orders production | August | USAREUR receives ALARACT message. |
| | September | USAREUR G1 prepares the GDMLA TASKORD. |
| | October | Units send names and e-mail addresses of GDMLA POCs to the AAB. |
| | By 1 November | USAREUR sends Army service component command POC information to HQDA. |
| USAREUR GDMLA board process | By November | Units conduct preliminary selection boards. |
| | November | Units send nomination packets to the AAB for the USAREUR final selection board. |
| | November | AAB coordinates packet review and USAREUR final selection board. |
| | November | Packets with voting and instructions issued to USAREUR board members for the final selection board. |
| | By 10 December | Board results sent through the Chief of Staff, HQ USAREUR, to the CG, USAREUR, before the half-day schedule. |
| USAREUR GDMLA award ceremony | January | USAREUR G1 sends notification memorandums to finalists. |
| | February | USAREUR GDMLA ceremony is held at a date and location to be announced. |
| | February | After the ceremony, the USAREUR G3 Public Affairs Division publishes an announcement of the USAREUR nominees who will compete for the HQDA award. |
| HQDA Selection Board | By 8 January | USAREUR nominee packets due at HQDA according to suspense dates published in the ALARACT message, but no later than 8 January of the calendar year. |
| | March | HQDA winners are announced. |
| | May | Awards ceremony is held at the Pentagon on a date to be announced. |
| NOTE: Exact suspense dates will be published in the annual USAREUR GDMLA TASKORD and the ALARACT message published by HQDA. | | |

10. USAREUR AWARDS CEREMONY

The AAB will—

a. Organize and coordinate an awards ceremony to honor the USAREUR GDMLA finalists and winners in February each year.

b. Coordinate with a local vendor to purchase a uniquely designed plaque for presentation according to budgetary restrictions in AR 600-8-22 and the ethical standards of DOD 5500-07. Before committing funds for the plaque, the AAB will coordinate the proposed purchase with the Office of the Judge Advocate, HQ USAREUR.

c. Coordinate the GDMLA tasking with the following organizations, each of which has specific responsibilities as explained below:

(1) The Protocol Office, Executive Services Division, Office of the Chief of Staff, HQ USAREUR. This office will assist with the review and production of guest lists, invitations, the text for the narration, and the program for the GDMLA ceremony. The Protocol Office will also provide a narrator for the ceremony.

(2) The USAREUR Chaplain will provide the invocation for the ceremony.

(3) The USAREUR Band and Chorus will perform both the U.S. and the host-nation national anthems in support of the ceremony.

(4) The United States Army Training Support Activity, Europe, will provide visual photography in support of the ceremony.

11. FUNDING

a. Local commanders will provide travel and per diem funds for their finalists, winners, and spouses to attend the USAREUR award ceremony (para 10).

b. The Support Services Division, Office of the Deputy Chief of Staff, G1, HQ USAREUR, will fund travel and per diem for USAREUR winners and their spouses or one other immediate Family member for each winner to attend the HQDA awards ceremony according to AR 600-89. The USAREUR G1 will issue official travel orders for the winner and invitational travel orders for the winner's spouse or one immediate Family member.

12. AWARDS

a. Commanders will recognize Soldiers who are nominated to compete in the GDMLA program, but will not present individual Army awards solely based on the officer's selection as a GDMLA nominee.

b. HQDA winners should expect to attend the awards ceremony and reception sponsored by the Chief of Staff of the Army (CSA) at the Pentagon (usually in May). They should also expect a memorandum of commendation from the CSA, which will be placed in their official military personnel files.

GLOSSARY

SECTION I ABBREVIATIONS

| | |
|-------------|---|
| AAB | Awards and Actions Branch, Office of the Deputy Chief of Staff, G1, Headquarters United States Army Europe |
| ALARACT | all Army activities |
| APFT | Army Physical Fitness Test |
| APO | Army post office |
| AR | Army regulation |
| CG, USAREUR | Commanding General, United States Army Europe |
| CMR | consolidated mailroom |
| CSA | Chief of Staff of the Army |
| DA | Department of the Army |
| DSN | Defense Switched Network |
| FM | field manual |
| GDMLA | General Douglas MacArthur Leadership Award |
| HQDA | Headquarters, Department of the Army |
| HQ USAREUR | Headquarters, United States Army Europe |
| POC | point of contact |
| TASKORD | tasking order |
| U.S. | United States |
| USAREUR | United States Army Europe |
| USAREUR G1 | Deputy Chief of Staff, G1, Headquarters, United States Army Europe |
| USAREUR G3 | Deputy Chief of Staff, G3, Headquarters, United States Army Europe |