



Air Defense Artillery Corps

---CAC Approved---



ADA Lieutenant KSB Storyboard



Proponent Vision: Air Defense Lieutenants are expeditionary-minded combat arms leaders who master technically advanced weapon systems, ADA doctrine, and maneuver operations. They leverage communication and interpersonal skills to provide expert leadership to their platoons while gaining the confidence of maneuver commanders whom they support. Cultural fluency enables them to operate effectively with allies and partners. They rely on analytical abilities to define problems and understand technical, tactical, logistics and administrative requirements. ADA lieutenants are physically fit and mentally tough. Officers in this grade develop skills necessary to command and serve effectively on ADA battalion-level staffs.

Developmental/ Experiential Learning

Positions: Platoon Leader, Battery Executive Officer, Battalion Staff Officer, Battalion Tactical Director

Additional Duties: Unit Movement Officer, Tactical Control Officer, Safety Officer, Missile Movement Officer, Convoy Commander, Reconnaissance Selection Occupation of Position OIC,

Experiences: OCONUS Deployment, Table VIII Gunnery Certification, Platoon Leader Certification, Range OIC, Soldier Readiness, Training Management, Cyclical Inventories, Counseling, CTC Rotations, Lead Convoys

Education

College and University: Bachelors Degree (R)

Credentials & Certifications (Continuing Education): Secret Clearance (R)

Military Schooling: ADA Basic Officer Leader Course (R), Stryker Leaders Course (D), THAAD Follow On Course (D), Airborne (O), Air Assault (O), Ranger (O), Army Space Cadre Course (O), ADA Top Gun (D), Pathfinder (O)

Baseline Talents (ATAF - Tier 2): Examples:

General Communication (II)	Attention Control (I)
Cultural Awareness (I)	Stress Tolerance (I)
Conscientiousness (II)	Problem Solving (I)
Reasoning (I)	General Fitness (II)
Oral Communication (I)	
Tactical/Technical Competence (I)	

Assignment Developed Talents (ATAF – Tier 2):

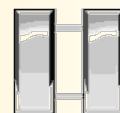
General Cognitive Ability (II)	Problem Solving (II)
Conscientiousness (III)	Stress Tolerance (II)
Leadership (I)	Teamwork (I)
Safety & Compliance (I)	Oral Communication (II)
Tactical/Technical Competence (II)	Extraversion (II)

Tier 3 ATAF KSBs (Baseline): Examples: Communicator (II), Intercultural Communication (II), Cross-Culturally Fluent (I), Attentiveness (I), Detail-Focused (I), Dependability (II), Prudent Risk Taker (II), Problem Sensitivity (II), Self-Management (II), Analytical Thinking (I), Achievement Orientation (II), Critical Thinking (I), Oral Communication Skill (I), Assessing and Mitigating Harm (I), Active Learning (I), Physically Fit (II), Health and Fitness Orientation (II), Knowledge of Combined Arms Operations (I)

Tier 3 ATAF KSBs (Assignment Developed): Information Ordering (II), General Cognitive Aptitude (II), Spatially Intelligent (II), Prudent Risk-Taker (III), Dependability (III), Process-Disciplined (I), Safety Compliance (I), Knowledge of Processes and Procedures (II), MOS/Branch Specific Knowledge and Skill (II), Oral Communication Skill (II), Conflict Management (I), Coordination (I), Proficiency with Mission Systems (I), Process Information and Data (II), Coordination (I), Delegating (I), Problem Solver (II)



ADA Captain KSB Storyboard



Proponent Vision: Air Defense Captains are trained to plan, rehearse, and supervise Air Defense operations within complex Joint, Interagency, Intergovernmental, and Multinational (JIIM) environments. They instinctively employ ADA principles to deliver fires and defend designated assets. ADA Captains are adept at teambuilding to build esprit de corps and gain the willing commitment of their subordinates. Frequently supporting JIIM operations, Air Defenders at this grade extend influence outside their chain of command through effective relationship building to accomplish their missions. Trained to think critically, ADA Captains maximize the capabilities of their limited resources to increase unit efficiency and success.

Developmental/ Experiential Learning

Positions: Battery Commander, ADAM Cell, Battalion Tactical Director, ADAFCO, Battalion/Brigade Staff Officer, OES Instructor, CTC OC/T
Additional Duties: Battalion Security Officer, SHARP or EO Representative, Investigative Officer
Experiences: OCONUS Deployment, Table VIII Gunnery Certification, Live Fire Events, Joint/Combined Exercises, Retention Programs, Training Management, Battery Maintenance Program, UCMJ Authority, Family Readiness Group, Command Supply Discipline Program

Education

College and University: Bachelors Degree (R), Masters Degree (O)
Credentials & Certifications (Continuing Education): Secret Clearance (R), Top Secret Clearance (D)
Military Schooling: Captain's Career Course (R), U.S. Marine Corps Expeditionary Warfare School (O), ADAM Cell Functional Course (D), ADA Top Gun Course (D), Link 16 Planner Course (O), Joint Firepower Control Course (O), AN/TPY-2 Sensor Management (O), ADAFCO Course (O), Joint Air Tasking Order Process Course (O), Multi-TADIL Advanced Joint Interoperability Course (O), Army Space Cadre Course (O),

Baseline Talents (ATAF - Tier 2): Examples:

Problem Solving (II)	Oral Communication (II)
Conscientiousness (III)	Safety & Compliance (I)
Multi-Domain Collaboration (II)	Leadership (I)
General Cognitive Ability (II)	Teamwork (I)
Written Communication (II)	Stress Tolerance (II)
General Communication (II)	Extraversion (II)

Assignment Developed Talents (ATAF – Tier 2):

Decision Making (II)	Reasoning (II)
General Cognitive Ability (III)	Military-Specific (II)
General Communication (III)	Leadership (II)
Safety & Compliance (II)	Creativity (II)
Tactical/Technical Competence (III)	Cultural Awareness (II)
Performance Management (II)	Teamwork (II)

Tier 3 ATAF KSBs (Baseline): Communicator (II), Written Communication (II), Reading Comprehension (II), Persistence (III), Prudent Risk-Taker (III), Assertiveness (II), Safety Compliance (I), Knowledge of Combined Arms Operations (I), Problem Solving (II), Trouble Shooting (II), Team Building (I), Team Development (I), Stress Tolerance (II), Leads by Example (I), Coordination (I), Initiative (II), Joint, Interagency, Intergovernmental, And Multinational (JIIM) Perspective (II), Oral Communication Skill (II)

Tier 3 ATAF KSBs (Assignment Developed): Multi-Tasking (III), Perceptive (III), Army Values (II), Warrior Ethos (II), Inspirational Leader (II), Lead by Example (II), Process-Disciplined (II), Safety Compliance (II), Team Planning (II), Coordination (II), Specialized Expertise (III), Team Development (II), Conflict Management (II), Creative Problem Solving (II), Troubleshooting (II), Innovation (II), Decision Making (II), Mental Agility (II), Sound Judgement (II), Communicator (III), Communication Ability (III).



ADA Major KSB Storyboard



Proponent Vision: Air Defense Majors develop skills required for successful Battalion Command by serving as Battalion S3 or XO. They must be experts at analyzing requirements, long range planning, and prioritizing limited resources. Given the high OPTEMPO of Air Defense units routinely experience, field grade Air Defenders must be talented problem solvers. In an ever-changing operational environment, successful Air Defense Majors are comfortable with uncertainty. They are proficient in efficient written communication. Seasoned officers with long experience working with allies, partners, and staffs outside the chain of command, they are skilled in Conflict Management to eliminate friction and accomplish the unit's objectives.

Developmental/ Experiential Learning

Positions: BN/BDE S3 or XO, AAMDC Staff, ADAFCO, ADAM Cell OIC, ACM-Brigade, ACM-AAMDC, CTC OC/T, Division/Corps Staff, SMDC Staff, MCTP, FCoE Staff, HRC.

Additional Duties: Army Talent Management Program, EO/SHARP, LDP, Command Inspection Program, Soldier & Family Readiness Program

Experiences: MDMP, CSDP, Battalion Maintenance Program, Fellowships/Internship, ROTC/USMA, Maintenance Terrain Walk, Community Liaison

Education

College and University: Bachelors Degree (R), Masters Degree (D),

Credentials & Certifications (Continuing Education): Secret Clearance (R), Top Secret Clearance (D)

Military Schooling: CGSC Intermediate Level Education/ JPME (R): Joint Air Tasking Order Process Course (O), Joint Firepower Control Course (O), Joint Interface Fire Control Officer Course (O), Joint Theater Air and Missile Defense Course (O), Maritime Ballistic Missile Defense Operators Course (O), Weapons and Tactics Instructor Course (O), Army Basic Space Course

<u>Baseline Talents (ATAF - Tier 2): Examples:</u>		<u>Assignment Developed Talents (ATAF – Tier 2):</u>	
General Cognitive Ability (III)	Decision Making (II)	Reasoning (III)	Training and Developing Others (III)
Military-Specific (II)	Problem Solving (II)	Problem Solving (III)	Performance Management (III)
General Communication (III)	Creativity (II)	Situational Awareness (III)	Multi-Doman Collaboration (III)
Tactical/Technical Competence (III)	Teamwork (II)	Openness to Experience (II)	Decision Making (IV)
Cultural Awareness (III)	Leadership (II)	Management (III)	Stress Tolerance (III)
Performance Management (II)	Reasoning (II)	Extraversion (III)	Emotional Stability (III)

Tier 3 ATAF KSBs (Baseline): Multi-Tasking (III), Perceptive (III), Army Values (II), Lead by Example (II), Coordination (II), Team Development (II), Conflict Management (II), Creative Problem Solving (II), Troubleshooting (II), Decision Making (II), Mental Agility (II), Sound Judgement (II), Communicator (II), Commitment to Serve (II), Critical Thinking (II), Assessing and Mitigating Harm (II), Enforces Standards (II), Maintains Relevant Geopolitical Awareness (II), Unstructured Problem Solving (II), Monitoring (II)

Tier 3 ATAF KSBs (Assignment Developed): Resilience (III), Self-Control (III), Initiative (III), Assertiveness(III), Situational Awareness (III), Innovative (II), Adaptability (II), Stress Tolerance (III), Intellectual Efficiency (II), Improve Unit Performance (III), Enforce Standards (III), Delegating (III), Mentoring (III), Decision Making (IV), Sound Judgement (IV), Joint, Interagency, Intergovernmental, And Multinational (JIIM) Perspective (III), Tolerance for Ambiguity (II), Emotional Control (III)



ADA Lieutenant Colonel KSB Storyboard



Proponent Vision: Air Defense Lieutenant Colonels provide vision, experience, and organizational leadership. They are masters of ADA operations, logistics, and the mission command systems required for theater-level ops. At this grade, officers possess refined oral and written communication skills. They can influence senior audiences through verbal reasoning or other appropriate techniques. They have developed an instinctive ability to assess and mitigate risk. By this grade, Air Defenders are comfortable with ambiguity and tolerate tremendous pressure as they devise suitable plans to defend the maneuver force and strategic assets. Lieutenant Colonels understand policy impacts and are familiar with emerging

Developmental/ Experiential Learning
Positions: Battalion Command, Division-Corps Chief of AMD Ops, Brigade DCO, AAMDC DCoS, AAMDC Deputy G-3, GMD Fire Direction Center, HRC Staff, Transition Team Commander, SMDC Staff, AC/RC, MCTP, HQDA Staff, Proponent Director, Joint Staff
Additional Duties: EO/SHARP Representative, Soldier & Family Readiness Group coordinator
Experiences: Deployed Unit leadership, Staff Rides, Branch or Army enterprise-level perspective, Senior Officer Mentorship, Public Affairs Management, Foreign Advising.

Education
College and University: Bachelors Degree (R), Masters Degree (D), Doctorate (O)
Credentials & Certifications (Continuing Education): Secret Clearance (R), Top Secret Clearance (D)
Military Schooling: Pre-Command Course (D), Senior Service College(SSC) (O), Joint Theater Air and Missile Defense Course (O), JIMPC (O), JMPE II (D)

Baseline Talents (ATAF - Tier 2): Examples:		Assignment Developed Talents (ATAF – Tier 2):	
Problem Solving (III)	Emotional Stability (III)	Leadership (IV)	Conscientious (IV)
Multi-Doman Collaboration (III)	Extraversion (III)	Multi-Doman Collaboration (IV)	Social Skills (IV)
Openness to Experience (II)	Situational Awareness (III)	Problem Solving (IV)	Performance Management (IV)
Performance Management (III)	Management (III)	Written Communication (IV)	Meta-Cognition (IV)
Training and Developing Others (III)	Stress Tolerance (III)	Oral Communication (IV)	Reasoning (IV)
Sustain Climate & Morale (III)	Reasoning (III)	Training and Developing Others (IV)	

Tier 3 ATAF KSBs (Baseline): Resilience (III), Initiative (III), Assertiveness (III), Situational Awareness (III), Adaptability (II), Stress Tolerance (III), Intellectual Efficiency (II), Task Planning & Management (III), Improve Unit Performance (III), Enforce Standards (III), Delegating (III), Mentoring (III), Joint, Interagency, Intergovernmental, And Multinational (JIIM) Perspective (III), Tolerance for Ambiguity (III). Emotional Control (III). Innovative (III). Analytical Thinking (III). Unstructured Problem Solving (III)

Tier 3 ATAF KSBs (Assignment Developed): Consensus Building (IV), Inspirational Leader (IV), Shared Leadership (IV), Organizational Perspective (IV), Prudent Risk-Taker (IV), Virtue (IV), Mentoring (IV), Assesses Developmental Needs of Others (IV), Oral Communication Skill (IV), Written Communication (IV), Assessing/Mitigating Harm (IV), Interdisciplinary Reason (IV), Interpersonal Relationship Building (IV), Providing Feedback (IV), Analyze and Organize Information to Create Knowledge (IV)



ADA Colonel Storyboard



Proponent Vision: Air Defense Colonels maintain their branch skills and keep current on changes that affect the branch. Air Defenders in this grade fill assignments with the JIIM community and are sensitive to the perspectives of our partners. They must be strategic thinkers. They master the strategic, political, and national security implications of ADA operations in a multidisciplinary context. Successful senior leaders tolerate the ambiguity and uncertainty that prevails in the realm of international security. They must coordinate multiple groups to achieve strategic objectives. Air Defense Colonels understand Offensive and Defensive Fires. Air Defense colonels are responsible for resourcing subordinate efforts to achieve the mission.

Developmental/ Experiential Learning

Positions: Brigade Command, BCD Commander, HQDA G-8 Air Defense Division, AAMDC Chief of Staff, AAMDC G3, SMDC or GMD Staff, USAADAS Assistant Commandant, ACM-AAMDC, ACM-BDE, MDA Staff, JFC-IMD, FCOE Staff

Additional Duties: Unit / Position Dependent

Experiences: Brigade Command, Theater Level Air Defense integration, Strategic/Political/National Security, Threat Management, Offensive and Defensive Fires, Army Fellowship, Joint Staff, Army Staff, Public Engagements, Interagency Planning

Education

College and University: Bachelors Degree (R), Masters Degree (D), Doctorate (O)

Credentials & Certifications (Continuing Education): Secret Clearance (R), Top Secret Clearance (R)

Military Schooling: Senior Service College (R), Pre-Command Course (O), Fellowships (D), Combat Developer's Course (D)

Baseline Talents (ATAF - Tier 2): Examples:

Oral Communication (IV)	Conscientiousness (IV)
Decision Making (IV)	Leadership (IV)
Training and Developing Others (IV)	Reasoning (IV)
Performance Management (IV)	Meta-Cognition (IV)
Written Communication (IV)	Problem Solving (IV)
Social Skills (IV)	

Assignment Developed Talents (ATAF – Tier 2):

Tactical/Technical Competence (IV)	Systems Thinking (IV)
Agreeableness (IV)	Cultural Awareness (IV)
Sustains Climate & Morale (IV)	Military-Specific (IV)
Multi-Domain Collaboration(IV)	Spatial Ability (IV)
Openness to Experience (IV)	Emotional Stability (IV)
General Communication (IV)	Agreeableness (IV)

Tier 3 ATAF KSBs (Baseline): Consensus Building (IV), Inspirational Leader (IV), Shared Leadership (IV), Organizational Perspective (IV), Prudent Risk-Taker (IV), Virtue (IV), Decision Making (IV), Mentoring (IV), Assesses Developmental Needs of Others (IV), Oral Communication skill (IV), Written Communication (IV), Assessing and Mitigating Harm (IV), Interdisciplinary Reason (IV), Interpersonal Relationship Building (IV), Providing Feedback (IV), Analyze and Organize Information to Create Knowledge (IV)

Tier 3 ATAF KSBs (Assignment Developed): Strategic Thinking (IV), Selflessness (IV), Humility (IV), Army Self-Efficacy (IV), Working with The Public (IV), Tolerance for Ambiguity (IV), Knowledge of Combined Arms Operations (IV), Maintains Relevant Geopolitical Awareness (IV), Balances Mission and Welfare of Followers (IV), Sustains a Climate of Trust (IV), Resilience (IV), Communication Ability (IV), Intercultural Communication (IV), Spatial Visualization (IV), Consideration (IV)