

**Battalion Command Team Spouse Development Course  
(CTSDC-BN)**

**Course Syllabus**

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**Contract Facilitators:**

PZI International

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**Course Length:** One week, Monday through Friday, generally 0800 to 1600 daily although start and end times may vary based on scheduled guest speakers.

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**Course Description:** The Command Team Spouse Development Course - Battalion (CTSDC-BN) focus is to provide you, as a member of the command team, a better understanding of the Army's operational environment, a better understanding of one's ability to perform as an informal leader, a better understanding of the Soldier & Family Readiness Group (SFRG), and a better understanding of one's level of organizational involvement and tools to increase one's resiliency. CTSDC-BN also affords you the opportunity to learn about Army programs and resources that you can leverage, as well as provide you an opportunity to exchange ideas with other command team spouses attending the course.

**Course Organization:** The CTSDC-BN is a one week course conducted concurrently with the Brigade and Battalion Pre-Command /Command Sergeants Major Courses. Spouses of battalion command selectees and battalion Command Sergeant Major selectees are invited to participate in the course. During CTSDC-BN, spouses will attend some large group presentations with their spouse but the majority of the time will be in small group discussions with other CTSDC-BN attendees. A variety of topics will be presented and discussed that will be beneficial to you as a member of the command team.

## **Course Objectives:**

- **Increase self-awareness**

- Describe yourself as one of the 8 behavioral types -using the Insights Discovery Color Energy Model. Insights Discovery measures an individual's unique behavior preference as outlined by Swiss Psychologist Carl Gustav Jung; and how you will use that self-awareness in your role as a battalion command team member.
- Discuss who you are as an individual: your strengths and challenges, your communication preferences, your motivations, and how your behavior impacts those around you.
- Describe your preferred form of leadership, why you behave the way you do, and how different types can complement and clash with you.

- **Increase leadership skills**

- Describe how you put your knowledge into practice and assess the leadership style of the leader and development of the follower in various real life scenarios used in class.
- Discuss how you will develop your "team" and manage or supervise volunteers at the battalion level.

- **Increase interpersonal skills**

- Discuss your understanding of the challenges of your entry into a unit (the inclusion phase of group development) and some of the implications you must consider in order to experience a successful transition.
- Discuss how you will interact with the SFRG in your command team.
- Discuss what you learned about your personal conflict management style and how you will use that knowledge in your role as a battalion command team member.
- Discuss what you learned about Installation Management Command, primarily Family, Morale, Welfare, and Recreation and how you intend to interact with those agencies to provide the best possible support to your command team.
- Discuss the five grieving stages and suggestions of appropriate and inappropriate responses and actions you can offer the grieving person or family.
- Increase skills to identify and mitigate stressors and influence others to engage in techniques that help balance lifestyles and provide resilience.
- Describe how your command team will interact with families dealing with a family member casualty.
- Describe your perceptions of the senior Army leadership presentations on the Army Command Team and how you will use their comments to improve your role as a battalion command team member.

- **Increase understanding of the command team concept, its role and importance**
  - Discuss the command team concept, its role and importance to the latest developments in Army Family Programs and their impact on family members.
  - Define your personal goals while a command team member.
  - Define your family goals during the time you are a command team member.
  - Define your expectations of the battalion commander, battalion CSM, and respective spouses as members of the command team.
  - Define your priorities as a command team member.
  - Develop a resiliency charter.

### **Course Topics:**

**Personality and Behavior Preferences:** acquaint members of the small group and begin the inclusion process; to discuss expectations; to establish group norms; to further orient the participants to the week's activities, and distribute instruments that will be used during the week.

**Choices and Challenges:** This ninety minute small group discussion session is designed for you to identify roles, expectations, and concerns you may have relative to your tenure as a member of the command team as a commander's spouse or Command Sergeant's Major spouse. You will have the opportunity to discuss these issues and your past experiences in a small group with others who will be going to similar types of units.

**Group Dynamics:** This two hour small group discussion is designed to give you an awareness of how groups develop. You will be introduced to Dr. Schultz's Fundamental Interpersonal Relationship Orientation (FIRO) theory of inclusion, control, and openness and the stages of group development.

**Dealing with Conflict:** This two hour presentation and small group discussion is designed to give you an awareness of your "Conflict Management Style" and an understanding of appropriate situations to use the various "Conflict Management Styles". You will be introduced to types of "Difficult People" and introduced to coping skills to use when dealing with difficult people. You will also be introduced to communication tools to use in dealing with conflict.

**Working with Volunteers:** This one hour discussion offers you a broad overview of how to manage/supervise volunteers at the battalion level. You will be introduced to principles on how to recruit, retain and recognize volunteers within your organization. You will also be introduced to the Volunteer Management Information System (VMIS) and its importance.

**Resiliency:** This two hour presentation and small group discussion will introduce you to how loss and grief can be characterized by the Kubler-Ross model of Stages of Grief. These sessions emphasize examples of losses that may be encountered on a daily basis (as

contrasted to the war-related casualties producing loss and grief) characteristics and examples of the five grieving stages and suggestions of appropriate and inappropriate responses and actions which can be offered to the grieving person. The lesson also focuses on traits to mitigate stress, overcome daily or reoccurring challenges and how to identify key symptoms in yourself and the individuals around you so techniques to manage stress can be provided proactively.

**Role of the SFRG Advisor:** This one and a half hour session consists of a presentation and structured small group discussion. You will be provided with information on SFRG to include the definition, structure, responsibilities, funds, and other resources including REAL training. The small group discussions provide an opportunity for you to discuss and develop your approaches to family readiness based on your type of command, demographics, and mission.

**SFRG:** This one hour class joins service members and spouses, arranged into groups by similar types of command in order to maximize the effectiveness of discussion regarding the implementation of SFRGs within the unit, sharing experiences and ideas between commanders, CSMs, and spouses.

**Situational Leadership:** In this one hour and forty five minute small group session, you will receive an overview of Ken Blanchard's theory on Situational Leadership. We will cover the four leadership styles of directing, coaching, supporting and delegating along with information on how to diagnose the competence and commitment levels of followers. The small group exercise offers real life scenarios in which you put your knowledge into practice and assess the leadership style of the leader and the development level of the follower in the scenario. The Situational Leadership session will incorporate the Leadership Behavior Analysis II (LBAII) for you to develop personalized feedback to the Leadership Behavior Analysis II leadership instrument. This highly researched instrument provides you with feedback on how you perceive your leadership style. It illustrates the leaders' current style, flexibility and effectiveness. It provides every level of leader with an easy to use model that lends itself to improved leadership behaviors and improved communications with the follower.

**Senior Spouse Discussion Panel:** This one and a half hour panel discussion, provides the opportunity to ask questions and hear lessons learned from a panel composed of those who have previously served in command team leadership positions at the battalion and brigade levels.

**Command Team Charter:** This one hour session, usually held on Friday, allows you and your spouse to outline your expectations and roles during command to include personal goals, family goals, and priorities.

**Casualty Assistance Overview:** This one hour presentation by the Fort Leavenworth Casualty Assistance Center defines casualties (deceased, diseased, detained, etc.), the notification process, family travel, and what you as a command team member can do to assist families in need as situations arise during your time in command.

**Army Protocol/Customs & Traditions (Elective):** This one hour session immerses spouses in Army protocol and traditions focusing on unit events, changes of command and responsibility, gifts, army traditions, hail & farewells, coffee groups, SFRG groups, communication, introductions, invitations, dress, civilian etiquette, receiving lines, and other opportunities for spouses to support organizations and build relationships as are appropriate.

**CSA/VCSA/SMA Spouse Discussion:** The CSA/VCSA and SMA spouses will speak to all CTSDC-BDE and CTSDC-BN participants in a one hour and thirty minute discussion on the command team and latest challenges/initiatives concerning the Army.

**Installation Management Command (IMCOM):** This one and a half hour presentation by the Commanding General. The IMCOM CG will cover the organization and functions of IMCOM and the key take away is “we work for you.” The presenter will also offer thoughts on command and the command team.

**U.S. Army Surgeon General (MEDCOM):** This is a one and a half hour presentation by the Surgeon General focusing on the health of our Army, current challenges and initiatives targeted at Soldiers and Families to improve and encourage healthy lifestyles.

**Army Wellness Center (AWC) (Elective):** During the week long course, you will have an opportunity to participate in an Army Wellness Center (AWC) elective. This elective provides spouses the opportunity to experience a variety of health programs designed to provide you a comprehensive assessment and personal approach to improve your health and wellness. As one of our most popular electives, the AWC experience is for many, a superb source of positive life changing habits.

**Using Your Chaplain Effectively (Elective):** This is a one hour presentation by the Chaplain focusing on the special relationship between chaplains, their commanders/CSM, and the roles and responsibilities of their office. This session also talks to current challenges the chaplain corps faces within the Army, and the important role that Command team spouses can play.