Army Regulation 600-89

Personnel—General

General
Douglas
MacArthur
Leadership
Award
Program

Headquarters
Department of the Army
Washington, DC
14 December 2022

SUMMARY of CHANGE

AR 600-89

General Douglas MacArthur Leadership Award Program

This regulation is certified current as of 14 December 2022. Aside from the following administrative changes, no other changes were made to certify the currency of this regulation—

- o Updates Department of the Army signature authority, history statement, and suggested improvements statement (title page).
- o Adds the records management information (para 1–5).
- Makes administrative changes (throughout).

This major revision, dated 22 August 2017—

- o Changes the release date for the all Army activities message announcing the General Douglas MacArthur Leadership Award competition (para 2–1*a*).
- o Changes the award distribution in the Regular Army from 13 to 12 officers and from 1 to 2 warrant officers (para 2-1c).
- o Adds criteria for the all Army activities message to publish nomination allocations for Army commands, Army service component commands, and direct reporting units (para 2–1*e*).
- o Deletes nomination allocations for Army commands, Army service component commands, and direct reporting units (para 2-1e).
- o Changes the eligibility criteria to only captains and warrant officer twos (para 2-2a).
- o Clarifies eligibility criteria (para 2–2*a*).
- o Clarifies factors in the selection process (para 2–4).
- o Changes message announcement milestone from September to August (para 3–3).
- o Updates publications and forms information (app A).
- o Adds disposition guidance in accordance with AR 25–400–2 (app B).
- o Adds General Douglas MacArthur Leadership Award sample nomination packet (app C).
- o Adds internal control provisions in accordance with AR 11–2 (app D).
- o Updates abbreviations to reflect changes in this regulation (glossary).

Effective 22 September 2017

Personnel—General

General Douglas MacArthur Leadership Award Program

By Order of the Secretary of the Army:

MARK A. MILLEY General, United States Army Chief of Staff

Official:

GERALD B. O'KEEFE Administrative Assistant to the Secretary of the Army

History. This regulation is certified current on 14 December 2022. Aside from the administrative changes listed in the summary of change, no other changes were made to certify the currency of this regulation.

Summary. This regulation has been revised to update the policy for administering the General Douglas MacArthur Leadership Award Program.

Applicability. This regulation applies to company grade commissioned and warrant officers of the Regular Army, Army

National Guard/Army National Guard of the United States, and the U.S. Army Reserve, unless otherwise stated.

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 requirements.

Army internal control process. This regulation contains internal control

provisions in accordance with AR 11–2 and identifies key internal controls that must be evaluated (see appendix D).

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 (DAPE–ZX), 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 the Deputy Chief of Staff, G-1 (DAPE-ZX), 300 Army Pentagon, Washington, DC 20310–0300 or email usarmy.knox.hrc.mbx.tagd-gdmla@army.mil.

Distribution. This publication is electronic media only and is intended for the Regular Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve.

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Glossary

Chapter 1 Introduction

1-1. Purpose

This regulation prescribes requirements and procedures for administering the General Douglas MacArthur Leadership Award (GDMLA) Program. It also establishes requirements and procedures for nominating and selecting outstanding company grade officers for the GDMLA.

1-2. References and forms

See appendix A.

1-3. Explanation of abbreviations and terms

See glossary.

1-4. Responsibilities

- a. Chief of Staff of the Army. The CSA or a designated representative will recognize the award recipients at an award ceremony held at the Pentagon.
- b. Chief, National Guard Bureau. The NGB will select recipients for the GDMLA from the Army National Guard (ARNG).
 - c. Deputy Chief of Staff, G-1. The 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.
- (4) Direct the Commanding General, U.S. Army Human Resources Command (HRC), to hold the HQDA board to select Regular Army recipients of the GDMLA.
- d. Chief, Army Reserve. The CAR will select recipients for the GDMLA from the United States Army Reserve (USAR).
- e. Commanders. Commanders of Army commands (ACOMs), Army service component commands (ASCCs), and direct reporting units (DRUs) will select nominees for the GDMLA from their respective commands.

1-5. Records management (recordkeeping) requirements

The records management requirement for all record numbers, associated forms, and reports required by this publication are addressed in the Records Retention Schedule–Army (RRS–A). Detailed information for all related record numbers, forms, and reports are located in Army Records Information Management System (ARIMS)/RRS–A at https://www.arims.army.mil. If any record numbers, forms, and reports are not current, addressed, and/or published correctly in ARIMS/RRS–A, see DA Pam 25–403 for guidance.

1-6. Objectives

The Department of the Army established the GDMLA 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.

Chapter 2

Criteria and Selection

2-1. Award allocations and selection boards

- a. Each year, HQDA releases an all Army activities (ALARACT) message on August 1st announcing the GDMLA competition, with major commands providing action points of contact to HQDA by November 1st.
- b. The GDMLA competition is open to Regular and Reserve Component company grade officers subject to eligibility requirements provided in paragraph 2–2.
 - c. A total of 28 awards are distributed as follows:
 - (1) Regular Army: 14 awards (12 officers and 2 warrant officers).

- (2) ARNG: seven awards (six officers and one warrant officer).
- (3) USAR: seven awards (six officers and one 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 Regular 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, command allocations will be published in an ALARACT message every year for ACOMS, ASCCs, and DRUs.
- f. FOAs—Each HQDA FOA is allotted one officer and one warrant officer nomination. HRC will coordinate and conduct the HQDA FOA nominee board to select one officer and one warrant officer to compete with Regular Army ACOM, ASCC, and DRU nominees for the award. The HQDA FOA nominee board is single-purpose and exists for a short period.

2-2. Eligibility criteria

- a. Nominees must meet the following criteria:
- (1) Be company grade officers in the rank captain (CPT), or chief warrant officer two (CW2) in the U.S. Army. CPTs or CW2s must not be in their primary zone for promotion or on a promotion list to major (MAJ) or chief warrant officer three (CW3), respectively, as of December 31st of the calendar year considered.
 - (2) Meet height and weight standards specified in AR 600-9.
- (3) Pass the Army Combat Fitness Test (ACFT) within the calendar year considered. The ACFT refers to the standard test (push-ups, sit-ups, and the 2-mile run) and the alternate ACFT, as prescribed by health care personnel for officers with profiles.
- b. The intent of the GDMLA is to recognize leadership contributions of officers in a field Army environment during the calendar year of consideration.
- c. Officers assigned or detailed to the Army Staff, the Secretariat, the National Guard Bureau, the Department of Defense, or Joint staff 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.

2-3. 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.

2-4. Nomination and selection process

- a. Army National Guard and U.S. Army Reserve. The CNGB, and the CAR will establish award selection board processes for the ARNG and the USAR consistent with the criteria outlined in paragraphs 2–2 and 2–3, and will ensure their units receive information concerning the proper preparation of nominations as required in paragraphs 2–4b(1)(a) through (f). The Chief, NGB, and the CAR will forward their lists of winners and include a copy of each recipient's nomination packet to: HRC (AHRC–PDV–P), 1600 Spearhead Division Avenue, Department 472, Fort Knox, KY 40122–5400 or email usarmy.knox.hrc.mbx.tagd-gdmla@army.mil, no later than February 15th following the calendar year for which the award is given.
 - b. Regular Army.
- (1) Commanders will establish and follow a nomination process consistent with the eligibility criteria in paragraphs 2–2 and 2–3. Commands will forward their nominations to: HRC (AHRC–PDV–P), 1600 Spearhead Division

Avenue, Department 472, Fort Knox, KY 40122–5400 or email usarmy.knox.hrc.mbx.tagd-gdmla@army.mil, no later than January 8th following the calendar year for which the award is given (see para 2–1). Packets must be in Portable Document Format (PDF) and be 300x300 dots per inch (DPI). 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, passed the ACFT within the calendar year considered, and is not in a primary zone for promotion or on a promotion list to MAJ or CW3, respectively, as of December 31st of the calendar year considered (see figs C–1 and C–2).
 - (b) Enclosure 1: A list of nominee's personal data, including—
 - 1. Nominee's full name.
 - 2. Rank.
 - 3. Branch.
 - 4. Unit of assignment.
 - 5. Current duty position.
 - 6. Duty position when nominated (if different).
 - 7. Unit address (including city, state, and zip code).
 - 8. Unit telephone numbers (commercial and defense switched network).
 - 9. Unit email address.
 - 10. Command.
 - 11. Nominee's home address (including city, state, and zip code).
 - 12. Nominee's home phone number.
 - 13. Nominee's home email address.
 - (c) Enclosure 3: DA Form 4037 (Officer Record Brief).
- (d) Enclosure 4: DA Form 705 (Army Combat Fitness Test Scorecard) and, if required, DA Form 5500 (Body Fat Content Worksheet (Male)) or DA Form 5501 (Body Fat Content Worksheet (Female)).
- (e) Enclosure 5: Accomplishments. The typed narrative of leadership accomplishments will not exceed two double-spaced pages and must be 12-pitch font. It will be based on and explain how the officer meets the specific criteria for evaluation contained in paragraph 2–3 (see fig C–3).
- (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 an FOA nominee board to select the HQDA FOA nominees. The FOA nominee packets will include the requirements listed in paragraph 2-4b(1)(a) through (f).
- (4) The HQDA board for selection of the Regular Army award recipients will convene during January following the calendar year for which the award is given. The DCS, G-1 will submit the Regular Army nomination packets to the HQDA board recorder, as required.
- (5) Names of all winners (Regular Army, ARNG, and USAR) will be released in an ALARACT message no later than March 1st following the calendar year for which the award is given.

Chapter 3 Award Administration

3-1. Awards

- a. Awards are distributed according to paragraph 2-1c, 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 or June 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 will conduct a legal review and determine the appropriate disposition of the item.

3-2. Funding

a. Commands listed in paragraphs 2-1d and 2-1e, 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 travel authorizations for the recipients and invitational travel authorizations for a recipient's spouse or an immediate family member to attend the awards ceremony.

3-3. Milestones

Milestones for the GDMLA are listed in table 3–1.

Table 3–1 General Douglas MacArthur Leadership Award Program milestones		
Milestone: Date:	HQDA ALARACT message announcing competition. August 1st each calendar year.	
Milestone: Date:	Submit ACOM, ASCC, DRU, USAR, ARNG, and FOA points of contact to HQDA. November 1st each calendar year.	
Milestone: Date:	Submit ACOM, ASCC, DRU, and HQDA FOA nomination packets to HQDA. January 8th each year following calendar year of competition.	
Milestone: Date:	Submit list of ARNG and USAR awardees to HQDA. February 15th each year following calendar year of competition.	
Milestone: Date:	Winners announced in an ALARACT message. March 1st each year following calendar year of competition.	
Milestone: Date:	Award ceremony at the Pentagon, Washington, DC. May or June of each year following calendar year of competition.	

Note:

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.

3-4. 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 identifying the nominees selected that will be competing in the award program. Such notices should avoid giving the impression that selection as a nominee constitutes winning at the HQDA level.
- (2) Background information about the Armywide aspects of the GDMLA 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 Body Composition Program (Cited in para 2–2*a*(2).)

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 11-2

Managers' Internal Control Program

AR 25-30

Army Publishing Program

AR 25-50

Preparing and Managing Correspondence

AR 25-400-2

The Army Records Information Management System (ARIMS)

AR 350-1

Army Training and Leader Development

AR 600-100

Army Leadership

DOD 5500.7-R

Joint Ethics Regulation

FM 6-22

Leader Development

FM 7-22

Army Physical Readiness Training

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 Army Publishing directorate (APD) website (https://armypubs.www.apd.army.mil).

DA Form 11–2

Internal Control Evaluation Certification

DA Form 705

Army Combat Fitness Test Scorecard

DA Form 2028

Recommended Changes to Publications and Blank Forms

DA Form 4037

Officer Record Brief

(Stocked and issued by Commander, U.S. Army Information Systems Command—Army Reserve Personnel Center or S&I, Commander, USAISC – ARPERCEN)

DA Form 5500

Body Fat Content Worksheet (Male)

DA Form 5501

Body Fat Content Worksheet (Female)

Appendix B

The Army Records Information Management System

B-1. Purpose

AR 25–400–2 requires that specific filing be accomplished for awards related documents.

B-2. Disposition guidance of the General Douglas MacArthur Leadership Award nomination packet

Keep in current files area until no longer needed for conducting business, until award ceremony is conducted, but no longer than two years, then destroy.

Appendix C

General Douglas MacArthur Leadership Award Sample Nomination Packet

C-1. Memorandum of nomination from the Soldier's unit commander

Figure C-1 contains a sample nomination memorandum as described in paragraph 2-4b(1)(a). Format memorandum in accordance with AR 25–50, single spaced, Arial, 12-pitch.



DEPARTMENT OF THE ARMY ORGANIZATION STREET ADDRESS CITY STATE ZIP

Unit OFFICE SYMBOL

MEMORANDUM FOR Commander, (next higher command)

SUBJECT: Nomination of ___(SOLDIER'S NAME) ___ for the (YEAR) General Douglas MacArthur Leadership Award.

- 1. Why are you nominating the Soldier? Personalize the memorandum for effect.
- (SOLDIER'S NAME) is not on a promotion list to MAJ or CW3, respectively, as of 31 December (YEAR).
- (SOLDIER'S NAME) meets the body composition standards in accordance with AR 600-9 the Army Body Composition Program, dated 28 June 2013.
- 4. For additional information, contact the undersigned at (PHONE).

NAME RANK, BRANCH Commanding

Figure C-1. Memorandum of nomination from the Soldier's unit commander

C-2. Endorsement memorandum

Figure C-2 contains a sample endorsement of nomination from the Soldier's higher command. Format in accordance with AR 25-50, single spaced, Arial, 12-pitch.



DEPARTMENT OF THE ARMY ORGANIZATION STREET ADDRESS CITY STATE ZIP

Unit OFFICE SYMBOL

MEMORANDUM FOR Commander, (next higher command)

SUBJECT: Endorsement of <u>(SOLDIER'S NAME)</u> for the <u>(YEAR)</u> General Douglas MacArthur Leadership Award.

- 1. Why are you nominating the Soldier? Personalize the memorandum for effect.
- 2. For additional information, contact the undersigned at (PHONE).

NAME RANK, BRANCH Commanding

Figure C-2. Endorsement memorandum

C-3. Accomplishments

Nomination packets will include a narrative that must describe how the nominee's performance met each criterion. The narrative will be double-spaced, in Arial 12-pitch font, and may not exceed two pages. The narrative will not reference accomplishments from prior years. Figure C–3 provides a sample narrative as described in paragraph 2–4. It is only an example not a template.



DEPARTMENT OF THE ARMY ORGANIZATION STREET ADDRESS CITY STATE ZIP

ENCLOSURE 5: Accomplishments.

Leadership: CPT (NAME) exemplifies the ideals of duty, honor, and country and is the "best" captain I have ever served with. In duty, CPT (NAME) intelligently leads from the front, anticipating situations, visualizing what's required, and exceeding expectations with a minimum of guidance. In honor, CPT (NAME) is the face of the U.S. Army in the U.S. Territory of American Samoa. He enjoys the respect of the community, Soldiers, territorial leadership, and Governor of Samoa. He serves with honor and embodies the ideals of the U.S. with authority and confidence. American Samoa is proud to have a family man and Soldier of his caliber honorably representing their community as a U.S. Army officer.

Influence: CPT (NAME) provides purpose, direction, and motivation well beyond his years in the rank of captain. During the annual Soldier Readiness Process that resulted in five tenant unit deployability statuses changing from amber to green, he confidently and consistently articulated the "why" behind the purpose of the mission, obtaining success. He is able to visualize an end-state, providing a road map people can easily understand and follow. He commands with the charisma that instills the motivation in the ranks to achieve the mission – a critical trait needed to inspire battlefield victory.

Proficiency: CPT <u>(NAME)</u> is technically and tactically competent. He has leaned forward in the timely completion of his professional and personal academics and continuously seeks development opportunities that have a measurable impact on unit readiness. His competency is routinely demonstrated in annual training field conditions through his mastery of range operations, troop leading procedures' integration into all operations, and his competency in integrating the military decision-making process into all key criteria in America's ability to deploy, fight, and win.

Figure C-3. Accomplishments

Values: CPT (NAME) is committed to the Army values of leadership, duty, respect, selfless service, honor, integrity, and personal courage. It is the small things that prove his worthiness in this most important of categories. Whether carefully raising and lowering the colors, taking time after hours to tend to any Soldier in need, or having the courage to speak his mind with balance, conviction, and diplomacy to obtain positive outcomes, CPT (NAME) embodies the Army values. He believes in their virtue knowing these values are the core from which Soldiers draw their strength to fight and win for the sake of their families, communities, and the preservation of American values which underpin the "why" behind our Army missions – CPT (NAME) gets it.

Team-Building: CPT __(NAME)_ not only develops cohesive teams that anticipate requirements and exercises initiative within the commander's intent, he inspires others to do the same. He commands the informal leadership role as the de facto command authority in American Samoa among five company level tenant units and their commanders on a daily basis. Though there is not a formal command relationship in the tenant units, which command collectively over 1,000 Soldiers, and in some cases whose commanders are senior rank, he has mastery of the informal team-building skills to achieve cohesion throughout the island ranks and achieve an environment in which all units integrate to achieve positive mission outcomes together.

Personal Skills: CPT (NAME) has the natural ability to inspire confidence in his leadership through intelligent and thoughtful communications. He is a warrior and gentleman who is able to size up a situation and project a genuine demeanor of authoritative sage-like authority that others readily accept and follow. In the "Fog of War," former SECDEF Robert McNamara's first lesson is "Empathize with your enemy." CPT (NAME) exhibits this intangible leadership trait of empathy so important to success and victory in the military and on the battlefield. It is his uncanny ability to empathize with the individuals he encounters, and internalize what's driving them, which gives him the ability to shape consensus among diverse groups and achieve daring results. His personal skills inspired the naturalization of 47 new citizen Soldiers.

Figure C-3. Accomplishments—Continued

Appendix D

Internal Control Evaluation

D-1. Function

The function covered by this evaluation is the GDMLA program.

D-2. Purpose

The purpose of this evaluation is to assist the commander in evaluating the key internal controls listed. It is not intended as a guide and does not cover all controls.

D-3. Instructions

Answers must be based upon the actual testing of controls (for example, document analysis, direct observation, interviewing, sampling, and/or others). Answers that indicate deficiencies must be explained and the corrective action indicated in the supporting documentation. These internal controls must be evaluated at least once every 5 years and then certified on a DA Form 11–2 (Internal Control Evaluation Certification).

D-4. Test questions

- a. Have commanders at all levels established procedures to ensure nomination packets meet the selection criteria as prescribed in this regulation and ALARACT messages?
- b. Are all nomination packets being filed, submitted to the appropriate points of contact and maintained for inspection?
 - c. Are the award recipients notified using the appropriate notification channels?

D-5. Supersession

No previous internal control evaluation exists for this program.

D-6. Comments

Help make this a better tool for evaluating internal controls. Submit comments to Commanding General, HRC, Promotions Branch (AHRC-PDV-P), 1600 Spearhead Division Avenue, Fort Knox, KY 40122–5400, or email usarmy.knox.hrc.mbx.tagd-gdmla@army.mil.

Glossary

Section I

Abbreviations

ACFT

Army Combat Physical Test

ACOM

Army command

ALARACT

all Army activities

\mathbf{AR}

Army regulation

ARNG

Army National Guard

ASCC

Army service component command

CAR

Chief, Army Reserve

CFR

Code of Federal Regulations

CPT

Captain

CSA

Chief of Staff of the Army

CW2

Chief warrant officer two

CW

Chief warrant officer three

DA

Department of the Army

DCS, G-1

Deputy Chief of Staff, G-1

DPI

dots per inch

\mathbf{DRU}

direct reporting unit

FOA

field operating agency

GDMLA

General Douglas MacArthur Leadership Award

HODA

Headquarters, Department of the Army

HRC

Human Resources Command

MAJ

Major

NGB

Chief, National Guard Bureau

Portable Document Format

USAR

United States Army Reserve

Section II

Terms

This section contains no entries.

Section III

Special Abbreviations and Terms This section contains no entries.