



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX
FORT KNOX, KENTUCKY 40121-5000

REPLY TO
ATTENTION OF:

ATZK-AG (623)

1 May 2003

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Staff Offices/Departments, This Headquarters

SUBJECT: Thunderbolt Six Policy Memo No. 40-4 - Military/Civilian Developmental and
Performance Counseling

1. References:

- a. AR 623-105, Officer Evaluation Reporting System, 1 Oct 97.
- b. AR 623-205, Noncommissioned Officer Evaluation Reporting System, 15 May 02.
- c. Fort Knox Reg 690-6, Performance Management, 28 May 02.

2. Army guidance clearly outlines all leaders are responsible to conduct timely and appropriate developmental and performance counseling. I expect all leaders of our military and civilian workforce to conduct face-to-face counseling consistent with referenced guidance. More importantly, I expect counseling that clearly defines performance expectations and that nurtures individual performance and professional development of subordinates.

3. Counseling is not and cannot be confined to scheduled quarterly, semi-annual, or annual sessions. To be effective, counseling must be conducted on a regular and reoccurring basis, and always provide positive and negative feedback.

4. I expect every leader, both military and civilian, to understand the importance of effective counseling, and to implement a system that enhances the growth and development of their subordinates on a daily basis.


TERRY L. TUCKER
Major General, USA
Commanding

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