

## PRO-CON ALMAR

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MSGID/GENADMIN/CMC WASHINGTON DC DMCS//

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GENTEXT/REMARKS/1. As the current proficiency and conduct (pro-con) marking period concludes, I want to remind you of what we expect from all Marine leaders. This is a call on leaders to perform your basic obligation – giving the Marines and Sailors you lead the tools to succeed.

2. Marine Corps Order 1500.61 on Marine Leader Development tasks each commander with implementing a deliberate plan for developing Marines and Sailors in their charge. Pro-con evaluations of junior Marines help leaders remain decisively engaged in cultivating each Marine's potential. Constructive feedback from leaders tells Marines where they are succeeding and where they may be falling short. So talk to your Marines. Let them know how they are performing - good and bad - and what they can do to get better.

3. All Marine leaders are expected to make coaching and mentoring junior Marines a priority. The leadership team of officer and staff noncommissioned officer play an integral role in setting Marines on the path to success. Semiannual pro-con marks require each individual Marine to be personally counseled on their markings by the first officer in the chain of command. Officers, know the Marines and Sailors you lead. Get familiar with their strengths and weaknesses. Be involved in putting each Marine on a path to further success.

4. Junior officers and SNCOs are also expected to ensure Marines are regularly mentored on such topics as personal finances, family, and fitness, among others. Engaged leaders help Marines set realistic and achievable goals in all areas of life. They ensure Marines understand the details of their Leave and Earning Statements (LES); help Marines make plans for off-duty education and benefits such as tuition assistance; and ensure Marines and their family members are being adequately cared for in their housing and living accommodations.

5. Engaged leadership takes time and effort. It means making the well-being and success of every Marine you lead a priority. The great majority of Marine leaders already actively mentor and counsel junior Marines. This ALMAR reminds all leaders of our critical responsibility to teach, coach, and mentor Marines at all times and at every opportunity. You are shaping the future of our Corps, so lead like you want to be led.

6. Semper Fidelis, Robert B. Neller, General, U.S. Marine Corps, Commandant of the Marine Corps.//