



FLAG VOICE #546

Update to U. S. Coast Guard Leadership Competencies

17 May 2021

I am pleased to announce the update of four of the Coast Guard's Leadership Competencies to embed inclusive leadership in our Leadership Development Framework. These updates ensure our workforce continually develops as inclusive leaders and sustains positive cultural change. Our 28 Leadership Competencies apply to active duty and reserve members, civilians, and Auxiliarists across different leadership roles in the Coast Guard. These leadership competencies are used to help personnel develop their leadership abilities through individual development and training.

Leadership as well as diversity and inclusion subject matter experts and practitioners from across the Coast Guard formed a cross-functional team that researched and developed updates under each of the four Categories within the Framework. The revised competencies are:

- “Self-Awareness and Learning” (Leading Self Category),
- “Cultural Fluency” (Leading Others Category),
- “Inclusive Collaboration” (Leading Performance and Change Category),
- “Talent Acquisition and Employee Development” (Leading the Coast Guard Category)

These four updated competencies provide a basis for Coast Guard leaders at all levels to grow their inclusive leadership skills and emotional intelligence by applying an equity mindset to strengthen the Coast Guard and the experiences of its members. A job aid is provided to help guide you through self-reflective questions to help operationalize the new inclusive leadership competencies: [leadership-development-program-job-aid-v7a \(uscg.mil\)](https://www.uscg.mil/leadership-development-program-job-aid-v7a).

My leadership office is working with the Leadership Development Center and FORCECOM to update all Coast Guard leadership courses to reflect these new competencies. Additionally, we are working on a full update to the Leadership Development Framework COMDTINST 5351.3, which was last fully updated in 2006.

Any questions should be directed to CDR Julie Kuck, Office of Leadership: Julie.p.kuck@uscg.mil.

Please join me in advancing our inclusive leadership program!

A handwritten signature in blue ink that reads "Joanna M. Nunan".

Joanna M. Nunan

Rear Admiral, USCG

Assistant Commandant for Human Resources