



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY TRAINING CENTER AND FORT JACKSON
4325 JACKSON BOULEVARD
FORT JACKSON, SC 29207

REPLY TO
ATTENTION OF

16 APR 2012

ATZJ-EO

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Commander, Fort Jackson Partners in Excellence
Directors and Chiefs, Staff Offices, This Headquarters

SUBJECT: Fort Jackson Policy Memorandum #6 – Consideration of Others (CO2) Program

1. References:

- a. Department of the Army Consideration of Others Handbook, 11 March 1998.
- b. AR 600-20, Army Command Policy, 18 March 2008.

2. Purpose. Provide command guidance on the Consideration of Others Program.

3. Policy:

a. The Consideration of Others Program (CO2) is a tool designed to help build unit cohesion and to assist commanders with the complex task of leading Soldiers and civilians. This vital task must be done well if we are to fulfill our primary mission as an Army: to fight and win the Nation's wars. The CO2 training methodology consists of small group interactive discussion-based format involving groups of 15–30 Soldiers and civilians.

b. We use the term “unit cohesion” to describe organizational character when discussing how people operate as a team. Consideration of others focuses on the vital linkage between the individual Soldier and civilian and his or her role as a member of a military team. Consideration of others involves challenging members of the Army team to recognize how their attitudes, actions and words affect others in the organization.

c. I expect commanders and directors to fully support the program and to publish a written policy on adherence to the CO2 methodology when conducting human relations training, such as equal opportunity or prevention of sexual harassment. In addition, commanders need to be personally involved in the selection of small group facilitators for their organizations, allowing leaders at all levels to get involved in the selection of topics for discussion. Participation in CO2 training is mandatory for all Soldiers and civilian employees.

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4. The proponent for this policy memorandum is the Equal Opportunity Staff Office, (803) 751-2990/7163/4916.

A handwritten signature in black ink, appearing to read "B. T. Roberts", with a stylized flourish at the end.

BRYAN T. ROBERTS
Brigadier General, U.S. Army
Commanding