

JOSHUA C. BOWEN

Founder, 3x5 Leadership • U.S. Army Officer • Leader Developer

Updated as of December 18, 2020

I am passionate about making people and organizations better through leader development. By improving our leadership and making our organizations deliberately developmental, we improve peoples' quality of life and their experiences in the workplace.

3x5 Leadership exists to better democratize leadership and leader development, making quality resources readily available to passionate and committed leaders. This resource aims to be your foremost digital leader development resource.

I encourage you to reach out and let me know how I can help you and your team / organization in your leader development goals or efforts.

CONTACT & CONNECT WITH ME

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Facebook, 3x5 Leadership: <https://www.facebook.com/3x5leadership/>
Instagram, 3x5 Leadership: <https://www.instagram.com/3x5leadership/>

RECENT WORK & TEACHING EXPERIENCE

Tactical Officer, United States Corps of Cadets *May 2018 – Present*
United States Military Academy, West Point, NY

- Legal commander for a Cadet company, B-2, consisting of 130 Cadets from freshman to seniors.
- Primary Cadet leader developer and integrator of the four pillars of Cadet development: academic, physical, military, and character.
- Responsible for teaching, advising, coaching, and mentoring Cadets through their own Cadet chain of command, supporting decision-making, organizational development, and performance.

Instructor, Department of Behavioral Sciences & Leadership *Jan. 2019 – May 2020*
United States Military Academy, West Point, NY

- Instructor of Military Leadership, a mandatory class for all Cadet juniors.
- Military Leadership is Cadets' capstone course on the theory of leadership with an emphasis on military application. Course is organized in three blocks: preparing self to lead, leading others, and leading teams.
- Topics include leader and character development, authentic leadership, emotional intelligence, motivation, transformational and toxic leadership, negotiations, team dynamics, team cohesion, organizational conflict and justice, organizational culture and change, and socialization.

Course Director, Applied Leader Development

Jan. 2019 – Present

United States Military Academy, West Point, NY

- Course provides the introductory content to USMA’s Benavidez Leader Development Program (BLDP), a 4-week certification program for a select cohort of U.S. Army Non-Commissioned Officers (NCOs) educating them on leadership, leader development, and organizational development and dynamics. Certification is sponsored and presented by Teachers College, Columbia University and West Point’s Department of Behavioral Sciences & Leadership.
- As course director, responsible for course’s content, scheduling, instruction, and assessments.
- BLDP and the Applied Leader Development course support research and development guidance directly from the Sergeant Major of the Army and Command Sergeants Major from Forces Command, Futures Command, and USMA.

EDUCATION

BS, Civil Engineering, United States Military Academy, West Point, NY 2010

ME, Engineering Management, University of Colorado at Colorado Springs, Colorado Springs, CO 2018

MA, Organizational Psychology and Leadership, Teachers College, Columbia University, New York City, NY 2018

PROJECTS & PUBLICATIONS

3x5 Leadership

Dec. 2016 – Present

- Creator, editor, and primary author of 3x5 Leadership (www.3x5leadership.com), a blog dedicated to providing leadership and leader development insight to better democratize leader development, making content and resources more readily available to others.
- Ultimately, 3x5 Leadership aims to make people and organizations better through leader development by becoming professionals’ foremost digital leader development resource.
- The website has been viewed by almost 350,000 readers and followed by over 8,000 people via email and social media to date.

Member, Board of Advisors, DOD Reads

Jan. 2020 – Present

- Member of the 2020 DOD Reads (www.dodreads.com) Board of Advisors, providing the founder / owner with strategic and developmental guidance for the branded resource.
- DOD Reads exists to inspire and equip all members of the U.S. Department of Defense toward a life-long commitment of reading for sustained professional development.

Co-Host, What Are You Reading? Podcast, by DOD Reads

Mar. 2020 – Present

- Co-host for the [What Are You Reading? Podcast](#), created by DOD Reads. Sample of hosted episodes are [here](#) and [here](#).

Small Group Leader, Officers' Christian Fellowship (OCF)

Aug. 2018 – Present

- Officer small group leader for a West Point Cadet small group of over 30 USMA Cadet juniors and seniors in support of the local OCF USMA chapter.
- OCF and small group exists to develop better followers of Christ, Army officers, and leaders by integrating and developing faith and the Army profession.
- Small group meets weekly to conduct a focused study of Biblical scripture and fellowship.

Published Blog Articles, External to 3x5 Leadership

- [How to Lead and Thrive in Uncertain Times – Become an Integrator Leader!](#) Contributor to *Chambers Bay Institute's* blog article about leading in crisis. Mar. 30, 2020.
- [Mentorship and My Leader Development: A Dilemma.](#) *Military Mentors*. Dec. 01, 2019.
- [Discovering My Passion for Leadership: Why We Serve Series.](#) *The Company Leader*. Jul. 09, 2018.
- [What was Patton's 7th Quality of Great Leadership?](#) *From the Green Notebook*. Feb. 15, 2018.
- [Reflecting on Servant Leadership.](#) *From the Green Notebook*. Jan. 04, 2017.

Podcast Episode Appearances

- [Leader Development – One 3x5 Card at a Time \(Ep. 31\).](#) *Leaders Huddle Podcast, Center for Junior Officers*. Aug. 17, 2017.
- [The Power of a Professional Reading Program \(Ep. 41\).](#) *Leaders Huddle Podcast, Center for Junior Officers*. Jan. 17, 2018.
- [54. Josh and Lindsey Bowen: The importance of small group fellowship.](#) *Officers' Christian Fellowship Crosspoint Podcast*. Feb. 24, 2020.
- [Josh Bowen \(Founder, 3x5 Leadership\) – On Reflection, Feedback, and Leading with Love \(Ep. 53\).](#) *Intentional Leader Podcast with Cal Walters*. Dec. 08, 2020.

Other Publications

- Teaching Note: Debating Transformational vs. Toxic Leadership. *Teaching the West Point Way*. *To be published in 2020-2021*.

SPEAKING & CONSULTING EXPERIENCE

Guest speaker, “Leading Through Adversity: The Perils and Possibilities of Leading in a Crisis.” Hosted as the monthly guest speaker for WHOA's *Remotely Insightful Series*, a digital conversation series about “big things.” Session covered topics of leadership, team cohesion, psychological safety, gratitude, and character. [WHOA](#) is a LA-based research, strategy, and innovation company. May 14, 2020.

Host and facilitator, Next Jump's Young Leadership Council off-site visit to West Point, NY. [Next Jump](#), recognized as one of the US's top three “deliberately developmental organizations” by Harvard Business Review, partnered with Steady Buckets, a NYC-based youth

basketball league, to create the Young Leadership Council (YLC) to develop young and emerging leaders from both organizations. YLC conducted a “learning tour” off-site visit to the United States Military Academy (USMA) at West Point, NY to learn how the institution develops leaders. I planned, coordinated, resourced, and oversaw execution of the day-long tour for 21 members from Next Jump and Steady Buckets, to include Next Jump co-CEOs. West Point, NY. Mar. 05, 2020.

Member, Panel for the Future of Leader Development. *Institute for Leadership and Strategic Studies 2019 Symposium: Soldier-Leaders in the Age of AI – The Future of Pre-Commissioning Education.* University of North Georgia. Nov. 13-14, 2019.

Lecturer, Keller Army Community Hospital’s Leader Development On-Site. *Building 21st Century Army Leaders and Teams.* Lecture given to over 50 of the hospital’s executive and senior leaders in support of their monthly leader development on-site event. West Point, NY. May 23, 2019.

Speaker, Joint Leader Development Conference. *Leader Presence & Impact Through Social Media.* Speech given to over 50 senior and mid-level representatives from the U.S. service academies and senior military colleges (USMA, USAFA, USCGA, USMMA, Texas A&M, Norwich, Citadel); conference aimed to provide a platform for academy leader developers to share best practices. West Point, NY. Apr. 18, 2019.

Speaker, National Guard Association of New Jersey 2019 State Conference. *Building 21st Century Army Leaders and Teams.* Lecture given to over 200 company-grade officers from the New Jersey National Guard. Asbury Park, NJ. Apr. 13, 2019.

Keynote Speaker, West Point Society of New Jersey’s Dwight D. Eisenhower Leadership Award Presentation. *Dwight D. Eisenhower and Leadership: What We Can Learn and Apply Today.* Speech given to over 200 high school juniors and their families; students received the West Point Society of New Jersey’s Dwight D. Eisenhower Leadership Award for demonstrating exceptional leadership qualities in their respective schools. West Point, NY. Apr. 06, 2019.