ient leaders. Regardless of your position, it is important to recognize that leaders must be effective in any environment. While the military’s primary purpose is to fight the nation’s wars, it is critical for the military to maintain the confidence of its client, the American people. Would it be fair to say that leadership cannot be compartmentalized to be effective in one environment and ineffective in another? Although the military has transitioned from war to a peaceful environment before, it was conducted with a different force. During the Korean and Vietnam wars, for example, the military was not an all-volunteer force. Therefore, it is fair to say that “never before has an all-volunteer force conducted such intense and sustained military operations while at the same time being required to evolve back to a predominately garrison-based force. Military leaders and researchers must perform the critical tasks of determining how this transition will influence the recruitment, selection, training, and retention of U.S. forces, as well as how it will affect the leadership of soldiers, sailors, airmen, and marines.” (Morath, Leonard & Zaccaro, 2011, page 455).