Leadership Discussion

Overarching Themes
1. Leadership is the cornerstone of successful team building
2. Be a Professional, accept nothing less
3. Lead by example

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What is Leadership?

"Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential."
# Leadership Traits and Skills

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<th>Traits</th>
<th>Skills</th>
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<tr>
<td>-Adaptable to situations</td>
<td>-Clever (intelligent)</td>
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<td>-Alert to social environment</td>
<td>-Conceptually skilled</td>
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<td>-Ambitious and achievement orientated</td>
<td>-Creative</td>
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<td>-Assertive</td>
<td>-Diplomatic and tactful</td>
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<td>-Cooperative</td>
<td>-Fluent in speaking</td>
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<td>-Decisive</td>
<td>-Knowledgeable about group task</td>
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<td>-Dependable</td>
<td>-Organised (administrative ability)</td>
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<td>-Dominant (desire to influence others)</td>
<td>-Persuasive</td>
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<td>-Energetic (high activity level)</td>
<td>-Socially skilled</td>
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<td>-Persistent</td>
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<td>-Self-confident</td>
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<td>-Tolerant of stress</td>
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Leadership Interaction

Leaders are concerned with the interaction of 3 areas:

1. **Task** – goal setting, methods and process

2. **Team** – effective interaction/communication, clarify roles, team morale

3. **Individual** – attention to behaviour, feelings, coaching
Are you all Leaders/Professionals?

• Are you teaching, guiding or leading future professionals?

• What are your definitions or key terms that describe a profession?

• What is the current overarching opinion about students that go to Career and Technical Campuses?
From the Bottom to the Top

- How did the military transform a 1.4 Million person workforce from Vietnam to today?

Five Essential Characteristics of the Army Profession

- Military Expertise
  - Our Ethical Application of Landpower

- Honorable Service
  - Our Noble Calling to Service and Sacrifice

- Trust
  - The Bedrock of our Profession

- Esprit de Corps
  - Our Winning Spirit

- Stewardship of the Profession
  - Our Long Term Responsibility

Trust between Soldiers
Trust between Soldiers and Leaders
Trust between Soldiers, their Families and the Army
Trust between the Army and the American People

Loyalty • Duty • Respect • Selfless Service • Honor • Integrity • Personal Courage

Ethical Foundation: Legal and Moral
Professions build Leaders

• Close your eyes…everyone think of a leader from your life…at home, at school, or at work

• What are those special traits that made you remember them?

• Are they similar to your past experiences?

Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, Personal Courage
The process of influencing people by providing purpose, direction, and motivation to accomplish the mission and improve the organization.

The Leadership Requirements Model establishes what leaders need to be, know and do. A core set of requirements informs leaders about expectations.

### Leadership Requirements Model

#### Attributes

**Character**
- Army Values
- Empathy
- Warrior Ethos/Service Ethos
- Discipline

**Presence**
- Military and professional bearing
- Fitness
- Confidence
- Resilience

**Intellect**
- Mental agility
- Sound judgment
- Innovation
- Interpersonal tact
- Expertise

#### Leads
- Leads others
- Builds trust
- Extends influence beyond the chain of command
- Leads by example
- Communicates

#### Develops
- Creates a positive environment/
  Fosters esprit de corps
- Prepares self
- Develops others
- Stewards the profession

#### Achieves
- Gets results

### Competencies

- Oath to Constitution
- Subordinate to law &
- Combat Power: Unifier and
- Influence: Commitment, Compliance and
- Positive and harmful forms of leadership

### Levels of Leadership

- Direct – Refine ability to apply competencies at a proficient level
- Organizational – Apply competencies to increasingly complex situations
- Strategic – Shape the military through change over extended time

### Special Conditions of Leadership

- Formal – designated by rank or position, command is an example
- Informal – take initiative and apply special expertise when appropriate
- Collective – synergistic effects achieved with multiple leaders aligned by purpose
- Situational – actions adjusted to complex and uncertain environments

### Outcomes

- Secured U.S. interests
- Mission success
- Sound decisions
- Expertly led organizations
- Stewardship of resources
- Stronger families
- Fit units
- Healthy climates
- Engaged Soldiers & Civilians
General Perkin’s Wisdom

- To know why to do something is **WISDOM**.
- To know how to do something is **SKILL**.
- To know when to do something is **JUDGMENT**.
- To strive to do it best is **DEDICATION**.
- To do it for the benefit of others is **SERVICE**.
- To want to help others is **COMPASSION**.
- To do it quietly is **HUMILITY**.
- To get the job done is **ACHIEVEMENT**.
- To get others to do all these things is **LEADERSHIP**.
The U.S. Army is committed to learning and supporting educators

Leaders For Life, All For One!