Introduction to Leadership

A Definition

CACC Training Aid 7-T-1
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Leadership defined

Leadership is the process of influencing and directing others in such a manner as to accomplish the mission.

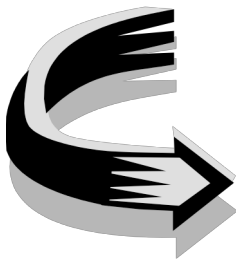# Let's take that definition apart

- **A process -**
  - Takes place over time
  - Often happens slowly
  - A series of events
  - Usually organized in some way

…of influencing

- Getting people to do something they may not want to do

- You influence people by setting an example and convincing them you know what is best

…and directing

- Sometimes you have to make people do something you know is the right thing to do
- Taking charge means people clearly know you are "the boss"
- People follow you because they know you know what you are doing and will look out for their well being

…others

- Leadership is different from management.
- Leaders direct people.
- Managers direct resources like time, money, and materials.
- The others you lead will likely be cadets … for now… but later in life you will hopefully lead many others

…in such a manner as to accomplish the mission

- Getting the job done
- Knowing clearly your goal and focusing on reaching that goal
- People like following someone who helps them accomplish goals, especially hard-to-achieve goals

Leadership is NOT…

…simply ordering people around in a loud voice

…sitting on your rear end and supervising

…screaming louder when people don't listen the first time

…forcing people to do something against their will

Good leaders…

- Tell people what the goal is
- Help people see why the goal is important and how it can be achieved
- Work hard as part of the team that is trying to reach the goal
- Closely watch the team to make sure the goal is being met
- Redirect the team when the work of the team is not helping reach the goal

How can you lead right now?

- Know exactly what the cadets above you expect you to accomplish - know the mission
- Set an example
- Learn as much as you can (about the Cadet program and in your academic classes) because the best leaders are very knowledgeable

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A LEADER IS A PERSON IN A POSITION OF RESPONSIBILITY AND AUTHORITY WHO INFLUENCES AND DIRECTS OTHERS IN SUCH A MANNER AS TO ACCOMPLISH THE MISSION

What is "responsibility"?

- An obligation
- Something you must do because of your position
- A duty
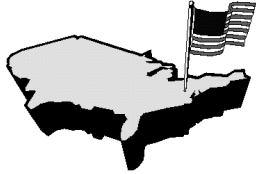- Ultimately, taking credit or blame for the job getting done correctly and completely or incorrectly

What is "authority"?

- Legal responsibility for getting a job done
- The formal "power" you are given in your job by the people who are "over" you
- In the Cadet Corps, the authority for cadet NCOs and Officers actually comes from state law - The California Military and Veterans Code

Delegation of responsibility and authority

- To *delegate* means to ask or direct someone in a lesser position to help accomplish the mission.
- You can delegate authority (legal power) to others to help you accomplish a mission, but you can never delegate responsibility.
- You are always responsible for what happens or fails to happen in your organization.