

Leadership Principles 7 & 8



Review

1. Know yourself and seek self-improvement.
2. Be technically and tactically proficient.
3. Develop a sense of responsibility among your subordinates.
4. Make sound and timely decisions.
5. Train your cadets as a team.
6. Set the example.

Today, we add two more...

- *Train your cadets in accordance with their capabilities.*

and

- *Ensure that the task is understood, supervised, and accomplished*

Train your cadets in accordance with their capabilities

- Remember the story of Goldilocks - the soup being too hot, too cold, then just right?
- Training needs to be accomplished much the same way -- it should not be too hard, or too easy. It needs to be JUST RIGHT

Training that is “just right”

- Takes into consideration the abilities and experiences of the persons being trained
- Helps the people being trained to make connections to what they already know as well as see how they will use the training in the future
- People need to see a reason to pay attention in training!

More about training

- Effective training makes sure the “Message Given” is the “Message Received”
- Effective trainers constantly check to see the cadets understand what is being taught
- Give the cadets you are training a chance to ask questions

Ensure the task is - U-S-A

- **UNDERSTOOD** - do they know what you want them to do?
- **SUPERVISED** - make sure they are doing it right!
- **ACCOMPLISHED** - make sure the job gets done

Leaders who don't U-S-A...

- End up with cadets who do not accomplish assigned tasks
- End up with cadets who do assigned tasks incorrectly
- End up having to re-do a lot of work because it was not done correctly the first time
- End up having to do a lot of work themselves because their subordinates do not accomplish it

Review Again

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6. Set the example.
7. Train your cadets in accordance with their capabilities.
8. Ensure the task is understood, supervised, and accomplished.
