



# ***Leadership Training***



# Leadership

## ENABLING OBJECTIVES:

- ▶ **STATE** the importance of the leadership and the relationship between the TRIAD and the Career Counselor
- ▶ **STATE** your role in in relation to the Chain of Command
- ▶ **DESCRIBE** the right way and wrong way to approach the CoC
- ▶ **DESCRIBE** strategies to work through different command philosophies and leaders
- ▶ **DESCRIBE** the working relationship between the CCC and the CMC and how to engage the CPO mess.
- ▶ **DESCRIBE** how de-conflict personality conflicts and how to successfully work together



# Leadership

- ▶ **TRIAD and Career Counselor relationship**
  - CCC and TRIAD have overlapping roles and responsibilities
  - Neither can be effective without the full support and cooperation of the other
  - An effective CC will realize that the TRIAD has many competing priorities and will discover ways to be brief efficiently and at the precise time
  - Being focused on the CC program will enable the CCC to recognize the trends affecting Sailors.
  - An effective CCC team will learn how to define and describe these trends and brief them to the TRIAD with recommended solutions



# Leadership

- Relationships are the key to a successful program. The CC should work diligently to cultivate relationships with the TRIAD
- Established communication provides the opportunity to properly convey a sense of urgency when required
- Level of communication with TRIAD may vary among platforms and commands
- Larger commands: do not be disappointed if you only see the CO at quarterly meeting
- A solid stream of communication with the CMC will allow your concerns to be addressed and will result in being an effective CCC



# Leadership

- ▶ Your role in the command in relation to the Chain of Command
  - Your linkage with the CMC is critical to your success
  - CMC is responsible by instruction for nearly every program you execute or report on for the CIPR
  - As a CCC you serve 3 masters– your customers, the CMC (or TRIAD) and your parent department.
  - The art is in learning the balance between the three.



# Leadership

- ▶ **Responsibility of the CCC to the Chain of Command**
  - TRIAD considers you to be the expert in all things CCC and CIPR related
  - You are the person the CMC will look to when there are questions about the program
  - Be familiar with the responsibilities of the CO, XO and CMC to ensure they are meeting their obligations to the program



# Leadership

- ▶ **The right and wrong way to approach the CoC**
  - Timing and desired effect are the two questions you must resolve before approaching the TRIAD
  - Prepare information sessions to be short and laser-focused to prevent time restraints
  - As you are delivering your brief be in tune to questions they have about your material
  - Confusion about your material will lead to a lot of questions
  - Resist the urge to over-educate while you brief
  - Create back-up slides that you can rely on if the audience asks for amplifying information
  - Get on the CoC schedules early and remain flexible to deal with changes as they occur
  - Passageway conversions about a Sailor's career is not ideal if the CMC is distracted
  - Ensure information is passed at an appropriate time to receive the proper level of attention and dedication



# Leadership

- ▶ **Strategies to work through different command philosophies and leaders**
  - The key to success is understanding your boss
  - Each boss is different and will have different visions about how you fit into their commands
  - However, the program requirements will not change





# Leadership

- ▶ Working relationship between the CCC and the CMC and how to engage the CPO mess
  - The CMC is your key to the lock on the CPO Mess door
  - CPOs are crucial to execute the program but they need you to ensure their Sailor's career needs are met
  - CPOs understand the importance of the CDP but are also balancing mission requirements and requests
  - Putting a Chief on report to the CMC:
    - Ensure every attempt was made to accommodate the needs of the CPO and Sailor
    - Every CMC will gladly have your back if you have exhausted all your resources



# Leadership

- ▶ **How to de-conflict personality conflicts and how to successfully work together**
  - We all have innate personality traits that help determine how we approach conflict
  - Many do not deal with personality conflicts in an effective manner
  - Always keep in mind the success of the program is infinitely more important than personal feelings about your boss
  - We often confuse our personal feelings with our professional responsibilities
  - First priority is to discuss the differences and try to find a workable solution
  - If talking does not work, ask for help from other members of the team when you encounter unresolvable personality conflict
  - Asking for help is a sign of strength among leaders
  - You must exhaust all efforts before you yield to a bad working relationship



# LEADERSHIP



# QUESTIONS?