
1.0 Leadership, Advocacy, Tradition and Trust

Learning Outcome (Requires ALL Chiefs Available)

1.0 Upon completion of this block of instruction, the student will have a clear understanding of the necessity of leadership in a dynamic environment, understand advocacy and the traditions of the Navy Chief Petty Officer leadership and trust behaviors within the organization. The student will be equipped with skills necessary to apply and adapt to the diverse environments at different command levels and determine its relationship within the Chief Petty Officer Creed.

(Have ALL available Chief's on standby. Read the exercise to them. Have them assemble about 15min after training starts outside of the training room.)

Objectives

1.0a Discuss and analyze Trust as it relates to the CPO Creed.

1.0b Analyze and discuss the relationship of Advocacy, Tradition and Trust and how it relates to Chief Petty Officers in leading junior, peers and senior personnel.

1.0c Discuss the evolution of change in Initiation and the Charge book as it pertains to being a Chief Petty Officer.

1.0d Discuss how to develop Trust in the Mess.

Curriculum Development References

1. Laying the Keel, May 2019
2. Navy Leader Development Framework, Version 3.0 May 2019.

Student Preparation Material

A. Student Support Material

1. Syllabus 1.0

B. Reference Publications

1. Laying the Keel, May 2019
2. Navy Leader Development Framework, Version 3.0 May 2019.

Instructor Preparation

A. Review assigned student support material

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B. Instructional Materials Required

1. Personalized lesson plan
2. Slideshow
 - a. Slides 1-1 through 1-17
3. Practical Exercises
 - a. PE 1.0-1
4. Support Equipment
 - a. VAP or SMART Board and Butcher Paper
 - b. Markers
 - c. Paperclips (one per Selectee)

C. Seminar Room Preparation

1. Write your name, lesson number, and lesson module title on the marker-board
2. Check all audio/visual equipment (as applicable) to ensure it is present and in working order.

D. Suggested Timelines

1. 60-90 Minutes.

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Discussion Point

Related Instructor Activity

I. Introduction

Display Slide 1-1

A. Attention

A. Introduce yourself and lesson module.

1. Establish contact

1. Discuss purpose of the lesson.

2. Lesson Objectives

Display Slide 1-2

B. Motivation: Used to heighten awareness of the lesson module and increase the students' interest.

B. Provide a motivating statement on the importance of the subject matter

C. Overview

Display Slide 1-3 (Overview)

1. Chief Petty Officer Profile – Video

2. Warrior Toughness - Video

3. Chiefs Creed

4. Pursuit of Excellence - Video

5. Definition Leadership, Advocacy, Tradition and Trust

6. Oral History

7. A Story About Blind Faith

8. History of the Charge Book/Initiation

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Related Instructor Activity

9. Practical Exercise

10. Naval History Timeline

11. Summary

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Related Instructor Activity

II. Presentation**Display Slide 1-4**

- Play CPO Profile Video
- Ask: How does Fleet Master Chief April Beldo exemplify the values of a Chief Petty Officer?

A Warrior Toughness – Video

Display Slide 1-5**Play Video:** Warrior Toughness

<https://www.youtube.com/watch?v=zoRbOC8T-s4>

- ASK: Why is important that we as Chiefs understand Warrior Toughness?
- ASK: What are we doing at our commands to build on toughness?

B. CPO Creed Section One (1)

Display Slide 1-6

Note: Let the students read the excerpt from the CPO Creed

- ASK: Why define the Creed? Possible Answer: Expectation and Alignment
- ASK: Through your lens, do you think you are aligned as CPO Selectees? CPO?

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Related Instructor Activity

C. Leadership as it pertains to Tradition and Trust

Display Slide 1-7

Play Video: Vince Lombardi's Speech

https://www.youtube.com/watch?v=mSQvXic_n1s

- ASK: How does Vince Lombardi's quote pertain to leadership and advocacy in the Navy? How is success measured?
- ASK: What factors of Tradition and Trust is Coach Lombardi trying to convey?

D. Definitions: Advocacy, Tradition and Trust

Display Slide 1-8: Definitions

Have Students Read Definitions

- ASK: What do the definitions mean to you?
- ASK: Why are these characteristics important as a leader?
- ASK: Can anyone provide an example of when you had to make a significant leap in trust?
- ASK: How did it impact your situation?
- DIRECT: 3 personnel to provide an example of Advocacy, Tradition and Trust.

Display Slide 1-9: Oral History Clip

Discussion Point

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Related Instructor Activity

- EXPLAIN: Jerry Gandy served in Vietnam as a PBR crewman. He retired from the Navy years later as a Master Chief.
- ASK: Jerry speaks about the responsibility he and his crew had in Vietnam. How do you think his responsibilities enabled him to become a leader in his later Navy career?
- ASK: How did Jerry relate to his Sailors in Vietnam? Can you find parallels to the way you should relate to your Sailors as Chiefs today?

Display Slide 1-10: Questions

- ASK: Present the three questions to the class and field for answers.

Display Slide 1-11: A Heroic Display of Blind Faith

- ASK: Call on one person to read Hill's story aloud.

Display Slide 1-12: Follow-up Questions

- ASK: Present the three questions to the class and field for answers.

Display Slide 1-13

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Related Instructor Activity

E. Charge Book

- ASK: Do you trust in our traditions or trust in the CPO Mess?

Display Slide 1-14

- ASK: How do you view the Charge book?
- ASK: Based on what you have learned thus far, why do you think the charge book is important?

F. Practical Exercise

Display S 1-15

- DIRECT: Have students read the scenario. Once students have read the scenario, have them break into groups and discuss the four questions. Call on one person from each group to stand up and discuss their answers. Make this a collaborative effort. ALL Chief's on deck, retired and active alike! Leaders must approach each conversation and activity with the mindset of becoming a better advocate for their Sailors. This active step is important in leader development, requiring the leader to be proactive in providing their Sailors with professional opportunities.
- EXPLAIN: The instructor's answer: An ideal way for a Chief to handle this situation would be to find another Chief who can help. Make some phone calls and try to find someone with a truck.

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Related Instructor Activity

G. Historical Timeline

<https://www.history.navy.mil/browse-by-topic/wars-conflicts-and-operations/american-revolution.html>

<https://www.history.navy.mil/browse-by-topic/people/historical-figures/john-paul-jones.html>

Display Slide 1-16

- EXPLAIN: Have one student stand up and read the events on the timeline.
- ASK: Why is it important for chiefs to know our Navy's history?
- EXPLAIN: Knowing your history means knowing who you are, providing a sense of identity. Inform the class that as we move forward, at the end of each module, we will learn about important dates in naval history. As a leader, you should be able to pass this knowledge to your Sailors, instilling in them a sense of pride in being a Sailor in the United States Navy. We pride ourselves on tradition. Therefore, it is your responsibility to know your history and carry on these proud traditions. These are the standards to which you will be held.

F. Conclusion

Display Slide 1-17

- ASK: What have you learned today?

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Discussion Point

Related Instructor Activity