
Module 2.0 Character and Competence**Learning Outcome**

2.0 Upon completion of this block of instruction, the student will have a clear understanding of how having character and competence will assist you in becoming an effective leader and be able to anticipate changes in culture, leadership, systems, and behaviors within the organization. The student will be equipped with leadership skills to inspire their teams to perform at or near their theoretical limits. By making their teams stronger, they relentlessly chase “best ever” performance and determine relationship with the Chief Petty Officer Creed.

Objectives

2.0a Discuss the importance of character and competence in the organization as it relates to the Navy Leader Development Framework and the CPO Creed.

2.0b Define and discuss challenge and how it relates to the CPO Creed.

2.0c Analyze and discuss the definition of character and competency and how it relates to Chief Petty Officers in leading junior, peers and senior personnel.

2.0d Discuss in the group room how “Navigating the Seven Seas” applies to character development and how it will strengthen our ability to always behave consistently with our core values of honor, courage and commitment.

2.0 Discuss in the group room how “Navigating the Seven Seas” applies to developing competence and how it will strengthen our operational and warfighting competence and more skilled at our jobs as we grow.

Curriculum Development References

1. Laying the Keel, May 2019
2. Navy Leader Development Framework, Version 3.0 May 2019.
3. Navigating Seven Seas, Melvin G Williams Sr. & Melvin G. Williams Jr., 2011.

Student Preparation Material**A. Student Support Material**

1. Syllabus 2.0.

B. Reference Publications

1. Laying the Keel, May 2019
2. Navy Leader Development Framework, Version 3.0 May 2019.
3. Navigating Seven Seas, Melvin G. Williams, Sr. & Melvin G. Williams Jr., 2011.

Module 2.0 Character and Competence**Instructor Preparation****A. Review assigned student support material****B. Instructional Materials Required**

1. Personalized lesson plan
1. Slideshow
 - a. Slides 2-1 through 2-15
3. Practical Exercises
 - a. PE 2.0-1
 - b. PE 2.0-2 worksheets
1. Navigating Seven Seas: Melvin G. Williams, Sr. & Melvin G. Williams Jr., 2011.
2. Support Equipment
 - a. VAP or SMART Board and Butcher Paper
 - b. Markers
 - c. Audio/Video Equipment

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.
3. Print appropriate number of copies of the five worksheets that are attached to this facilitator guide for PE 2.0-1.

D. Suggested Timelines

1. 60-90 Minutes.

Module 2.0 Character and Competence

Discussion Point

Related Instructor Activity

I. Introduction

A. Attention

1. Establish contact
2. Lesson Objectives

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

C. Overview

1. CPO Profile Video
2. CPO Creed
3. Definition of Challenge, Character and Competence
4. Navigating Seven Seas
5. Practical Exercise One and Two
6. Summary

Display Slide 2-1.

A. Introduce yourself and lesson module.

1. Discuss purpose of the lesson.

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

Display Slide 2-2 (Objectives)**Display Slide 2-3 (Overview)**

Module 2.0 Character and Competence

Discussion Point

Related Instructor Activity

II. Presentation**DISPLAY Slide 2-4**

Play CPO Profile Video

A. CPO Creed module two.

Display Slide 2-5

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

- Ask the following questions:
 - “What does this mean, “You must face each challenge and adversity with dignity and grace?”
- As a team and as an individual, how important is character and competence being adaptable to traditions, systems, and policies when it states, “you must face each challenge and adversity?”
- Is it possible to produce effective deckplate leaders and managers without character and competence?
- When we look at the Sailor’s Creed, how does the CPO Creed support/complement the Sailor’s Creed and vice versa?
- In regards to the Creeds – How do we respect our Junior Personnel? Do we address them by their

Module 2.0 Character and Competence

Discussion Point

Related Instructor Activity

first name, last name or rank and last name? Which one is appropriate and why?

- How do we address each other as Chiefs?
- When is it appropriate to use first names, if ever?

B. Challenge

Display Slide 2-6

ASK: How do you define challenge or what does challenge mean to you as a leader?

ASK: In reference to the CPO Creed, What does “mar” mean to you?

ASK: What different ways can a CPO respond to challenge? Positive or negative

ASK: What challenges (positive or negative) have affected you or your career? How do you overcome those challenges?

ASK: Do our FOUR Core Attributes complement the Sailor’s/CPO Creed?

C. Leadership 7 Cs

Display Slide 2-7

- Discuss 7 Leadership Cs

Module 2.0 Character and Competence

Discussion Point

Related Instructor Activity

D. Definition of Character

Display Slide 2-8

Note: Let the students read the definition

- Ask the question, what does the definition mean to you?
- In regards to the quote at the bottom of the slide: ***“It is the core of the leader, essential to the end, ways and the means or realizing the leader’s vision.”***

As a FCPO, Chief Select, or a Chief, what does the quote mean to you as a leader?

- How do you know if a leader has good character?
(Facilitator picks an attendee)

E. Definition of Competence

Display Slide 2-9

Note: Let the students read the definition

- Ask the question, what does the definition mean to you?
- In regards to the quote at the bottom of the slide: **“Leadership involves having competence in achieving desired effectiveness (results, performance, or outcomes) as defined by the**

Module 2.0 Character and Competence

Discussion Point

Related Instructor Activity

F. Definition of Courage

leader”

As a FCPO, Chief Select, or a Chief, what does the quote mean to you as a leader?

- How do you know if a leader is competent?
(Facilitator picks an attendee)

Display Slide 2-10

Note: Let the students read the definition

- Ask the question, what does the definition mean to you?
- In regards to the quote at the bottom of the slide:
“Leadership necessitates courage in making decisions. Leaders should consider the facts, opinions of a diverse group, instincts and intuition, and be decisive at the right time.”

As a FCPO, Chief Select, or a Chief, what does the quote mean to you as a leader?

- How do you know if a leader has courage?
(Facilitator picks an attendee)

G. Definition of Commitment

Display Slide 2-11

Note: Let the students read the definition

Module 2.0 Character and Competence

Discussion Point

Related Instructor Activity

H. Definition of Caring

- Ask the question, what does the definition mean to you?
- In regards to the quote at the bottom of the slide:
“A commitment to serving or supporting something greater than self; in our case, defending freedom through service in the Navy.”

As a FCPO, Chief Select, or a Chief, what does the quote mean to you as a leader?

- How do you know if a leader is committed to the team? (Facilitator picks an attendee)

Display Slide 2-12

Note: Let the students read the definition

- Ask the question, what does the definition mean to you?
- In regards to the quote at the bottom of the slide:
“To have empathy, compassion and consideration-is an essential aspect of effective leadership.”

As a FCPO, Chief Select, or a Chief, what does the quote mean to you as a leader?

Module 2.0 Character and Competence

Discussion Point

Related Instructor Activity

I. Definition of Communicating

- How do you know if a leader is caring? (Facilitator picks an attendee)

Display Slide 2-13

Note: Let the students read the definition

- Ask the question, what does the definition mean to you?
- In regards to the quote at the bottom of the slide:
“People want to be inspired by the leader, who provides a sense of purpose and a reason for commitment to the team’s effort.”

As a FCPO, Chief Select, or a Chief, what does the quote mean to you as a leader?

- How do you know if a leader is communicating effectively? (Facilitator picks an attendee)

J. Definition of Community

Display Slide 2-14

Note: Let the students read the definition

- Ask the question, what does the definition mean to you?
- In regards to the quote at the bottom of the slide:

Module 2.0 Character and Competence

Discussion Point

Related Instructor Activity

K. Peer Group Exercise

Seven Cs of Leadership

1. Character
2. Competence
3. Courage
4. Commitment
5. Caring
6. Communicating
7. Community

L. Peer Group Exercise

“Leadership involves regard for community when creating teamwork.”

As a FCPO, Chief Select, or a Chief, what does the quote mean to you as a leader?

- How do you know if a leader develops a feeling of fellowship with others? (Facilitator picks an attendee)

DISPLAY Slide 2-15

- **Practical Exercise 2.0-1:**
- Split up into two groups, first group will write down 3 examples of both good and bad for Competence, Courage and Commitment. The second group will write down 3 examples of both good and bad for Caring, Communicating and Community. (10 minutes – at the end a different spokesperson for each leadership trait will read out loud their groups info)

DISPLAY Slide 2-16

- **Practical Exercise 2.0-2 (display directions)**
- Note: Articles are attached to Facilitator

Module 2.0 Character and Competence

Discussion Point

Related Instructor Activity

M. Naval History Timeline

<https://www.history.navy.mil/content/history/museums/nmusn/expl ore/photography/forgotten-wars-19th-century/barbary-war-1801-1805.html>

<https://www.history.navy.mil/our-collections/art/travelling-exhibits/the-war-of-1812.html>

N. -We discussed the importance of character and competence in the organization as it relates to the Navy Leader Development Framework and the CPO Creed.

- We analyzed and discussed the definition of character and competency and how it relates to Chief Petty Officers in leading junior, peers and senior personnel.

Guide.

- Arrange students into five groups. Pass out a different article to each group. Then, read the following: Your group has been given an article summarizing a true story that exemplifies the two Cs stated on your sheet. After your group has read the article, explain in writing how the story highlights the two Cs. Make sure you give examples from the piece. Be prepared to explain your answers to the class.

Display Slide 2-17

- Show Naval History Timeline

Display Slide 2-18

- STATE: Leadership is the art and science of achieving desired effectiveness by making decisions, developing people creating teamwork, serving needs, inspiring action to realize the leader's vision.

Module 2.0 Character and Competence

Discussion Point

Related Instructor Activity

-We discussed in groups how “Navigating the Seven Seas” applies to character development and how it will strengthen our ability to always behave consistently with our core values of honor, courage and commitment.

-We discussed in groups how “Navigating the Seven Seas” applies to developing competence and how it will strengthen our operational and warfighting competence and more skilled at our jobs as we grow.

- STATE: Do you feel as a leader that you have the Character and Competence to face each challenge and adversity with dignity and good grace?