EO M403.01 – DESCRIBE NEEDS AND EXPECTATIONS OF TEAM MEMBERS

1. **Performance**: Describe Needs and Expectations of Team Members

2. **Conditions**:

   a. Given:

      (1) Supervision, and

      (2) Assistance as required.

   b. Denied: Nil.

   c. Environmental: Classroom or training area large enough to accommodate the entire group.

3. **Standard**: The cadet shall describe:

   a. the needs of team members, and

   b. the expectations that a team member has of a team leader.

4. **Teaching Points**:

TP	Description	Method	Time	Refs
TP1	Describe the needs of team members, to include: a. acceptance of and by other team members, b. acceptance and understanding of leaders, c. approval of leaders, and d. opportunities to try different tasks and roles.	Interactive Lecture	5 min	C0-115 (pp. 12–13)
TP2	Conduct an activity where cadets describe the expectations that a team member has of a team leader, to include: a. good leadership, to include: 1. leading by example; 2. putting the needs of the team members first; and 3. being sensitive to cultural and gender differences; b. effective communication, to include: 1. giving information on what is expected of them; 2. explaining changes in situations; 3. asking for assistance with tasks; and 4. providing concrete examples during explanations; and c. effective supervision, to include: 1. operating in a safe environment; 2. freedom from over-supervision; and 3. recognition of good performance.	In-Class Activity	10 min	A0-047 A0-048 A0-131 (pp. 4-8 to 4-14) C0-115 (p. 12, 177-183)
TP3	Conduct a group discussion on how a team leader should strive to meet the needs and expectations of team members.	Group Discussion	10 min	

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5. **Time**:

a.	Introduction / Conclusion:	5 min
b.	Interactive Lecture:	5 min
c.	In-Class Activity	10 min
d.	Group Discussion:	10 min
e.	Total:	30 min

6. **Substantiation**:

   a. An interactive lecture was chosen for TP 1 to orient the cadets to team members' needs.

   b. An in-class activity was chosen for TP 2 as it is an interactive way to provoke thought and stimulate interest among cadets about expectations that a team member has of a team leader.

   c. A group discussion was chosen for TP 3 as it allows the cadets to interact with their peers and share their knowledge, experiences, opinions and feelings about how a team leader should strive to meet team members needs and expectations.

7. **References**:

   a. A0-047 A-PA-005-000/AP-004 Canadian Defence Academy–Canadian Forces Leadership Institute. (2005). *Leadership in the CF conceptual foundations*. Ottawa, ON: Department of National Defence.

   b. A0-048 A-PA-005-000/AP-003 Canadian Defence Academy–Canadian Forces Leadership Institute. (2005). *Leadership in the CF doctrine foundations*. Ottawa, ON: Department of National Defence.

   c. A0-131 A-CR-CCP-910/PT-001 Director Cadets 6. (1989). *Training school leadership*. Ottawa, ON: Department of National Defence.

   d. C0-115 ISBN 0-7879-4059-3 van Linden, J. A., & Fertman, C. I. (1998). *Youth leadership*. San Francisco, CA: Jossey-Bass Inc., Publishers.

8. **Training Aids**: Presentation aids (eg, whiteboard / flip chart / OHP / multimedia projector) appropriate for the classroom / training area.

9. **Learning Aids**: Needs and Expectations of Team Members handout.

10. **Test Details**: This EO is assessed IAW Chapter 3, Annex B, 403 PC.

11. **Remarks**: Nil.

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