EO M403.02 – SELECT A LEADERSHIP APPROACH

1. **Performance**: Select a Leadership Approach

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 select a leadership approach during:

   a. a leadership assignment, and

   b. a leadership appointment.

4. **Teaching Points**:

TP	Description	Method	Time	Refs
TP1	Describe transactional and transformational leadership.	Interactive Lecture	5 min	C0-115 (pp. 8–10) C0-410
TP2	Describe the outcomes that occur as a result of the team leader focussing on the team members and the goal.	Interactive Lecture	10 min	C0-413
TP3	Describe leadership approaches, to include: a. the key aspects of each approach, to include: 1. control, 2. coach, and 3. empower; and b. selecting an approach based on the: 1. the simplicity of the task, 2. the safety of the cadets, 3. the capability of the cadets, and 4. the motivation of the cadets.	Interactive Lecture	15 min	
TP4	Conduct an activity where the cadets will explain what leadership approach they would select and why for a given scenario.	In-Class Activity	20 min	

5. **Time**:

   a. Introduction / Conclusion: 10 min

   b. Interactive Lecture: 30 min

   c. In-Class Activity: 20 min

   d. Total: 60 min

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6. **Substantiation**:

   a. An interactive lecture was chosen for TPs 1, 2 and 3 to review, clarify, emphasize and summarize transactional and transformational leadership, the outcomes of a team leader's focus and leadership approaches.

   b. An in-class activity was chosen for TP 4 as it is an interactive way to provoke thought and stimulate interest among cadets.

7. **References**:

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

   b. C0-410 The ASPIRA Association. (2009). *Module #5: Defining leadership styles*. Retrieved on February 12, 2009, from http://www.aspira.org/files/documents/youthdev08/U_V_M_5_dls.pdf

   c. C0-413 University of Arkansas, Division of Agriculture, Cooperative Extension Service. (2006). *4-H volunteer leaders' series: The enabler–A leadership style*. Retrieved February 18, 2009, from http://www.uaex.edu/other_areas/publications/PDF/4HCD2.pdf

8. **Training Aids**:

   a. Presentation aids (eg, whiteboard / flip chart / OHP / multimedia projector) appropriate for the classroom / training area, and

   b. Scenarios.

9. **Learning Aids**:Scenarios.

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

11. **Remarks**:Cadets will select leadership approaches during leadership assignments and leadership appointments throughout the training year.

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