

Educational Enrichment for Young Patriots  
 Leader Development Workshop  
 4th and 5th Graders  
 20 Students Per Class  
 \$25 per student

**Agenda**  
 19 February 2024

Time	Learning Objective	Leader Development Workshop Goals:
0800-0900	Introductions	Introduce the Instructor and each student
0900-1000	Hearts and Minds	Presentation: "The Time is Always Right to Do What's Right."
1000-1200	To develop NGL by instilling leadership traits, principles, and styles.	The 14 leadership traits are qualities of thought and action which, if demonstrated in daily activities, help Students earn the respect, confidence, and loyal cooperation of other Students. Define NGL traits and give one for each day to use throughout the day.
		<p><b>JUSTICE</b>            Definition: Justice is defined as the practice of being fair and consistent. A just person gives consideration to each side of a situation and bases rewards or punishments on merit. <i>Suggestions for Improvement:</i> Be honest with yourself about why you make a particular decision. Avoid favoritism. Try to be fair at all times and treat all things and people in an equal manner.</p> <p><b>JUDGMENT</b>            Definition: Judgment is your ability to think about things clearly, calmly, and in an orderly fashion so that you can make good decisions. <i>Suggestions for Improvement:</i> You can improve your judgment if you avoid making rash decisions. Approach problems with a common-sense attitude.</p> <p><b>DEPENDABILITY</b>            Definition: Dependability means that you can be relied upon to perform your duties properly. It means that you can be trusted to complete a job. It is the willing and voluntary support of the policies and orders of the chain of command. Dependability also means consistently putting forth your best effort in an attempt to achieve the highest standards of performance. <i>Suggestions for Improvement:</i> You can increase your dependability by developing the habit of being on time for appointments, by not making excuses and by carrying out every task to the best of your ability regardless of whether you like it or agree with it.</p> <p><b>INITIATIVE</b>            Definition: Initiative is taking action even though you haven't been told or asked to do anything. It means meeting new and unexpected situations with prompt action. It includes using</p>

		<p>resourcefulness to get something done without the normal material or methods being available to you. <i>Suggestions for Improvement:</i> To improve your initiative, work on staying mentally and physically alert. Be aware of things that need to be done and then to do them without having to be told.</p> <p><b>DECISIVENESS</b>  Definition: Decisiveness means that you are able to make good decisions without delay. Get all the facts and weight them against each other. By acting calmly and quickly, you should arrive at a sound decision. You announce your decisions in a clear, firm, professional manner. <i>Suggestions for Improvement:</i> Practice being positive in your actions instead of acting half-heartedly or changing your mind on an issue.</p>
		<p><b>TACT</b>  Definition: Tact means that you can deal with people in a manner that will maintain good relations and avoid problems. It means that you are polite, calm, and firm.  <i>Suggestions for Improvement:</i> Begin to develop your tact by trying to be courteous and cheerful at all times. Treat others as you would like to be treated.</p> <p><b>INTEGRITY</b>  Definition: Integrity means that you are honest and truthful in what you say or do. You put honesty, sense of duty, and sound moral principles above all else. <i>Suggestions for Improvement:</i> Be absolutely honest and truthful at all times. Stand up for what you believe to be right.</p> <p><b>ENTHUSIASM</b>  Definition: Enthusiasm is defined as a sincere interest and exuberance in the performance of your duties. If you are enthusiastic, you are optimistic, cheerful, and willing to accept the challenges.  <i>Suggestions for Improvement:</i> Understanding and belief in your mission will add to your enthusiasm for your job. Try to understand why even uninteresting jobs must be done.</p> <p><b>BEARING</b>  Definition: Bearing is the way you conduct and carry yourself. Your manner should reflect alertness, competence, confidence, and control. <i>Suggestions for Improvement:</i> To develop bearing, you should hold yourself to the highest standards of personal conduct. Never be content with meeting only the minimum requirements.</p> <p><b>UNSELFISHNESS</b></p>

		<p>Definition: Unselfishness means that you avoid making yourself comfortable at the expense of others. Be considerate of others. Give credit to those who deserve it.</p> <p><i>Suggestions for Improvement:</i> Avoid using your position or rank for personal gain, safety, or pleasure at the expense of others. Be considerate of others.</p>
		<p><b>COURAGE</b>  Definition: Courage is what allows you to remain calm while recognizing fear. Moral courage means having the inner strength to stand up for what is right and to accept blame when something is your fault. Physical courage means that you can continue to function effectively when there is physical danger present.  <i>Suggestions for Improvement:</i> You can begin to control fear by practicing self-discipline and calmness. If you fear doing certain things required in your daily life, force yourself to do them until you can control your reaction.</p> <p><b>KNOWLEDGE</b>  Definition: Knowledge is the understanding of a science or art. Knowledge means that you have acquired information and that you understand people. Your knowledge should be broad, and in addition to knowing your job, you should know your unit's policies and keep up with current events. <i>Suggestions for Improvement:</i> Increase your knowledge by remaining alert. Listen, observe, and find out about things you don't understand. Study field manuals and other military literature.</p> <p><b>LOYALTY</b>  Definition: Loyalty means that you are devoted to your country, schools, and to your seniors, peers, and subordinates. The motto of <b>Brock Road is <i>Semper Fidelis!</i></b> (Always Faithful). You owe unwavering loyalty up and down the chain of command, to seniors, subordinates, and peers. <i>Suggestions for Improvement:</i> To improve your loyalty you should show your loyalty by never discussing the problems of the Student Corps or your unit with outsiders. Never talk about seniors unfavorably in front of your subordinates. Once a decision is made and the order is given to execute it, carry out that order willingly as if it were your own.</p> <p><b>ENDURANCE</b>  Definition: Endurance is the mental and physical stamina that is measured by your ability to withstand pain, fatigue, stress, and hardship. For example, enduring pain during a conditioning march in order to improve stamina is crucial in the development of leadership. <i>Suggestions for Improvement:</i> Develop your endurance by engaging in physical training that will strengthen your body.</p>

		Finish every task to the best of your ability by forcing yourself to continue when you are physically tired and your mind is sluggish.
1200-1300	Lunch-Recess	
1300-1400	11 Leadership Principles	To develop NGL by instilling 11 leadership principles. Define NGL principles.
		<p><b>Know Yourself and Seek Self Improvement</b> This principle of leadership should be developed by the use of leadership traits. Evaluate yourself by using the leadership traits and determine your strengths and weaknesses.</p> <p><b>Be Technically and Tactically Proficient</b> A person who knows their job thoroughly and possesses a wide field of knowledge. Before you can lead, you must be able to do the job.</p> <p><b>Know Your People and Look Out for Their Welfare</b> A leader must make a conscientious effort to observe his or her <b>PEERS</b> and how they react to different situations.</p> <p><b>Keep Your Personnel Informed</b> To promote efficiency and morale, a leader should inform his or her <b>PEERS</b> of all happenings and give reasons why things are to be done.</p>
		<p><b>Set The Example</b> A leader who shows professional competence, courage and integrity sets high personal standards for himself before he can rightfully demand it from others.</p> <p><b>Ensure That the Task Is Understood, Supervised, and Accomplished</b> Leaders must give clear, concise orders that cannot be misunderstood, and then by close supervision, ensure that these orders are properly executed.</p> <p><b>Train Your People as a Team</b> As a leader, you must insist on teamwork from his or her <b>PEERS</b>. Train, play and operate as a team. Be sure that each <b>PEER</b> knows his/her position and responsibilities within the team framework.</p> <p><b>Make Sound and Timely Decisions</b> The leader must be able to rapidly estimate a situation and make a sound decision based on that estimation.</p> <p><b>Develop a Sense of Responsibility Among Your Subordinates</b></p>

		<p>Give your <b>PEERS</b> the opportunity for professional development. Assigning tasks and delegating authority promotes mutual confidence and respect between leader and subordinates.</p>
		<p><b>Employ Your Command within its Capabilities</b>  A leader must have a thorough knowledge of the practical (tactical) and technical capabilities of the command. Successful completion of a task depends upon how well you know your unit’s capabilities.</p> <p><b>Seek and Take Responsibility</b>  For professional development, you must actively seek out challenging assignments. You must use initiative and sound judgment when trying to accomplish jobs that are required by your grade.</p> <p>Capstone/Analysis</p>
1400-1500	5 Leadership Styles to Inspire Peak Performance	To develop NGL by instilling 5 leadership styles. Define NGL styles.
		<p><b>Be a Structural Leader</b>  As a structural leader, your peers or subordinates knows exactly what needs to be done, why it needs to be done, and to what standard. You accept complete responsibility for your staff. You choose them, you assign them, and you manage them with the expectation of excellence.</p> <p>This style allows you to make quick decisions without the input or challenge of others.</p> <p>The structural leadership style can allow for more transactional activities to occur. For example, rewarding or punishing team members based on their performance of your goals. Use this style when your team is already motivated and are experts who need little direction.</p> <p>This style does not leave much room for flexibility. Using it too much or on a team that isn’t already motivated can lead to them to feeling overwhelmed or stifle innovation.</p>
		<p><b>Be a Participative Leader</b>  As a Participative Leader, you show your team that you really care about them by putting them first.</p> <p>You practice the “Friendship Factor” with them, which is made up of three components: time, care, and respect. You treat them with the same respect, patience, and understanding, as you would treat a family member or friend. You express care and concern for them</p>

		<p>and their problems. This fosters a feeling of bonding, belonging, and ownership to the organization.</p> <p>This style boosts your team’s morale by allowing them to take part in reaching a consensus on decisions and goals. Their opinions and voices feel heard, which will help them buy into changes easier. This style works best when you need fresh ideas or new perspectives.</p> <p>Use this style during stressful times or when trust needs to be built. Excessive reliance on praise can cause mediocre performance and a lack of clear, strong direction for the company.</p>
		<p><b>Be a Servant-Leader</b>  A Servant Leader makes the <i>Participative</i> style more one-sided, where you see your job as a means to serve your team just as they are there to serve you and the company.</p> <p>You practice the Golden Rule — you manage other people the way you would like to be managed. You ensure everyone understands their job fully and has all the tools they need. If they don’t, you offer plenty of learning, training, and improvement opportunities.</p> <p>This style elicits peak performance because your employees are learning vital skills that will both improve their performance and character. Their participation, ideas, and feedback truly feel like they matter.</p> <p>Use this style with a diverse team, where personalized management is required for each member. Servant leadership is a great style to start off with to gain a great deal of respect, trust, and loyalty. The style also builds a strong culture since it tailors to the team’s needs.</p> <p>But if you don’t balance this style very well, this could lead to your team fully running the show. It could create a lack of authority and limit direction and vision.</p>
		<p><b>Be a Freedom-Thinking Leader</b>  A Freedom-Thinking Leader gives people the freedom to perform. Once you assign a task, you try to stay out of the way only to comment and help when needed. You take on more of an authoritative role by pointing the team towards a vision or goal. However, similar to the <i>Servant</i> style, you leave the means up to each member.</p> <p>This style inspires an entrepreneurial spirit with a clear goal in your team members. Especially if they need a new vision due to changes</p>

		<p>within the company.</p> <p>Use this style when you have tremendous expertise and have a team of highly experienced employees who don't require a lot of supervision.</p> <p>The freedom style won't work best when your team members are better experts than you or need more supervision. This can lead to poor production, lack of regular feedback, and lack of control.</p>
		<p><b>Be a Transformational Leader</b></p> <p>A Transformational Leader affects people's emotions by painting a big, exciting picture of the future. You transform people by tapping into their hopes, dreams, and ideals. You motivate employees by motivating yourself. You enhance productivity through high transparency and communication.</p> <p>This style uses vision and the future to get your team excited and committed to a project. It doesn't only require the ownership of your team to accomplish goals, it also requires your involvement as a leader. You lead by example by being excited and committing yourself to everything you say and do.</p> <p>Use this style to focus on building lasting personal strengths. These strengths make your teammates more successful and confident in you, themselves, and the company.</p> <p>Unless you lack proficiency or your team is defiant and unwilling to change or learn, this style will inspire work, alleviate fears, and help you overcome obstacles together. Bring Your Team to Success!</p> <p>Remember, the process of developing valuable leadership qualities is simple, but not easy. Nothing worthwhile is easy. The good news is that by developing these styles, you will notice a change in your peers and how they treat you; good or bad.</p> <p>"Leadership is the ability to get extraordinary achievement from ordinary people."</p>
1500-1700	<b>Historic Leader Profiles:</b> Analyze and discuss historic leaders and people in American history	<p>Christopher Columbus, 1492</p> <p>Christopher Newport, Jamestown 1607</p> <p>Powhatan and Opechancanough, 1607</p> <p>Pocahontas, Henricus, 1613</p>