




Leadership Techniques
for the
Team Leader

WALK HUMBLY – SERVE OTHERS – DO JUSTLY

The background of the slide is a close-up, slightly blurred view of the stars and stripes of the United States flag. The stars are in the upper left, and the stripes are in the lower left, with the rest of the image being a dark, solid color.

“Leaders become great not because of their power, but because of their ability to empower others.”

John Maxwell

WALK HUMBLY – SERVE OTHERS – DO JUSTLY

The Goal for the Team Leader: To cultivate a



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What Matters Most...

YOUR GREATEST RESOURCE...



...YOU AND YOUR PEOPLE!

WALK HUMBLY – SERVE OTHERS – DO JUSTLY

My Team Leader Philosophy

- PEOPLE
- PURPOSE
- PRIDE
- PROFESSIONALISM
- PRODUCT (mission)

The 5x Ps – General (ret) Creech



The Air Mobility "Flight Plan"



General John W. Handy

★★★★★

Enabling the "Global" in "Global Vigilance, Reach and Power"!

Our Vision will focus on Transformation, not only organizationally and technologically, but intellectually and culturally to foster continuous Process Improvement. AMC will continue to maintain Mobility Superiority and be a vital part of our great Air Force. Nobody can match our synergy, drive, and capability to get people, gas, and equipment to the flight...Anytime, Anywhere! With your resolve, commitment, and patriotic dedication, we will continue to excel and execute the mission. Embrace our team and mission; be professional and serve America proudly!

<p style="text-align: center;">PEOPLE</p> <div style="text-align: center; border: 1px solid black; padding: 2px; margin: 5px auto; width: 80%;"> <p>#1 Priority!</p> </div> <p style="text-align: center; font-size: small;"><i>Whether active duty, guard, reserve, or civilian you and your families are the Air Force's #1 asset.</i></p> <ul style="list-style-type: none"> - Treat others with respect and appreciate their differences - Recruit, retain, train, wish your people often. Be visible - Set high standards, enforce them, challenge each other - <i>Grow future leaders</i> by empowering your subordinates - <i>Mentoring</i> - lead by example, foster teambuilding, share your experiences and perspective, delegate tough tasks - Foster growth, solicit and provide feedback often - <i>Make it me for yourself!</i> mentally, spiritually, physically - Develop yourself beyond PME. Stay fresh and in touch - Pursue higher education. Expand your reading horizon! - Loyalty, integrity, commitment to people and mission! 	<p style="text-align: center;">GLOBAL MOBILITY CONOPS (GM CONOPS)</p> <div style="text-align: center; border: 1px solid black; padding: 2px; margin: 5px auto; width: 80%;"> <p>Ready Today for Tomorrow's Fight!</p> </div> <p style="text-align: center; font-size: small;"><i>Our core competency is mobility and we are proud of it!</i></p> <ul style="list-style-type: none"> - The future of air mobility support to the warfighter - Accelerates deployment of combat power to any theater - Sets up air base operations in minimum time, anywhere - Projects/sustains forces swiftly/efficiently, builds max capability in min time through smart, up-front planning - Huge effort with DoD-wide transformational implications - One of six capabilities-based Air Force CONOPS - Thrives large cross-section of experts for integrated combat support. One-stop expeditionary shopping - Integrates multi-modal lift capability to meet warfighter needs efficiently and effectively to eliminate waste - Rapid, effective mobility to supported commanders!
<p style="text-align: center;">MODERNIZATION</p> <div style="text-align: center; border: 1px solid black; padding: 2px; margin: 5px auto; width: 80%;"> <p>Right Tools for the Mission!</p> </div> <p style="text-align: center; font-size: small;"><i>No amount of battlefield adjustments can replace modern aircraft and up-to-date systems!</i></p> <ul style="list-style-type: none"> - Our aircraft/equipment must be adaptable, survivable, & reliable; most of all, they must support national strategy - Operate in all threat/weather conditions autonomously - Improve defense and situational awareness systems - Focus on eight powers: Our new normal - are cessing! - Solidify production of 222 C-17s minimum - are cessing! - <i>Modernize C-5s</i> for enhanced reliability and capability - <i>Revitalize tanker fleet</i>, smart tanker multi-role concept - C-2 relay, boom/drogon, rec-strike, and air-sea capable - Replace least serviceable C-130 inventory - Upgrade and modernize remaining C-130 inventory - <i>AMC future: Multi-mission capable airframe tanker fleet!</i> 	<p style="text-align: center;">INGENUITY AND INFORMATION TECHNOLOGY (IT)</p> <div style="text-align: center; border: 1px solid black; padding: 2px; margin: 5px auto; width: 80%;"> <p>Enabling Transformation!</p> </div> <p style="text-align: center; font-size: small;"><i>It's merely an enabler; real transformation is about cultural change, not just technological innovation.</i></p> <ul style="list-style-type: none"> - Promote ingenuity, best practices, and acquisition savvy - Encourage capabilities-based acquisition strategies - Organize AMC to fully support expeditionary operations - Leverage new "A-Staff" for efficiency/effectiveness - Single NAF focused on warfighting, Expeditionary Mobility Task Forces provide global mobility support - Harness IT to ensure continuous information flow, data, intelligence - Secure and accurate information across spectrum of ops - Interoperability/commurability across air, land, sea and space - Global connectivity across air, land, sea and space - Near real-time intel updates during mission execution - <i>Work smarter, not harder, to support the warfighter!</i>

Feb 04 - Previous Release Overview

WALK HUMBLY – SERVE OTHERS – DO JUSTLY

Your ROLE as a Team Leader ... to promote *CORE VALUES*

INTEGRITY FIRST

SERVICE BEFORE SELF

EXCELLENCE IN ALL WE DO

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New Team Member Sponsorship

Set the Stage for Success

- First Impression is Everything
- Your Goal: “*Put them in disbelief*”
- All team members participate



WALK HUMBLY – SERVE OTHERS – DO JUSTLY

Team Leader Expectations

- **INTEGRITY** FIRST
- **SERVICE** BEFORE SELF
- **EXCELLENCE** IN ALL WE DO



TEAM HISTORY

YOUR EXPECTATIONS OF ME (TL)
MY EXPECTATIONS OF YOU (TEAM)

“DOs and DON'Ts”

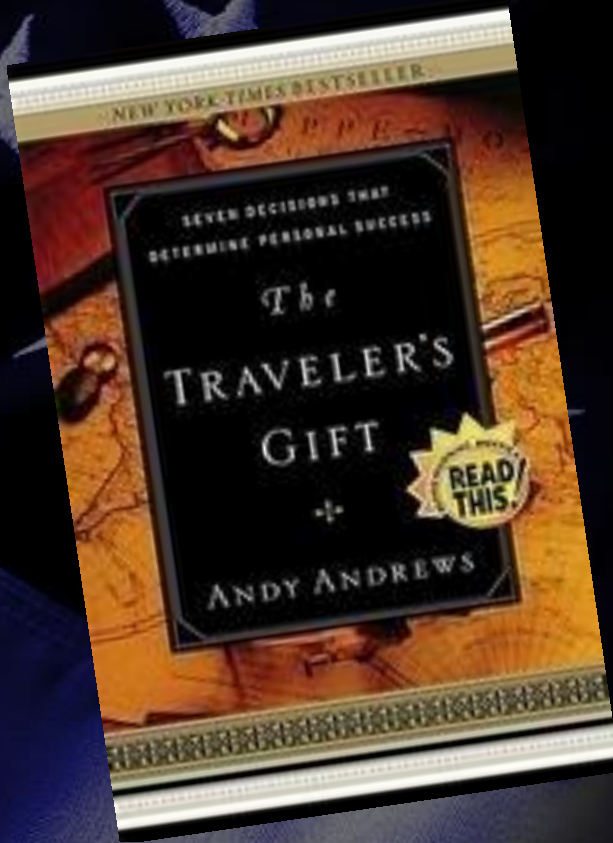
NOT NEGOTIABLE

- Breach of ethics
- Unlawful discrimination
- Sexual harassment or sexual assault
- Verbal, mental abuse
- Fraternization and/or unprofessional relationships
- Flagrant disregard of standards

Set the Course... and Pace

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Positive Attitude



WALK HUMBLY – SERVE OTHERS – DO JUSTLY

Compassion

Share in Joy...



...and Sorrow

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Roll Call

OBVIOUS

Conduct Business,
Status of Projects,
Announcements



NOT SO OBVIOUS

Gathering of “Faces”
See joy, stress...
Cultivates a *welcoming*
environment

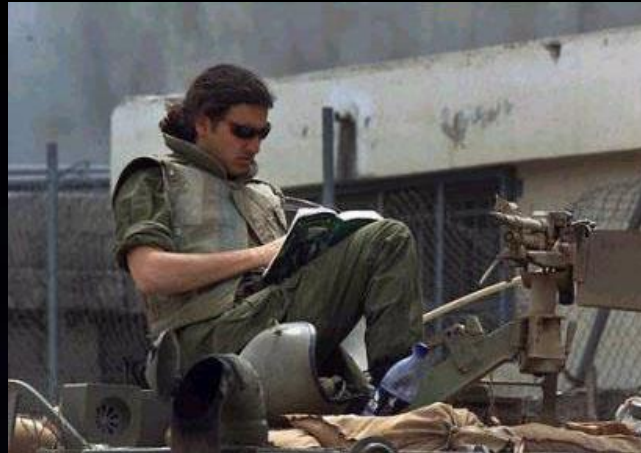
WALK HUMBLY – SERVE OTHERS – DO JUSTLY

Exercise Regularly...

PHYSICALLY



MENTALLY



SPIRITUALLY



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Praise and Reward Your People



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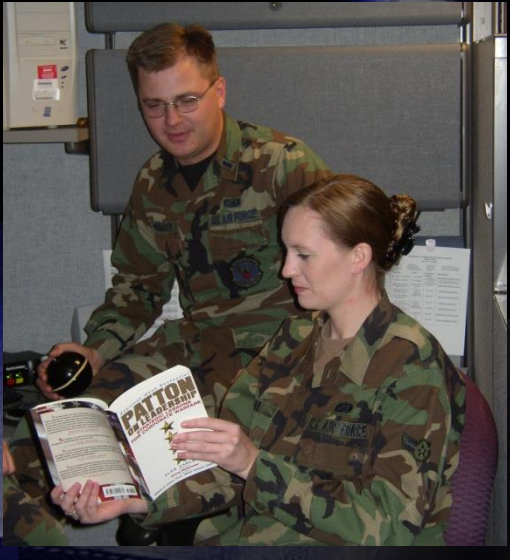
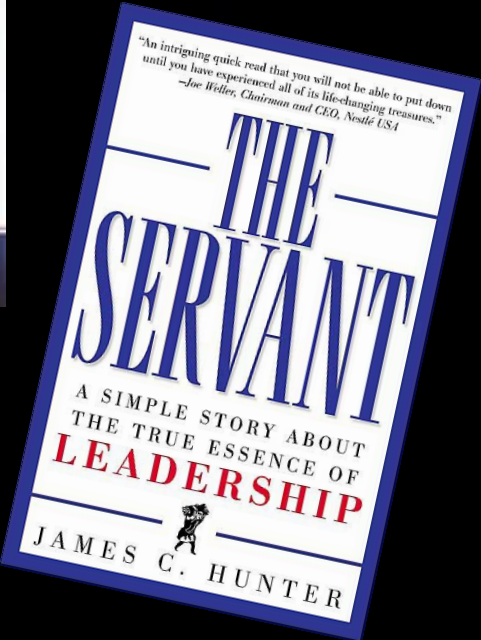
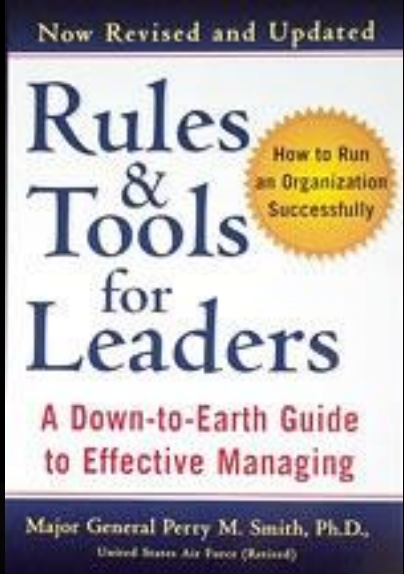
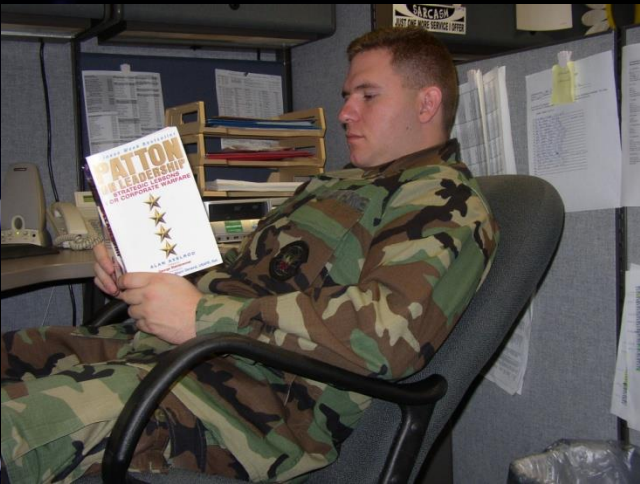
Share Credit...



...Shoulder Blame

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Read to Lead



Leaders are Readers

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John Maxwell's 5 Level's of Influence / Leadership

1. Positional (Rights) ... People follow you because they have to

2. Permission (Relationships) ... People follow you because they want to

3. Production (Results) ... People follow because of what you have done for the organization

4. People Development (Reproduction)
... People follow because of what you have done for them

5. Pinnacle (Respect) ... People follow because of who you are and what you represent

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Kouzes & Posner: 5 Practices of Exemplary Leadership

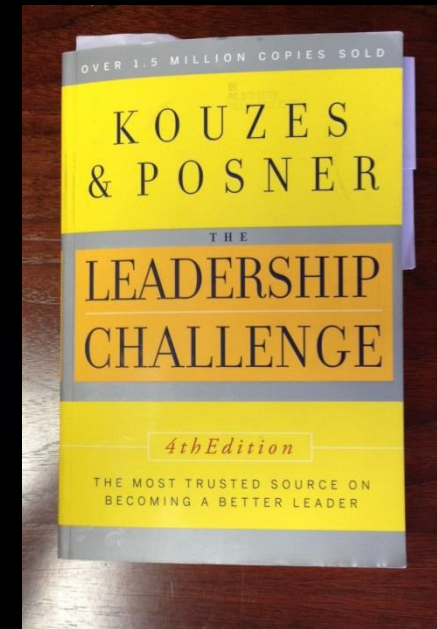
1. Model the Way

2. Inspire a Shared Vision

3. Challenge the Process

4. Enable Others to Act

5. Encourage the Heart



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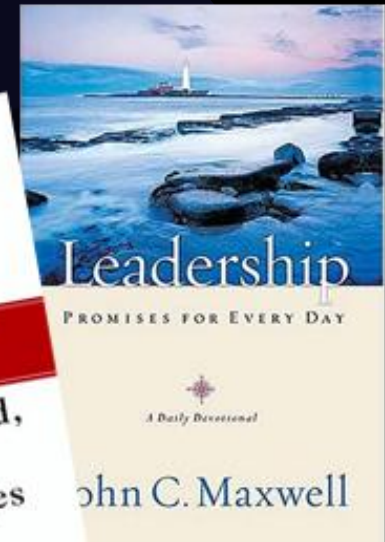
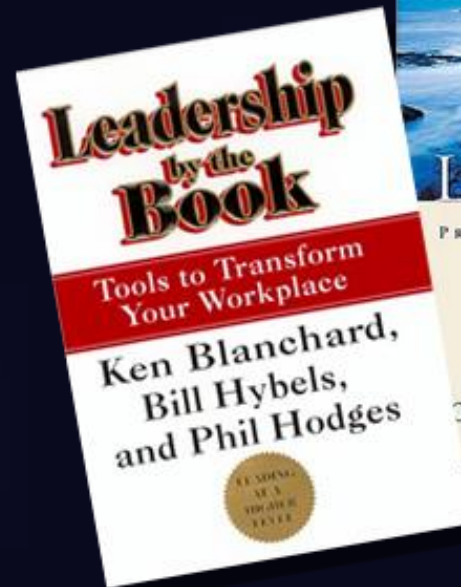
In a Nut Shell

WALK HUMBLY

SERVE OTHERS

DO JUSTLY

“TRANSFORMATIONAL”



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