

Center for Personal and Professional Development



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Lesson 1

Chief Petty Officer Selectee Leadership Course

CPPD-LEAD09-004

Chief Petty Officer Selectee Leadership Course

- Welcome



About This Course

- Group discussions
- Brainstorming
- Individual and group activities
- Participation is expected



Chief Petty Officer Selectee Leadership Course

- Introductions
 - Name
 - Rate
 - Years of service
 - Hometown
 - Favorite movie
 - History of assignments



Chief Petty Officer Selectee Leadership Course

- What are your expectations for this course?
- What can we expect from each other?
- What will be our class norms?



Chief Petty Officer Selectee Leadership Course

- Day 1 Agenda
- Review Course Mission Statement
- Review Day 1 Lessons
 - CPO as Leader and Role Model
 - Sense of Heritage
 - Character
 - Deckplate Leadership



Course Mission Statement

- Chiefs have a great responsibility as leaders and managers. In order for you to succeed as Chiefs, you must be given the appropriate tools and resources. As a Chief, each selectee is expected to have the greatest level of technical expertise and be a leader and role model for all Sailors.



Lesson 1

- Chief Petty Officer as a Leader and Role Model



Objectives

- Explain Mission, Vision, and Guiding Principles and how they apply to the role of a Chief Petty Officer.
- List the traits of an effective leader.
- Describe how the Navy Core Values apply to making ethical decisions.
- Describe the Chief as a role model and mentor.



Mission

- Provide leadership to the enlisted force and advice to Navy leadership to create a combat-ready Navy.



Vision

- A senior enlisted force that serves first and foremost as deckplate leaders committed to developing Sailors and enforcing standards; remains responsive, aligned and well-connected to both leadership and Sailors; and conducts itself in a consistently professional, ethical, and traditional manner.



Guiding Principles

Deckplate Leadership

- Chiefs are visible leaders who set the tone. We will know the mission, know our Sailors, and develop them beyond their expectations as a team and as individuals.



Guiding Principles

Institutional and Technical Expertise

- Chiefs are the experts in their field. We will use experience and technical knowledge to produce a well-trained enlisted and officer team.



Guiding Principles

Professionalism

- Chiefs will actively teach, uphold, and enforce standards. We will measure ourselves by the success of our Sailors. We will remain invested in the Navy through self-motivated military and academic education and training and will provide proactive solutions that are well-founded, thoroughly considered, and linked to mission accomplishment.



Guiding Principles

Character

- Chiefs abide by an uncompromising code of integrity, take full responsibility for their actions and keep their word. This will set a positive tone for the command, unify the Mess, and create esprit de corps.



Guiding Principles

Loyalty

- Chiefs remember that loyalty must be demonstrated to seniors, peers, and subordinates alike, and that it must never be blind. Few things are more important than people who have the moral courage to question the appropriate direction in which an organization is headed and then the strength to support whatever final decisions are made.



Guiding Principles

Active Communication

- Chiefs encourage open and honest dialogue, listen to Sailors and energize the communication flow up and down the chain of command. This will increase unit efficiency, mission readiness, and mutual respect.



Guiding Principles

Sense of Heritage

- Defines our past and guides our future. Chiefs will use heritage to connect Sailors to their past, teach values, and enhance pride in service to our country.



How Does this Guidance Apply to Your Role as a Chief?

Purpose: To discuss what Mission, Vision, and the Guiding Principles mean to you as a leader

- Instructions:
 1. As a group, brainstorm ideas on how this guidance applies to you as a Chief.
 2. Capture answers on chart pack paper.
 3. Using these answers, as a group, develop a template of the ideal Chief.



Mission, Vision & Guiding Principles

- Deckplate leadership
- Institutional and technical expertise
- Professionalism
- Character
- Loyalty
- Active communication
- Sense of heritage



Characteristics of an Effective Leader

Purpose: To identify characteristics of an effective leader

- Instructions:
 1. Individually, reflect on what you consider to be the characteristics of an effective leader.
 2. Share your answers with the large group.
 3. Name one person whom you consider to be a great leader and explain why.



Defining Core Values

Purpose: To discuss what Navy Core Values mean to you as a leader

- Instructions:
 1. Individually, on the index card, do the following:
 - Define Honor, and give one example of how we demonstrate it in the Navy.
 - Define Courage, and give an example of how a shipmate has demonstrated courage in the past.
 - Define Commitment, and give an example of how you have exemplified this Navy Core Value.
 2. Share your answers with the group.



The Navy Core Values

Honor

- “I will bear true faith and allegiance...” Accordingly, we will: Conduct ourselves in the highest ethical manner in all relationships with peers, superiors and subordinates; Be honest and truthful in our dealings with each other, and with those outside the Navy; Be willing to make honest recommendations and accept those of junior personnel; Encourage new ideas and deliver the bad news, even when it is unpopular; Abide by an uncompromising code of integrity, taking responsibility for our actions and keeping our word; Fulfill or exceed our legal and ethical responsibilities in our public and personal lives twenty-four hours a day. Illegal or improper behavior or even the appearance of such behavior will not be tolerated. We are accountable for our professional and personal behavior. We will be mindful of the privilege to serve our fellow Americans.



The Navy Core Values

Courage

- “I will support and defend...” Accordingly, we will have: Courage to meet the demands of our profession and the mission when it is hazardous, demanding, or otherwise difficult; Make decisions in the best interest of the Navy and the nation, without regard to personal consequences; Meet these challenges while adhering to a higher standard of personal conduct and decency; Be loyal to our nation, ensuring the resources entrusted to us are used in an honest, careful, and efficient way. Courage is the value that gives us the moral and mental strength to do what is right, even in the face of personal or professional adversity.



The Navy Core Values

Commitment

- “I will obey the orders...” Accordingly, we will: Demand respect up and down the chain of command; Care for the safety, professional, personal and spiritual well-being of our people; Show respect toward all people without regard to race, religion, or gender; Treat each individual with human dignity; Be committed to positive change and constant improvement; Exhibit the highest degree of moral character, technical excellence, quality and competence in what we have been trained to do. The day-to-day duty of every Navy man and woman is to work together as a team to improve the quality of our work, our people and ourselves.



What Are Ethics?

Purpose: To define ethics

- Instructions:
 1. As a group, discuss what ethics are.
 2. Brainstorm ideas and capture on chart pack paper.
 3. As a group, develop an agreed-upon definition of ethics.



Ethics Defined

- Ethics are standards by which one should act based on values. Values are core beliefs such as duty, honor, and integrity. Ethical values relates to what is right and wrong and thus take precedence over non-ethical values when making ethical decisions.

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Ethical Decision-Making

Purpose: To discuss how Navy Core Values impact ethical decision-making

- Instructions:
 1. As a group, share your thoughts on how Navy Core Values impact ethical decision-making.
 2. Develop an outline for ethical decision-making.



The Chief Petty Officer as a Role Model and Mentor

Purpose: To discuss the traits of the Chief Petty Officer (CPO) as a role model and mentor

- Instructions:
 1. As a group, discuss the traits of an ideal role model and mentor.
 2. Share your thoughts about being a role model and mentor. What would you bring to each role?



Knowledge Check

- What are five characteristics of an effective leader?
- How do the MCPON's Mission, Vision, and Guiding Principles apply to the role of the Chief as a leader and role model?
- What are three resources for guiding a Chief in ethical decision-making?



Objectives

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Summary

