

The image features a partial view of the American flag on the left side, showing the blue field with white stars and the red and white stripes. The background of the slide is a solid dark blue color.

DISTRICT 11 NR
United States Coast Guard Auxiliary

Leadership for Elected Officers
17 January 2010

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United States Coast Guard Auxiliary

Leadership Competencies

LEADING SELF

LEADING OTHERS

LEADING PERFORMANCE AND CHANGE

LEADING THE AUXILIARY

ASOC Leadership Expectations derived from USCG Leadership Competencies

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LEADING SELF

Self Awareness and Learning

Health and Well-Being

Personal Conduct

Followership

Technical Proficiency

Accountability and Responsibility

Aligning Values

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LEADING OTHERS

Effective Communications

Respect for others and Diversity Management

Taking Care of People

Mentoring

Influencing Others

Team Building

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LEADING PERFORMANCE AND CHANGE

Vision Development and Implementation

Customer Focus

Creativity and Innovation

Management and Process Improvement

Decision Making and Problem Solving

Conflict Management

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LEADING THE AUXILIARY

Stewardship

Technology Management

Financial Management

Human Resource Management

Partnering

External Awareness

Entrepreneurship

Political Savvy

LISTENING

- **Listening to your members will help you understand their attitudes and motivators.**
-
- **Good, active listening requires great discipline.**
-
- **Avoid getting into the one up's man ship of sea stories.**
-
- **When making decisions reach out to those whom you admire, ask for advice.**

RESPECT

- **Treat all members of your Flotilla or Division with respect.**
- **Acknowledge and accept the diversity of our members.**
- **Do not show favoritism— this will destroy your Flotilla or Division.**

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LEAD BY EXAMPLE

- **You must walk the talk if you expect your members to follow.**
- **Members must know that you are willing to face the same training requirements as they face.**
- **You should not expect members to perform tasks that you are unwilling to perform.**

COMMUNICATION

- You must make certain that your members understand what they are being asked to do.
- Do you rely solely on Email? Or do you converse with them on the phone?
- Informal communication will reduce barriers.

INSPIRATION

- Inspire your members to achieve their potential.
- As a leader you must identify the motivators for each member.
-

DIRECTION

- **Members should know the goals of the organization and have participated in the goal setting process.**
- **Once your members have been included in the goal making process and they (buy in) the probability of goal attainment increases exponentially.**



2010 DIRECTION

1. **RECRUITING AND RETENTION**

2. **RBS PROGRAMS**

1. **VESSEL SAFETY CHECK**
2. **PROGRAM VISITS**
3. **PUBLIC EDUCATION**
4. **PUBLIC AFFAIRS**

3. **MARINE SAFETY**

1. **AWW**
2. **FERRY VESSEL AUDITS**

4. **OPERATIONAL ACTIVITY**

1. **FOCUS ON INLAND WATERS**

5. **ESTABLISH, CULTIVATE, MAINTAIN RELATIONSHIPS**

1. **Partners in maritime environment, governmental, non governmental**
2. **Leverage our KNOWLEDGE, SKILLS, ABILITY and Resources**

6.

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KNOWLEDGE OF TALENTS

- **As a leader you should know the skill, capabilities and limitations of your members.**
- **Provide your members responsibility in their areas of expertise. Leverage their talents.**
- **Provide opportunities to expand their skills.
(Rotate Staff Positions)**

PRACTICALITY

- Be practical in setting realistic goals and expectations.
- Remember you are leading volunteers. The only recourse they have to poor leadership is voting with their feet.
- Setting realistic and attainable goals will foster trust and confidence in your organization.

LOYALTY

- **Never put your own ambition before your members.**
-
- **Never take credit for the work of your members**
-
- **DON'T STEAL THEIR OXYGEN**
-
- **Loyalty flows both directions. to obtain**

PRIDE

- **As an elected leader you should demonstrate thru your actions and behavior that you are proud to be the leader of your Flotilla or Division.**
- **You should love what you are doing.**
- **Enthusiasm is contagious and your members will feel it.**

HONESTY

- **All your actions must be above reproach.**
- **If you are not honest your members will not trust you.**
- **All members should be treated, honestly, fairly, consistently and equitably.**
- **If you make a mistake. own up to it and move**

COURAGE

- You must demonstrate courage to make the right decision at difficult times.
- Each leader will face from time to time a **MOMENT OF TRUTH** – A legacy defining point in time when a critical decision must be taken.
- Will you be able to take the heat and make

EMPATHY

- **Thru your actions your members must feel that you are concerned about them.**
- **You must convey to them that you understand the myriad issues involved in Auxiliary membership and activity.**

RESILIENCE

- **If you fail at a task or suffer a set back, don't let that keep you from trying again.**
-
- **In base ball a .400 hitter is a superstar.**

TEAMWORK

- **Work as a team**
-
- **Solicit ideas**
-
- **Be open to new ideas**
-

RECOGNITION

- **You must recognize the efforts of your members.**
- **Recognition may take several forms**
- **Verbal acknowledgement at a meeting, a letter, a memento, or an official award.**
- **BUT--YOU MUST NEVER- EVER-EVER TAKE CREDIT FOR THE WORK AND**

FINAL THOUGHTS

- **Leadership in the Auxiliary is like a flight of geese— when holding office you're in the lead, then you will go back to the end of the flight.**
- **Leaders at all levels have a responsibility to identify, mentor, and encourage promising members who have the capacity to hold elected office. (Recruit, train and mentor your replacement)**

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FINAL THOUGHTS Cont.

- **You must lead by example.**
 - **Uniforms**
 - **Activity**
 - **Training**
- **Never pass up the opportunity to say thanks to your members.**
- **Delegate– Don't Micromanage!**

A graphic of the American flag is positioned on the left side of the slide, showing the stars and stripes. The stars are white on a dark blue background, and the stripes are red and white.

FINAL THOUGHTS Cont.

- **READ the Manual first before calling DIRAUX!!!!**
-
- **Encourage your staff to follow the chain of leadership and management.**
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- **Like wise you should follow the chain of leadership and management.**
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- **Remember bad news will not get better with age. If something goes South– let the chain**

SENSE OF HUMOR

- **Ya Gotta Have a Sense of Humor.**
- **If you're unwilling to laugh at yourself, expect a lot of folks to do it for you.**

The background of the slide features a stylized American flag. The top-left corner shows the blue field with white stars, and the bottom-left corner shows the red and white stripes. The rest of the background is a solid dark blue color.

ABOVE ALL ELSE

**HAVE FUN AND ENJOY THE
OPPORTUNITY TO SERVE IN A
LEADERSHIP CAPACITY--- YOU ARE
PROVIDING LEADERSHIP TO
MEMBERS OF THE FINEST, MOST
WELL REGARDED VOLUNTEER
ORGANIZATION IN THE UNITED
STATES !**

A photograph of a snowy winter scene. In the foreground, there are snow-covered trees and a path leading towards a building. The building has a dark exterior and a white gutter. A black metal railing is visible on the right side. The sky is overcast and grey. The text "Fini !" is overlaid in the center in a large, bold, red font with a yellow outline. Below it, the text "Questions !" is overlaid in a large, bold, yellow font with a black outline. At the bottom left, the text "95 DAYS TILL LAKE POWELL !" is overlaid in a large, bold, yellow font with a black outline.

Fini !

Questions !

95 DAYS TILL LAKE POWELL !