



LEADERSHIP SCHOOL



Department of Florida, MCL
Mike Stewart and Tom Newton, Co-Directors

22 January 2018

To: George LaMont, DOF MCL Commandant
CC: John Marsh, DOF MCL Adjutant; Lorelei Kaiser, DOF MCL Webmaster
From: Michael Stewart and Tom Newton, Leadership School Directors
Re: Second and Third Quarter Reports

At the behest of some of the leaders within the Department of Florida MCL we have tried to restructure the Leadership School to focus on gaining more effective “Leadership” skills. Additionally, some members completing the Leadership School evaluation forms have indicated a school from 0800 to 1630 is way too long for some of our more experienced senior members. The previous format has worked rather well for several years now. Directors and Instructors gave their best to provide our members with the tools we thought were necessary to understand the structure and function of effective detachment leadership. Our members took what they had learned back to their detachments and shared that knowledge with their members. They even encouraged other members to attend a Leadership School. I know Tom and I still encourage everyone in our detachment to attend, even though we hold new member orientation workshops with our own detachment members. The organizational structure of the MCL detachment was explored during the Leadership School experience, as well as, information disseminated regarding affiliate groups (e.g. MCLA, Young Marines, and the Eagle Scout Program). Discussion and reflection of how individual detachments operated, usually began after Leadership School attendees returned to their own detachments and reported on their experiences. You may have heard “oh that’s what a Jr. Vice’s job really is, or I never knew that!” during the sharing of the attendees’ experience with fellow detachment members.

After some members attended several Leadership Schools, they began to think that there was more to acquiring “**Leadership**” skills than the one-day school was able to provide. In response to that mind set Tom Newton and I developed a program model that was presented to Commandant LaMont regarding how members might acquire more effective “Leadership” skills. The model presented a redesigned paradigm-shifted Leadership School. The Leadership School will now focus on the four (4) elected detachment officers. The acquisition of effective leadership skills will be covered for each individual elected officer position and tied to the “Ten Principles of Leadership” PDP module. A new lead-in module was designed to define “Leadership” and instruct the attendees on understanding the psychological and sociological skills necessary to grow as an effective leader. Additionally, the “*ethos*” of both the Marine Corps and the Marine Corps League will be reviewed. The new module is titled “**Leading from the Front**”. Each of the other modules will be increased to last one-half hour. This doubles the time an instructor will be able to devote to not only the duties of each elected officer but also how the duties are tied to the principles of effective leadership. Three other leadership areas will also be presented; 1) The Sergeant-At-Arms who at the direction of the detachment commandant

maintains order and decorum during a detachment meeting. The Sgt.-At-Arms is also responsible to assure the members who attend the detachment meetings are wearing appropriate uniforms; 2) The District Vice Commandant who through his/her effective leadership provides a conduit between the Department commandant and the Detachment Commandants. Additionally, the District Vice is responsible for guiding a group of Marines as they work together to establish a new detachment; 3) The detachment Chaplain who is responsible for helping the detachment Commandant maintain a moral compass for the detachment. The Chaplain is also responsible, at the direction of the Commandant, to facilitate both the “mentoring” and “buddy” programs for the detachment. These three modules will remain fifteen-minute presentations with the added component of how the “Ten Principles of Leadership” are related to the effective completion of the specific duties of each of those three appointed officers.

A program booklet will still be distributed to each Leadership School attendee. The booklet will contain information on all the other areas covered at the previous Leadership Schools. The areas are informational and tied to the PDP which can easily be found at www.mclfl.org. Individuals can refer to the PDP for information and read about the specifics of those other areas. Finally, two courses will be offered during the Friday of the yearly Department Convention. The courses will last two hours each and allow participants an opportunity to delve into the materials in more depth. The first two courses will be: ***The Responsibilities and Duties of the Paymaster and Adjutant*** and ***Developing a Realistic Budget for Your Detachment***. One course will be offered in the morning and one in the afternoon so that convention attendees will be able to sit for both if that is their desire. There will be a ten-dollar (\$10.00) fee for each course to cover the cost of duplicating material for each student. Two different courses will be offered at each Department Convention. Courses may be presented again at the following convention, if an interest is expressed by the membership.

The directors and presenters are excited about the newly proposed format. The presenters have expressed that they believe the longer and more specific courses related to more effective leadership skills will be a better fit for those members attending the conference Leadership Schools. They also believe the new format will allow better understanding of how the acquisition of more effective leadership skills will benefit the detachments throughout the Department of Florida.

Respectfully Submitted,
Mike Stewart and Tom Newton,
Leadership School Directors
Dept. of Florida Marine Corps League