

JROTC Virtual Learning

LET 1 / JROTC

Using Your Leadership Skills / Taking Charge

May 5, 2020



Lesson: May 5, 2020

Objective/Learning Target:

Students will describe the preparation a drill leader takes before a drill, Sequence the procedure a drill leader takes to teach a drill, Identify five characteristics of a capable drill leader,

Unit 2

Leadership Theory and Application

LESSON 3: USING YOUR LEADERSHIP SKILLS/TAKING CHARGE



CHAPTER 2: LEADERSHIP SKILLS

List several characteristics of a capable drill leader.

Student Learning Plan

Unit 2: Leadership Theory and Application Using Your Leadership Skills/Taking Charge

[U2C2L3]



What you will accomplish in this lesson:

Demonstrate the skills and identify the responsibilities of a good drill leader



Why this lesson is important:

This lesson introduces you to how leaders use their leadership skills to prepare themselves for taking charge during drill. For leaders to command respect and obedience from their subordinates, they must be prepared to lead and be ready for any situation. In this learning plan, you will examine the strengths and weaknesses of leaders in drill and analyze some proven leadership techniques.



What you will learn in this lesson:

- Describe the preparation a drill leader takes before a drill
- Sequence the procedure a drill leader takes to teach a drill
- Identify five characteristics of a capable drill leader
- Define key words: command of execution, command voice, preparation, procedure



You will have successfully met this lesson's purpose:

- when you participate in a role-play about the characteristics and responsibilities of drill leaders
- when you demonstrate the five characteristics of a good drill leader
- when you demonstrate how a drill leader prepares for drill
- when you demonstrate the steps taken to teach a drill



Learning Activities:

These learning activities are designed to help you learn the target skills and knowledge for this lesson. Your instructor may assign additional or alternative learning activities.

INQUIRE PHASE: What do you already know?



1. THINK ABOUT what you know about drilling and how your strengths and weaknesses apply to drilling. PREPARE for this lesson by discussing *What you will accomplish in this lesson; What you will learn in this lesson; Why this lesson is important; and When you will have successfully met this lesson's purpose.*
2. VIEW animation of leaders and challenges.
3. CREATE a Tree Map showing the leadership characteristics or task preparation of drill leaders before, during, and after challenges.
4. PRESENT your Tree Map to the class.
5. REFLECT on your personal strengths and weaknesses related to drilling. ANSWER the reflection questions presented by your instructor.

GATHER PHASE: So, what else do you need to know or learn?



- _____1. REVIEW materials provided as you explore information to answer your assigned question regarding the characteristics of good drill leaders and what they do to prepare for and conduct drill.
- _____2. CONSTRUCT a poster showing answers to your assigned topic about drill leaders. COMPARE your poster with your Tree Map from your activity during the Inquire Phase.
- _____3. PRESENT your poster and comparisons to the class.
- _____4. REFLECT on what you have learned about leaders and the characteristics of good drill leaders. ANSWER the reflection questions presented by your instructor.

PROCESS PHASE: Now what can you do with this new information you've learned? ...



- _____1. READ a case study of a drill leader.
- _____2. CREATE a Multi-Flow Map or Flow Map of the actions of the drill leader prior to, during, and after a drill session. IDENTIFY the drill leader's problem areas and possible solutions.
- _____3. EXPLAIN your Multi-Flow Map or Flow Map to the class.
- _____4. REFLECT on what characteristics of a good drill leader you have and which you need to develop. ANSWER the reflection questions presented by your instructor.



Assessment Activities:



- _____1. OBTAIN the Using Your Leadership Skills/Taking Charge Performance Assessment Task and Scoring Guide from your instructor.
- _____2. ANALYZE an assigned leadership scenario. BRAINSTORM possible solutions to a leadership problem. PREPARE a short role-play showing how you would help the drill leader improve their performance.
- _____3. PARTICIPATE in a role-play that shows how to help a drill leader improve leadership characteristics.
- _____4. COMPLETE the Using Your Leadership Skills/Taking Charge Performance Assessment Task. SUBMIT your completed performance assessment task to your instructor for feedback and a grade.
- _____5. REVIEW the key words of this lesson.
- _____6. REFLECT on what you have learned in this lesson and how you might use it in the future.



Self-Paced Learning and Assessment Activities:

Independently complete the activities outlined below:

1. **Inquire Phase:** Complete the Learning Activities 1 – 5 or as modified by your instructor.
2. **Gather Phase:** Complete the Learning Activities 1 – 4 or as modified by your instructor.
3. **Process Phase:** Complete the Learning Activities 1 – 4 or as modified by your instructor.



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U2C2L3

Using Your Leadership Skills/Taking Charge

Key Words:

Command of Execution

Command Voice

Preparation

Procedure

What You Will Learn to Do

Analyze personal strengths and weaknesses as a drill leader

Linked Core Abilities

- Take responsibility for your actions and choices

Skills and Knowledge You Will Gain Along the Way

- Describe the preparation a drill leader takes before a drill
- Sequence the procedure a drill leader takes to teach a drill
- Identify five characteristics of a capable drill leader

Introduction

This lesson introduces you to how leaders use their leadership skills to prepare themselves for taking charge during drill.

Learning to Lead

In order for leaders to command respect and obedience from their subordinates, they must be prepared to lead and ready for any situation. Their attitude and appearance must set a good example for others to follow.



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Taking charge is not as easy as it sounds. It is not just having a neat and correct appearance, knowing drill commands, or using proper **command voice**; it is being a good follower, a good leader, and knowing how and when to use proven leadership techniques (such as the traits and principles of leadership).

Read the following story and see if you can personally identify with any of the mistakes that Mark made after he took charge of a squad as its new drill leader.

Mark's Story

Mark usually arrives late to his JROTC class. As he joins the formation, he always greets several of his buddies. He hardly ever has a straight giline or a pressed uniform, his hair is usually uncombed, and his shoes unpolished. Day after day, he goes through the process of trying to call his squad to attention. They barely listen to him, continuing to talk and laugh.

He finally gets their attention and begins drilling them. During the drill, he consistently gives a few wrong commands and makes several timing errors, but his squad members usually execute the drills correctly anyway. Seeing them get ahead of him frustrates Mark, but by that time, the class is over and he does nothing about it.

One day, Mark finally asks a senior Cadet, "Why is my squad so hard to keep in line? I can't get them to shape up. I don't get angry, I ask them nicely, and I still can't get any discipline or respect."

The senior Cadet replies, "I don't think they see you as a leader. You give them the wrong commands; don't execute correct timing or cadence; and your appearance, well, needs work. Learn the drills and look like a leader. You can't inspire respect if you don't have any for yourself. By the way, when was the last time you polished those shoes?"

In the next few weeks, Mark's leadership skills and appearance improve. Soon, the squad sees a difference — Mark is becoming a better leader. He knows the drills, looks the part of a leader, and does not tolerate any slacking off once the class period begins.

The mistakes Mark made as a drill leader include having a poor appearance, not knowing the drills or using the proper command voice, and not being able to discipline his friends. Instead of immediately taking the initiative of a leader, or setting the proper examples, he waited until the squad got out of control. Then, he had to make changes. Being a consistent leader may appear difficult, but it will make your job easier. How does **procedure** and **preparation** play a role in Mark's situation?

Drill leaders are also instructors. That's why they must know how to teach drill movements to their subordinates and provide remediation. If you become a drill leader, one of the most commonly accepted ways to teach and remediate drill is from a position centered in front of your team. From this position, you can:

- Explain and demonstrate each new drill movement before your team members practice it. Then, have them execute it. Remember to require snap in every movement. Ensure the movement is understood and performed correctly by each subordinate before trying another movement. Drill periods are short, so make the most of available time.
- Observe members carefully to ensure everyone executes the movement correctly.
- Make on-the-spot corrections as necessary. Be prepared to give individual instruction to those personnel who need it. You must know exactly what a subordinate does wrong and be able to demonstrate it the correct way.

Be prepared to use discipline, as necessary. Junior leaders often find this difficult because the people they discipline are their peers and friends. Do not give discipline for any other reason than to improve the unit. Leaders do not have to feel wrong about enforcing discipline; it should not be personal, but purely professional. Never discipline someone in front of others. Instead, take that person someplace private to discuss and correct the behavior.



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Conclusion

When leaders know their responsibilities and prepare for drill, they discover that being a drill leader is easier. Remember, followers respect and obey leaders if they see them as competent. As we summarize a list of responsibilities followed by good drill leaders, keep in mind the leadership traits and fundamentals listed below:

- Be consistent.
- Be sincere. Show respect and care about the well-being of your subordinates.
- Have energy, patience and spirit.
- Have military neatness and bearing.
- Follow regulations precisely, as an example for others.
- Be knowledgeable of drill procedures and commands (**command of execution**).
- Provide feedback or on-the-spot corrections when mistakes are noted.
- Be fair and use judgment when applying discipline.

The above list is not all inclusive. Your leadership instruction in subsequent years will expand this list as your leadership understanding and potential grow and develop. For now, remember that when leaders know and apply drill commands and leadership techniques properly, their confidence and motivation builds the confidence and motivation of their followers.



Lesson Check-up

Explain how leaders can command respect and obedience from their subordinates.

Describe how appearance and attitude impact leadership.

What are the characteristics of a command voice? When should one be used in the JROTC program?

Performance Assessment Task

Unit 2: Leadership Theory and Application Using Your Leadership Skills/Taking Charge [U2C2L3]

This performance assessment task gives you an opportunity to document your achievement of the lesson's competency:

Demonstrate the skills and responsibilities of a good drill leader



Directions

For this performance assessment task you will demonstrate the characteristics and responsibilities through a role-play. For this assessment you will:

1. Think about the leadership examples that you studied in this lesson.
2. Review your assigned scenario.
3. Write a summary a role-play where you can demonstrate the characteristics and responsibilities of a drill leader.
4. Preview the criteria listed in the scoring guide of this assessment.
5. Participate in a role-play suggesting the skills/steps required of and responsibilities of a good drill leader.
6. Use the attached scoring guide criteria for what you need to do to complete this task.
7. Submit your completed performance assessment task and scoring guide to your instructor for evaluation and a grade.

RECOMMENDATION: It is recommended that you add this performance assessment task to your Cadet Portfolio.

***Using Your Leadership
Skills/Taking Charge
Performance Assessment
Task Scoring Guide***

<i>Criteria</i>	<i>Ratings</i>
1. You demonstrate five characteristics of a good drill leader	met not met
2. You demonstrate how a drill leader prepares for drill	met not met
3. You demonstrate the steps you would take to teach a drill	met not met

Comments:

Name: _____ **Date:** _____

Evaluator's Signature: _____ **Date:** _____

