

AMERICAN LEGION RIDERS

LEADERSHIP TRAINING

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The Purpose of this Class

- Define Leadership and its Importance
- Discover the Qualities of a Great Leader
- Review The Structure of Leadership in Dept of Florida ALR



WHAT IS LEADERSHIP?

- Leadership refers to action by an individual or team of individuals.
- The action of directing a group of people or an organization toward a clearly defined goal or result.
- Leadership is a process whereby an individual, or a team of individuals, influences a group of individuals to achieve a common goal.
- **Managers** need to plan, measure, monitor, coordinate, & solve. Are managers leaders? Maybe...



LEADERSHIP DEFINED BY OTHERS

- A leader is a person who has the ability to get other people to do what they don't want to do, and like it. *Harry Truman*
- Leadership is the accomplishment of goals through the direction of human assistants. *Harvard Business Review*
- Leadership is like moving a string across a table - you pull, not push. *Dwight Eisenhower*
- Leadership is a process of social influence, which maximizes the efforts of others, toward the achievement of a goal. *Kevin Kruse-Forbes*
- ...leaders will be those who empower others. *Bill Gates*
- ...a leader is someone who has followers. *Peter Drucker*
- Influence, inspire, and help others become their best selves, building their skills and achieving goals along the way. *Tony Robbins*



Why is Leadership Important?

“We don’t know where we’re going, but we’re making good time.” *Yogi Berra*



Why is Leadership Important?

- Leadership is necessary to **establish** the ultimate goal or desired result.
- Leadership keeps the organization or team **focused** on the goal.
- Leadership assures that all actions are **related to the goal** and are moving the group forward toward the goal.
- Leadership imparts the **vision** – What is the ultimate gain of accomplishing the goal?
- Leadership keeps the **vision top-of-mind** within the organization or team.



Qualities of Leaders

- Able to communicate clearly
- Becomes a student of the organization and its policies and functions
- Has the skill and patience to identify excellent managers in the organization
- Humility - Is humble (Understands that there are specialists that will be superior to the leader in their knowledge of their specialty)
- Enthusiastic about the goal or end result of the process
- Exemplifies the qualities expected of the team members



Leaders in Leadership

- An individual in a “Leadership Position” may or may not be a leader.
- Further, if he/she is a **good** leader, they may or may not be a **great** leader.

Let's look at some leaders and decide if they are good leaders, great leaders, or not leaders at all.....



Cheryl

- Cheryl runs an Amazon[®] warehouse with over 400 employees.
- Cheryl has a lot of experience and has been with Amazon[®] since 1995, a year after the company started.
- Cheryl works hard to make sure all of the inventory is accounted for, all the warehouse equipment is in working order, and all shipments go out on time.
- Cheryl schedules all the shifts and assures that each shift is adequately staffed. She likes to have a friendly work environment.
- Cheryl submits timely reports to corporate headquarters.

What kind of leader is Cheryl?



1st Lieutenant Connor Johnson, USA

- Lt. Johnson is in command of Raptor Platoon. Raptor Platoon soldiers are Army Combat Engineers (MOS 12B). Under the past few commanders, the training for new platoon members has become fragmented and it has made it difficult to know which soldiers possess which skills when tackling an assignment.
- Lt. Johnson's goal for the platoon is to unify and standardize the training for all soldiers. He sees a bright future for the Raptors where all soldiers are well trained and can accomplish anything they are tasked with.



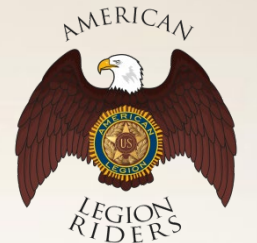
1st Lieutenant Connor Johnson, USA

- Lt. Johnson understands that his NCOs know what training is lacking and has Sergeant Lunk and Sergeant First Class Elliot draw up a training curriculum.
- Lt. Johnson has SFC Elliot track the training of each soldier and document and keep records of the skills they have mastered. He instructs SFC Elliot to give him regular reports of the soldiers' progress.
- Lt. Johnson keeps the soldiers in the platoon focused on having the best trained, most highly skilled Combat Engineers in the Army.
- Lt. Johnson has Sgt. Lunk identify and work with those soldiers requiring remedial training to bring them to the level expected.

What Kind of Leader is Lt. Johnson?



Leaders of The American Legion



THE POST COMMANDER

- Establishes goals/direction/culture
- Creates vision and keeps everyone focused
- Supervises (Leads) Officers
- May Appoint Committees (Officers)
- Controls Agenda
- Conducts Meetings



TYPES OF POST COMMANDERS

The “Do it all” Commander

- Does Everything
- The Only one willing to serve
- Also runs the bar
- His wife is the Unit Commander
- Can't get anyone interested in helping



TYPES OF POST COMMANDERS

The “We’re in this Together” Commander

- Knows how to conduct meetings
- Uses an agenda
- Guides his/her officers and committee chairs
- **Trains his/her replacement** ← ← ←
- Participates in community and civic functions
- Ensures Legion programs are implemented





Structure of Florida ALR Leadership

Responsibilities and Job Descriptions of Various Positions



DEPARTMENT CHAIRMAN

- Charged with the overall supervision of the Committee and the American Legion Riders program in the Department of Florida, reporting directly to the Department Commander and the Department Executive Committee.
- Sets the agenda for three scheduled meetings of the Committee.
- Monitors to ensure all Areas, District, and Chapters are following the rules and procedures as set forth by the Department.
- Monitors to ensure all functions participated in by the ALR Chapters are within the guidelines set forth by the Department of Florida and the National Organization.
- Monitors to ensure that the good name of The American Legion is not tarnished in any way by actions of American Legion Riders or Legion Rider Chapters that could be perceived as detrimental to our image in our community.
- Monitors to ensure the motto "Legion Family First, Rider Second" is instilled in every Chapter.
- Monitors to ensure all necessary reports to the Department Commander and Department Executive Committee are submitted promptly.
- Submit annual budget forecast by May 15th of each year.



AREA CHAIRMAN

- Shall assume the duties of the ALR Chairman in his/her absence at the instruction of the Department Commander or Department Executive Committee.
- Shall make reports to the ALR Chairman before the Fall Conference, ALR Summit, and the Department Convention. Reports should cover all aspects of Chapter membership, recruitment, social events, mileage, hours and funds expended in support of community events and programs, training and any other information for the good of the American Legion Riders.
- Monitor to ensure all Chapters are following the rules and procedures as set forth by the Department of Florida.
- Responsible for ensuring the administration, operation, safety of the Chapters and following guidelines set forth by the Department of Florida and the National Organization in their area.
- Visit ALR Chapters within their area regularly.
- Provide advice and assistance to Posts within their area that wish to start an ALR Chapter in conjunction with the Committee New Chapter Development Officer.
- Represent ALR Chapters within their area at all Committee meetings.



DISTRICT CHAIRMAN

- Shall make reports to the Area Chairman before the Fall Conference, ALR Summit, and the Department Convention. Reports should cover all aspects of Chapter membership, recruitment, social events, mileage, hours and funds expended in support of community events and programs, training and any other Information for the good of The American Legion.
- Monitor to ensure all ALR Chapters are following the rules and procedures as set forth by the Department of Florida.
- Ensure the administration, operation, and safety of the ALR Chapters in their district and following guidelines set forth by the Department of Florida and The National Organization
- Visit ALR Chapters within their District regularly.
- Provide advice and assistance to Posts within their District that wish to start an ALR Chapter in conjunction with the Committee New Chapter Development Officer.
- Represent ALR Chapters within their District at all Committee meetings.



CHAPTER DIRECTOR

- Serves as Chief Administrative Officer of the Chapter and presides over all meetings
- Serves as liaison to the Executive Committee of sponsoring Post.
- Supervises all affairs of the Chapter.
- Coordinates with other ALR Officers at the Chapter, District, Area, and Department level
- Submits reports as required by the sponsoring Post, District, and Department



Let's Review

Leadership is defined as an ACTION...

- The action of **directing a group** of people or an organization toward a clearly defined goal or result.
- Leadership is a **process** whereby an individual, or a team of individuals, influences a group of individuals to achieve a common goal.
- Leaders and Managers are **not** necessarily the same thing.
- A Leader must be able to recognize great managers and specialists and utilize their skills and talents
- Leaders manage **expectations**; Managers manage **schedules & things**.



Let's Review

- Leadership is necessary to **identify** the **goal** or end result.
- The leader must then **keep** all stakeholders **focused** on the goal.
- The leader must **assure** all **actions** performed are **related** to the goal.
- A leader has the **vision** a.k.a. the ultimate GAIN of accomplishing the goal.
- The leader keeps the Vision top-of-mind.



Let's Review

- The Florida American Legion Riders has a hierarchy in which various leadership roles are accomplished. The most important of these leadership roles is Chapter Director since they interact directly with the Riders and provide all necessary communication to them.
- District Chairs help coordinate all the Chapters.
- The Area Chairs provide support to their Districts and may also serve in the absence of the Department Chair.
- The Department Chair represents the Riders to the Department Commander and Officers. He/She also supports the Areas and Districts.



A SUCCESSFUL ORGANIZATION

- The difference between a successful organization and one that is not, can usually be attributed to leadership.
- The individual capabilities of the people in any organizations are the same, whether in a military unit, business, volunteer organization, or anything else.
- What separates the good, the bad, and the ugly are attributes such as vision, culture, communications, goals, integrity, knowledge, training, and accountability.



ARE YOU READY FOR A LEADERSHIP ROLE??

Individuals either seek, accept, or avoid responsibilities. Know who fits these categories in your organization and work with them accordingly. *CW4 Charles Linderman*



QUESTIONS??

