



Leadership Development



“What Makes a Good Leader?”

Terry J. Cox
AFA National Convention
14 September 2009

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What makes a good leader?



- Attitude and Passion
- Delegation and Mentoring
- Charisma
- Past Experience and Wisdom

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Attitude and Passion



- “I want to do this!”
- It’s not aptitude, but attitude that will have a greater effect on overall success
- When challenges arise, good leaders step back, reevaluate, and then reattack
- Winston Churchill: “Never, never, never give up!”



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Delegation and Mentoring



- Good leaders learn to delegate; they don't do it all
- Good leaders know their own limitations and who to call on when they reach those limits
- Good leaders know their people and their strengths then mentor those under them to do even better
- A good leader will only “go to the well” sparingly so not to “burn out” their people--the “One Promise”
- Doing too much by too few leads to frustration, burn out, disenrollment. The result: the chapters dies

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Charisma

- Let's face it, people like working with people that are fun to be around
- A good leader will have some measure of it
- You can't develop charisma but with a good attitude you can bring out what you have
- Let that be a building block to develop yourself personally



Past Experience and Wisdom



- Good leaders display wisdom
- Wisdom = the current application of experience and knowledge
- Careful, deliberate planning based on one's past experience will enhance the level of success for the current endeavor



Organizational Birds & Bees

or

“Where do Leaders Come From?”

Eric P. Taylor
AFA National Convention
14 September 2009

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Basic Elements of Leadership Development



- Who Leads the Chapter Effort?
 - Chapter VP
 - Prior Chapter President

- What Does it Include?
 - Finding Likely Candidates
 - Getting Individuals to Accept Responsibility
 - Keep them Interested and Challenged
 - Reward & Promote

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Where to Look for Leaders

- Look Within the Current Members
 - The Member Who Attends Most Activities
 - The Monthly Chapter Update Roster --
 - Who Renewed?

- Look Outside AFA
 - Related Associations
 - Businesses Associated with Aerospace Industry
 - Chambers of Commerce, Rotary, etc.
 - Educational Groups and Schools

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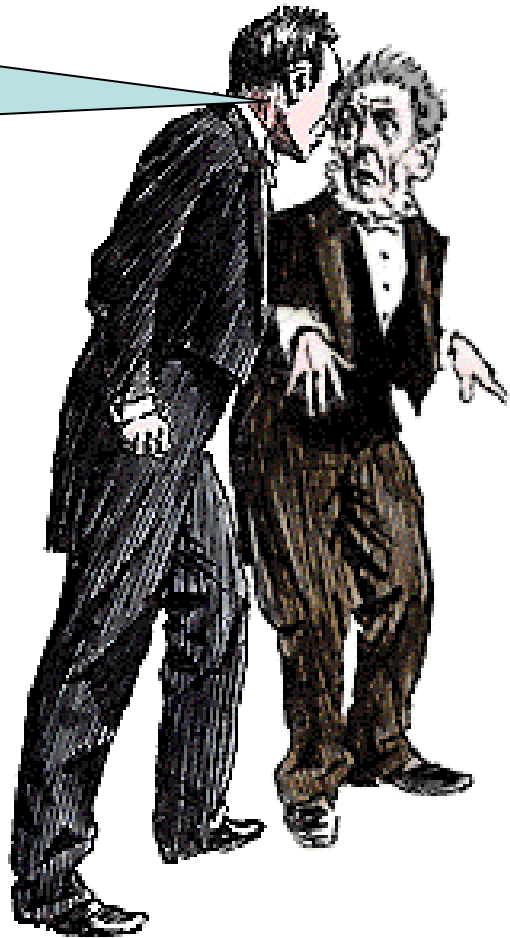
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Accepting Responsibility -- The Wrong Way!



Hi, You Must Be New Here!
Want to be the Chapter President?



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Accepting Responsibility

- Start Slow -- Get Feet Wet by Helping Out
- Mentor
- Ask Individual to Lead a Small Task
- Mentor
- Increase Task Scope, Assigned Officer Position
- Mentor
- Elected Officer Positions

NOTE:

- Make Each Level of Responsibility Enjoyable!
- If You Continually Complain Who Would Want the Job?

- Develop a Vetting Process to Identify Those Ready for Elected Office. This Should Also be Done at the State and Region Level.

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Reward



-
- Volunteers Don't Get Pay Checks!!

 - Consider High Psychological Needs
 - Promote
 - Elect
 - Awards Programs
 - Chapter
 - State
 - Region
 - AFA National
 - Medal of Merit
 - Exceptional Service Award
 - Chairman's Citation

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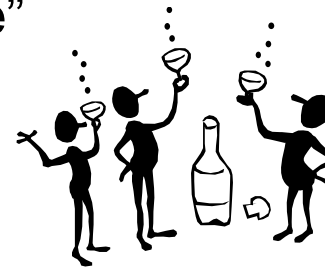
Summary

- Leadership Development is a Long Term Process
- Process Lead by Senior Chapter Officer -- All Officers Assist
- Look In-Side and Out-Side Chapter for Future Leaders

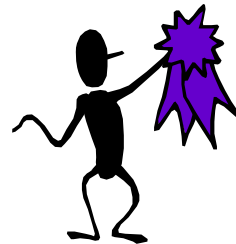
- Mentor, Mentor, Mentor



- Make Acceptance of Responsibility Seem “Enjoyable”



- Reward



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Effective Leadership Examples

Ron Mielke
AFA National Convention
14 September 2009

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Effective Leadership Examples



- Small chapter has 5 active, involved leaders who keep things going; they ask each volunteer to lead and be responsible for 1 task per year
- Chapter sponsors cadets, volunteers, Teacher of the Year and then gets them involved
- Chapter develops partnerships with organizations who have common interests such as JROTC; ROTC; CAP; FRG
- Chapter works to recruit variety of members; active, guard, reserve, retirees, individuals for numbers only, one event participants,

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Effective Leadership Examples

- VP for Community Partners and chapter officers carry CP applications and approach the manager of every establishment they visit about being a CP
- VP for Membership makes sure every active member has a application in their briefcase/purse
- VP for Aerospace Education contacts every school in the community searching for a good candidate for chapter TOY
- Chapter scholarship focus is on STEM programs and only AFA member dependents are eligible for chapter scholarships

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Effective Leadership Examples



- Chapter utilizes a variety of programs such as TOY; Visions; Community Event (Veteran's Day); Annual Membership Drive
- Chapter utilizes their 10 copies of AF Magazine as free handouts to gain new members
- Chapter assists individual members in finding value in their AFA membership
- Chapter tries different strategies to find out what really works in their chapter
- Chapter President identified unaffiliated AFA members and actively recruited them into the chapter

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Effective Leadership Examples



- Chapter not located near a major USAF installation connects with local community with Aerospace Education Programs; partners with nearby Weather Squadron.
- Chapter conducts Membership Drive at local ANG base in conjunction with their annual “Focus Training” on a UTA weekend.

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