



**NAVY LEAGUE**  **LIGUE NAVALE**  
*A New Wave Of Adventure!* *Une mer d'aventure!*

## **NAVY LEAGUE CADET OFFICER TRAINING**

Acting Sub-lieutenant Qualification

**LEADERSHIP 2  
MORALE AND ESPRIT-DE-CORPS**

## **INTRODUCTION**

At the end of this module you will have a better understanding of styles used by a leader, and how these styles may affect you as a leader as well as the follower, depending on the situation.

## **RATIONALE**

Each leader must strive to improve his/her leadership abilities. Part of the improvement involves employing all styles of leadership and knowing when to use each of them.

## **PREREQUISITE**

Midshipman Qualification Course  
Module 14 - Leadership 1

## **LEARNING ACTIVITIES**

Study printed material  
Attend Officers Rank Qualification Course  
Self-help test

## **RESOURCES**

Module  
Instructor  
Self-help test

## **STYLES OF A LEADER**

Here are a few.

- 1) The Boss
- 2) The Persuader
- 3) The Educator

## **FACTORS AFFECTING LEADERSHIP STYLES**

### **\*\* The Leader**

Each leader chooses his or her own style that they are comfortable using most of the time, but must be proficient in all three.

#### ~ Factors:

- Demands of the situation
- Characteristics of the followers
- Needs of the followers
- Your own leadership principles

#### ~ The situation:

- Type of organizational system
- Culture of the group - be adaptable
- Climate in which the task has to be completed
- Type of task to be completed
- Personalities of the group

### **\*\* Characteristics of the Follower**

#### ~ Passengers:

- Going along for the ride with no intention of contributing, difficult to reach; out of a group of ten, there will be one or two who are passengers.

#### ~ Potential Leaders:

- In a group of ten cadets there will be one or two that are recognizable as having leadership potential, this potential should not be overlooked.

#### ~ True Followers:

- This is a very large and important group; they are prepared to contribute their full effort towards the achievement of the group goal and can become potential leaders with a little focus.

Note: Take care that you don't spend all of your time on one or two passengers at the expense of six or eight of the true followers.

## \*\* The Boss

Apply sanctions and restrictions, rewards and punishment

~ When to use:

- Little time to get the task completed
- Large numbers in the group - better control
- To cultivate mental alertness and immediate obedience

## \*\* The Persuader

Encourage to reach a goal/finish a task

~ When to use:

- Have time to encourage
- Used to help meet goal and achieve success
- Used to help build positive relationships

## \*\* The Educator

Teaches or instructs in order to meet a goal

~ When to Use:

- When the task is unclear to the followers
- When teaching a skill
- When demonstrating

## SUMMARY

There is no recipe for making a leader and no two leaders ever achieve the results in the same way. Any reasonable, intelligent person, no matter how inexperienced can study, practice, cultivate and apply the techniques of leadership. Each leader must arrive at his or her own solution for each problem based upon the analysis of these three basic elements in the leadership environment: the leader, the follower and the situation.

## **SELF- HELP TEST**

COMPLETE THIS BEFORE ATTENDING THE OFFICER RANK QUALIFICATION COURSE AND BE PREPARED TO HAND IT IN.

1) Name the three styles of leadership

a) (develops relationship)

b) (applies sanctions)

c) (teaches)

2) Leadership style may be affected by three factors. Name them.

3) Name the three kinds of followers.