

# Key Concepts

The *Genuine Leadership™* curriculum is anchored by the premise that individuals achieve genuine leadership by demonstrating five qualities of leadership and applying a set of basic principles. The principles and qualities are the key concepts foundational to every Genuine Leadership™ learning event. The principles are applied to all of the skills.



## Learning Event Design

Built with unifying language and common tenets, the Genuine Leadership™ learning events provide for great understanding and rich discussion within learning events. The learning events are designed with interactive games, strong guided discovery, and cumulative skill practices. Many sessions even include FFR-Specific essentials with opportunities to discuss specific tools, forms, processes and procedures. These learning events can be experienced through classroom sessions, virtual Instructor Led Training (vILT) or eLearning.

# The Basic Principles

*The Basic Principles serve as universal guidelines that can be applied to all leadership situations. These principles are a set of strategies that can help individuals at every level of FFR work more effectively with others to accomplish results. When you operate according to The Basic Principles, you will also demonstrate the qualities that define genuine leadership.*



### Focus on the situation, issue, or behavior, not on the person.

Focusing on the situation, issue, or behavior helps you remain objective when faced with challenges. You can solve problems more effectively, make better decisions, and maintain constructive relationships when you concentrate on the big picture and consider others’ points of view with an open mind.

# A Systemic Approach

Genuine Leadership™ is a comprehensive system designed to provide FFR employees who lead with or without a formal title with a range of leadership skills vital to organizational success. The curriculum is segmented into four delivery levels to accommodate where an employee serves in the organization and their life experiences. The four levels Define, Direct, Develop and Deliver align with the CNIC Civilian Workforce Development Model: Executive Director (ED), Program Directors, Program Manager and Service Provider which takes into account, and aligns with, guidance from higher authority, to deliver the right person with the right skills in the right place at the right time.

### Executives DEFINE Leadership Vision

An organization’s success increases when top leaders and employees:

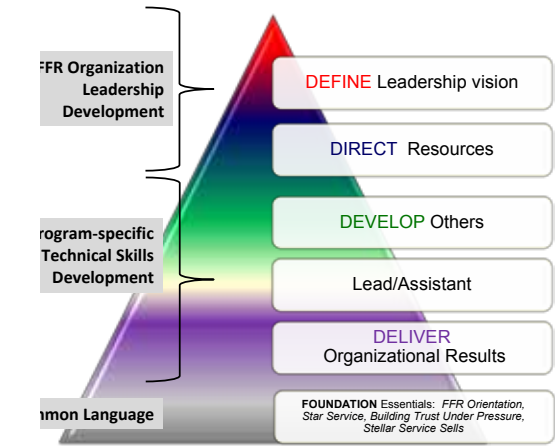
- Know where the organization is going
- See a compelling reason for change
- Understand the benefits to themselves and the organization
- Experience opportunity and support for using skills from training

### Senior Managers DIRECT Resources to Transform the Vision into Action

Senior leaders are the critical link between executive strategy and day-to-day outcomes. They bridge top-level thoughts and plans to action at lower levels, inspiring employees while providing executives with results.

### Frontline Leaders and Managers DEVELOP Others

It is the responsibility of frontline supervisors and managers to develop the capabilities within the individuals, processes, and systems of the organization to execute and implement defined strategy.



### Frontline Leaders and Individual Contributors DELIVER Organizational Results

Individuals take appropriate and timely actions—supported by knowledge, commitment, and ability—to deliver results. FFR will get results when individuals are equipped with the appropriate skills and are energized to do the right thing at the right time.

## Implementation Options

The *Genuine Leadership™* learning events are designed for groups of 12-15 learners led in the face-to-face or virtual classroom by a FFR Certified Learning Professional (CLP) Each learning event is tied together by recurring themes and by materials designed to promote continuity. This learning solution allows learners to build on one another’s learning, situations, ideas, and excitement, so acceptance and application is faster.

All FFR Employees are encouraged to attend the foundational learning event *Building Trust Under Pressure™*. Subsequent learning events are delivered over time or blended into multi-session workshops, but still with the recurring themes and continuity.



### Maintain the self-confidence and self-esteem of others.

Contributing fully is easier in an atmosphere of acceptance and approval. When people feel free to express their ideas without fear of ridicule or personal criticism, they are more willing to take risks and stretch their capabilities. By showing respect and helping others develop their abilities and reach their goals, you multiply your own efforts in the workplace.



### Maintain constructive relationships.

The best work comes about when co-workers support one another’s efforts. This doesn’t mean that you need to be close friends with everyone you work with. Your work interactions will go more smoothly, however, if you approach everyone with a positive attitude and communicate support for others. By sharing information, acknowledging problems, and sorting out conflicts, you create strong relationships based on mutual trust and respect. This leads to strong partnerships that will help FFR face any challenge that arises.



### Take initiative to make things better.

No matter what your role in FFR, you can find ways to make things better. By surveying your own area and finding opportunities for improvement, you increase FFR’s chances for success. You also increase your personal satisfaction by taking control of your work and creating visible improvement. Initiative follows naturally when you stay informed and alert to changes and work to find solutions to problems.



### Lead by example.

As FFR faces new challenges, everyone is expected to be a leader. Being a good leader means setting a good example—even in the face of setbacks or reversals. Modeling the kind of behavior you want to see in others is the surest way to influence them. By actively honoring your commitments, admitting your mistakes, and staying receptive to new ideas, you will motivate others to do the same.



### Think beyond the moment.

For each action or decision, there are consequences. When you set compelling goals, make thoughtful plans, and behave ethically, you increase your trustworthiness and dependability. Anticipating the future also helps you prevent minor, manageable problems from turning into organizational crises.



## Genuine Leadership™

*Genuine Leadership™* is the Fleet & Family Readiness (FFR) Training (N947) Leadership curricula provided to **ALL** FFR employees who lead others, with or without a title. These learning events address the current business issues the FFR enterprise faces today and will face tomorrow. The content, provides a systemic approach to leadership development—one that develops FFR talent to become a motivated, loyal workforce capable of reaching new levels of productivity. These learning events are based on cutting edge research that identified key leadership training and development priorities and specific skill sets needed to overcome issues and challenges.

*For more information about FFR Training or to attend a Genuine Leadership™ Learning Event contact the FFR Training Branch (N947) 901-874-6717/DSN882 or [MILL\\_CNIC\\_N947\\_Communications@navy.mil](mailto:MILL_CNIC_N947_Communications@navy.mil) or a Genuine Leadership Facilitator at your installation or region.*

FFR Training: Partnering with you to create valued learning experiences that deliver measurable performance improvement.



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## *Genuine Leadership™*

*A unique approach to learning and strategic change for all FFR leaders - with or without a title.*



### Fleet & Family Readiness Training (N947)

Commander Navy Installations Command  
5720 Integrity Drive, Bldg 457  
Millington, TN 38055

