

# Leadership, Advocacy, Tradition and Trust



## Module 1.0

# Leadership, Advocacy, Tradition and Trust

## OBJECTIVES

- 1.0a Discuss and analyze Trust as it relates to the CPO Creed.
- 1.0b Analyze and discuss the relationship of Advocacy, Tradition and Trust and how it relates to Chief Petty Officers in our ability to lead up, down and laterally across the organization.
- 1.0c Discuss evolution of change in Initiation and the Charge book as it pertains to being a Chief Petty Officer.
- 1.0d Discuss how to develop Trust in the Mess.

## Overview

- Warrior Toughness Video
- Chief's Creed
- Pursuit of Excellence Video
- Definition Leadership, Advocacy, Tradition and Trust
- History of the Charge Book/Initiation
- Exercise
- Summary

# Warrior Toughness (Mind – Body – Soul)

*“I would like to first congratulate you on being selected to Chief Petty Officer. Throughout this video we will sensitize you a little bit to what we call, “Warrior Toughness”. And what that program means and what we expect out of you in your role in it as you begin to shepherd Sailors who have come through RTC and been exposed to the Warrior Toughness Pilot Program.”*

*MCPON Russell*

*L. Smith*

[https://drive.google.com/drive/folders/14o2YWRPy\\_GL20K1BOI00ff1owleXNClU?usp=sharing](https://drive.google.com/drive/folders/14o2YWRPy_GL20K1BOI00ff1owleXNClU?usp=sharing)

## Chief Petty Officer's Creed

# ATTENTION TO THE CREED!!!!

*During the course of initiation, you have been caused to humbly accept challenge and face adversity. This you have accomplished with rare good grace. Pointless as some of these challenges may have seemed, there were valid, time-honored reasons behind each pointed barb. Your faith in the fellowship of Chief Petty Officers was necessary to overcome these hurdles. The goal was to instill in you that trust is inherent with donning of the uniform of a Chief.*

*CPO  
Creed*

## The Pursuit of Excellence...

- [https://drive.google.com/drive/folders/14o2YWRPy\\_GL20K1BOI00ff1owleXNClU?usp=sharing](https://drive.google.com/drive/folders/14o2YWRPy_GL20K1BOI00ff1owleXNClU?usp=sharing)
- Discussion points.
  - How does this pertain to the CPO Creed?
  - This happened so long ago, did this create a tradition or belief?
  - How does this pertain to leadership in the Navy?

*“The only place success comes before work is in the dictionary.”*

Vince Lombardi

## Tradition and Trust

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## Advocacy, Tradition and Trust

- 1) Why is advocacy important for us to understand as Chief Petty Officers?
- 2) Have you ever asked your Sailors for their blind faith?
- 3) What happens when you abuse blind faith, tradition or lack advocacy?



# Leadership, Advocacy, Tradition and Trust

## Definitions:

- Leadership: the action of leading a group of people or an organization.
- Advocacy: the act or process of supporting a cause or proposal: the act or process of advocating something.
- Tradition: the transmission of customs or beliefs from generation to generation, or the fact of being passed on in this way.
- Trust: firm belief in the reliability, truth, ability, or strength of someone or something.

“Leadership is a potent combination of strategy and character. But if you must be without one, be without strategy.” General Norman Schwarzkopf

## Tradition: Initiation and History of The Charge Book

- Traditions of Initiation handed down via word of mouth...
  - What Traditions do you know?
  - What do you believe they were meant to teach?
  - What was the purpose of the Charge Book?
- Swim Call and Beers. 1904 – 1945
  - How was this acceptable behavior?
- Initiation 1945 – 2000's...
  - What Issues stemmed during this time period?
- Sailor 360
  - What does it mean for you?



## **Our Charge Book**

What it's NOT: a congratulatory book nor a book for unprofessional comments.

What it IS: The Charge Book is perhaps the singularly most important piece of Initiation. The time-honored tradition of passing knowledge to our relief through the Charge Book has been around for many years. It is one of our primary tools and should be at the forefront of day-to-day training and to network Chief Petty Officers around the world and Chiefs past and present. Charges in our Charge Book should enable a sit-down conversation between the Chief and First Class Petty Officer relating to effective leadership, expectations, responsibilities, and learning experiences.

## PEER GROUP EXERCISE

TRUST!

## Summary

- ALWAYS REMEMBER!
- During the course of initiation, you have been caused to humbly accept challenge and face adversity. This you have accomplished with rare good grace. Pointless as some of these challenges may have seemed, there were valid, time-honored reasons behind each pointed barb. Your faith in the fellowship of Chief Petty Officers was necessary to overcome these hurdles. The goal was to instill in you that trust is inherent with the donning of the uniform of a Chief.