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02 May 2010

MEMORANDUM

From: 
D.M. TERKANIAN, LT
CGC JEFFERSON ISLAND (WPB 1340)
To: COMDT (CG-133)

Reply to LTJG Elizabeth Tufts
Attn of: 207-899-6435

Subj: 2010 SPOTLIGHT ON LEADERSHIP CAMPAIGN CONTEST

Ref: (a) ALCOAST 154/10

1. I nominate USCGC JEFFERSON ISLAND (WPB 1340) for recognition in the Spotlight on Leadership campaign contest. We set the bar high by developing an ambitious outline and completing an aggressive plan which included the entire crew. Our goals were to thoroughly examine the leadership competencies for this years focus while also covering other competencies through the use of unique, outside-the-box techniques using not only classroom learning, but also actual leadership situations and candid discussions. The crew's commitment to completing such a challenging plan while simultaneously managing a demanding patrol schedule is truly remarkable, especially when the small crew size is considered.
2. Our Spotlight on Leadership started when the crew formulated the plan and training was assigned. Due to our high operational tempo and lack of underway connectivity, many members devoted liberty time in port to prepare training for the rest of the crew. MK2 Klevans, GM2 Pomerleau, FS2 Larson, BM2 Lynch, MK3 Taylor and BM3 Ovalle provided training on Accountability and Responsibility, Influencing Others, Decision Making and Problem Solving, External Awareness, Followership, Aligning Values, and Conflict Management. The First Class Mess, the Command Chief and the Executive Officer mentored the trainers by helping to develop training objectives, identify resources, and critique the presentation. Members also completed a conflict-style worksheet questionnaire to identify our individual conflict resolution styles. The results were surprising for most and were the catalyst for a great round table discussion about which style was best in different situations.
3. The crew established a leadership library and information center on the mess deck. Input was sought from all hands and our unit ordered 12 books. The information center was fully stocked with pamphlets from USAA's Learning Foundation, covering a wide range of subjects from mutual funds and first time investing to PCS moves and raising children.
4. We were lucky enough to be treated to part one of a two-part "Financial Workshop for Individual Investors" which was presented to the crew by Sherry Morrison, Certified Financial Planner and her assistant. Part one of the course, normally a four-week college course, covered subjects such as Foundations of Investing, Key Steps to Financial Success, Making Sense of Retirement, Protecting What's Important, and Preparing an Estate Plan. In

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addition a significant amount of time was set aside for Q&A sessions both in the group and one on one. Everyone enjoyed the course and learned something new. We are looking forward to completing part two in May.

5. The crew screened the movies "Men of Honor", "Slapshot", "Training Day," and "Sand Pebbles." The crew then critically assessed characters in each film and dissected whether or not they were effective leaders by answering 3 brief essay questions, then defending their answers during lively mess deck discussions.
6. The Commanding Officer held Command Philosophy training where the purpose and the elements that make up a command philosophy were discussed. In a brainstorming session, the crew reflected on essential ideas they thought should be included in an effective command philosophy. The crew was assigned to compose a command philosophy of their own for peer discussion and critique. The take away was that a command philosophy is more than just a mission statement; it is a declaration of the Commanding Officer's leadership style, goals and priorities, and commitment to the crew.
7. E-3 and below personnel were assigned junior petty officer mentors and had to develop and present a training module to U.S. Naval Sea Cadets. SN Baldauf, FN Woods, SN Ghilan, SN Stecklein and FN Hofmeyer planned, developed, and presented training while junior petty officers mentored. Senior personnel evaluated the training while it was being presented and later provided pointers and praise. Subjects covered included law enforcement gear, line handling, navigation, survival gear and damage control equipment. At the conclusion of the training, junior members served as the Damage Control Training Team and the Sea Cadets responded to an all-out main space fire with the smoke machine flowing as General Alarms called our Sea Cadets into action, and our junior members managed the controlled chaos.
8. The crew composed six challenging questions for senior leaders, and video interviews were conducted with a diverse mix of senior leaders throughout the First District. Participants included the South Portland Chief of Police Ed Googins, CAPT McPherson, CDR Cunningham, CDR Thorne, Richard Carlson CWO (retired), D1 CMC Amatrudo, SNNE CMC Latronico, and BMCS Walsh. Using the video, the crew produced a leadership DVD to distribute throughout District as a tool for future leaders with the theme "Let our hindsight be your foresight."
9. Department Heads were evaluated by their subordinates using EER criteria and then counseled by their group. This allowed for several dynamics to occur. First, junior members were put into a leadership role and given insight regarding leadership positions; the junior members experienced the difficulties in counseling and providing negative feedback, (each were required to give the department head criticism); and supervisors were gained valuable insight into their performance and some honest, humbling feedback regarding their own performance.

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Enclosure: (1) Spotlight on Leadership Campaign Package and DVD