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11 May 11

MEMORANDUM

From:  B. E. Fiedler, CDR
CGC VIGILANT (WMEC 617)

Reply to ENS B. C. Koch
Attn of:

To: COMDT (CG-133)

Subj: SUMMARY OF SPOTLIGHT ON LEADERSHIP CAMPAIGN ACTIVITIES

Ref: (a) COMDT COGARD Washington DC 151426Z Mar 11/ALCOAST 104, CG-133,
COMDTNOTE 5351

1. In accordance with reference (a), USCGC VIGILANT embraced the Coast Guard's Spotlight on Leadership Campaign. Throughout the month of April, VIGILANT and her crew engaged in several activities which promoted leadership through both thought and action.
2. Just as the campaign started and before VIGILANT got underway on a District 7 Windward Pass Patrol, we placed our own internal spotlight on leadership. Due to various TAD assignments and medical issues, VIGILANT sailed from homeport with only two of her six Chief Petty Officers and was short three experienced First Class Petty Officers. While short-term solicitations were an option, VIGILANT embraced this challenge as an opportunity to excel for our more junior personnel who were trained and ready for the mission ahead. The results speak for themselves. On separate occasions in early May, VIGILANT interdicted two Haitian sail freighters carrying 38 and 114 migrants respectively, and safely repatriated them to Haiti - largely on the backs of our junior enlisted shipmates.
3. For the Leadership Campaign, VIGILANT incorporated many activities into her underway routine to highlight the leadership competencies:
 - a. Conducted a unit-wide ULDP survey. The results provided specific feedback on VIGILANT's strengths and weaknesses and helped us plan the month's activities. As such, we decided to primarily concentrate on two competencies, "followership" and "respecting others."
 - b. Administered the Myers-Briggs Type Indicator (MBTI) test. The MBTI proved fun and initiated thought-provoking discussions, as crewmembers witnessed the accuracy of how their MBTI type affects their interactions with others.
 - c. Placed daily leadership quotes on "followership" and "respecting others" in the Plan of the Day for the entire month.

- d. Held two all-hands leadership sessions during our normal Monday afternoon training period. The first session focused on the "Chief's Corner on Followership" lesson plan. The second session focused on General Krulak's First Vignette on Selflessness to embrace the leadership competency of "respecting others." For each session, we split the crew into smaller groups and used volunteer facilitators to guide the discussions.
 - e. Held a creative leadership contest for all hands to participate with prizes to include liberty passes and ship store credit. The winning entry was a three-page essay on "The Core Character of a Leader" submitted by FN Dustin Potter. Second place entry was a song about respect written and performed by ME3 Matthew Atteberry. Third place was an essay by BMC Frank Parenti on how five easy leadership tactics can lead to a happy and effective crew.
4. The Spotlight on Leadership Campaign was a huge success in VIGILANT. The biggest success was the realization that the leadership discussions and the lessons learned over the past month have become part of our everyday routine.

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