

Instructor Guide

UNIT/ORGANIZATION NAME
OR EVENT

PACE EHC Principles "Snipit": *Destructive Communication*

Date

Put Unit Emblem here

Presenters Name
Presenter's Job title



Misc.



Teaching Points

Teaching Points:

- Welcome and introductions
- Overview
 - This is a snipit of a principle from the Profession of Arms Center of Excellence (PACE) Enhancing Human Capital Course
 - Intent is 5-10 minute discussion of an EHC principle. Seek to apply to current work, home situation
- How this will flow:
 - An overview
 - Encourage participation
 - Ask questions whenever you like
 - Have fun



Your Notes

Teaching Notes:

- Limit intro to 1
- Emphasize this is not EHC. Rather an opportunity to discuss as a group the principles.
- Encourage attendees to get familiar w/ resources on the PACE website:
www.airman.af.mil
- If they really enjoy, invite to schedule an EHC course

Instructor Guide

Destructive Communication...

Military Leaders do these things:

- Develop and adjust strategy
- Direct individuals & teams
- Coordinate information
- Make decisions
- Assign resources
- Respond to challenges

Leaders Interaction:

- Debates
- Arguments
- Dialogue
- Feedback
- Decisions



Misc.



Teaching Points

Teaching Points:

- We are communicating with others in every situation.
- The left side of slide shows what military leaders do. Not a complete list, but common things our profession of arms talk about on a regular basis.
- As we interact we debate, argue, and dialogue to come to consensus on direction, policy or decisions.
- The problem is when these are done under an environment of destructive communication.

- Take a look at those characteristics:
 - sarcastic, cynical, and selfish.
- How many people across our Air Force today are working in an environment like this right now?
 - Destructiveness like this is not affective and can't be the environment we build as leaders.
 - Happens when we are busy or constantly overwhelmed with the next tasker.
 - If we are not careful we can stop focusing on the environment and we can fail to see that its really about the people versus the programs.



Your Notes

Teaching Notes:

- 80% of communication is nonverbal
- While I may have the best solutions – that does not always create the best team. How I lead people to a better place so they have buy-in and see themselves as part of the process always need to be considered as part of a better solution.

- *Slide build to destructive*

Instructor Guide

Effective Communication...

Military Leaders do these things:

- Develop and adjust strategy
- Direct individuals & teams
- Coordinate information
- Make decisions
- Assign resources
- Respond to challenges

Leaders Interaction:

- Debates
- Arguments
- Dialogue
- Feedback
- Decisions

Sarcastic Cynical
Biased Selfish
Judgmental Angry
Disconnected



Misc.



Teaching Points

Teaching Points:

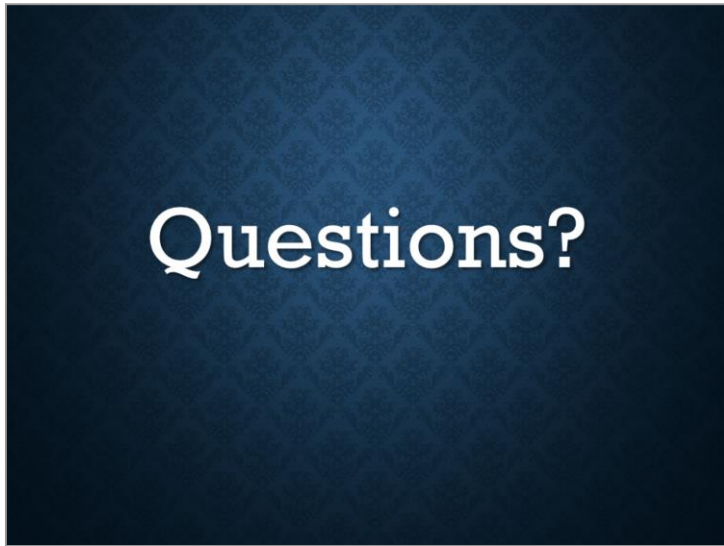
- We want to change the slide from destructive communication to effective communication.
- Just because I see an issue one way (which might be accurate), I also have the responsibility to bring other people into the fold of a policy, process or solution set. That is what effective communicators do.
- These same ingredients make an effective relationship or marriage, in effective parenting and affects work relationships.
- Everybody wants to have these characteristics in our work environment, with the people we work for, with our leaders, both the people we work for and the people that work for us.
- Everybody wants to work in an environment that we feel we are proud of what we do.
 - This requires us to “deliberately engineer” or create an environment which requires effective communication.
 - Each of us must take responsibility in creating more effective and healthy environments.



Your Notes

Teaching Notes:

- Slide build to destructive



Misc.



Teaching Points

Teaching Points:



Your Notes

Teaching Notes: