

ORGANIC LEADERSHIP DEV PROGRAM

Target Audience: All Air Force Unit-level Leadership

PURPOSE

The attached Leadership Development Program (LDP) was developed by the 655 ISRG and is used at every reserve drill weekend to grow skilled, and competent leaders to be comfortable developing others through feedback, planning, and force management. This LDP serves to bridge some of the PME gaps identified in Air Force development. It also helps to overcome the demand by PME students who historically have asked for time to dialogue and ask questions when engaging in LDP training to overcome the common training perception that it is “just another check-the-box approach to accomplishing rudderless teaching” (Mezirow 2009).

DESCRIPTION

How many leaders would expect their team members to agree to this statement?

“My leader doesn't have time for me.”

It is eye-opening to find that this phrase is one of the top 8 complaints about bosses today. One of our Air Force ISRG's has taken local measures to counter this trend. Their local, organic LDP model not only helps counter this misperception, it also helps dispel the myth that reserve units don't have enough time to spend on professional development with their troops that they only see on average three days out of any given month. Consider Schaefer's (2008) definitions below:

Organic leadership is natural, motivating, compelling, effortless, inspiring hard work, creativity, innovation, and fun!

Non-Organic Leadership can be viewed as unnatural, forced, coercive, minimal effort from subordinates, conformity, and mechanical.

An **Organic leader** is one who people naturally want to follow, not because we'll get fired if we don't (though we may), but because something inside of us believes that they are adding value to our lives, businesses, and organizations. Organic leaders completely blow their non-organic counterparts away when it comes to one area: their ability to motivate and inspire people by meeting their higher needs. The 655 ISRG is pressing hard to develop more organic leaders throughout our force.

EMPLOY

Choose a LDP topic (e.g., Enlisted and Officer Relationships, Leadership Dynamics between CGOs and junior NCOs, etc.), send out the overview ahead of time and schedule an hour for informal discussions and mentoring on the topic.

Navigate to:

www.airman.af.mil/Products/ReferencePages/AllToolsandProducts/Benchmarks/655ISRGGroup.aspx to see more documents from the 655th ISRG.

SOURCES

- <http://www.inc.com/jeff-haden/8-most-common-complaints-employees-have-about-their-boss.html>
- http://blogs.edweek.org/edweek/finding_common_ground/2015/08/is_your_professional_development_a_waste_of_time.html?intc=main-mpsmcs
- Mezirow, J. and Taylor, E, 2009. Transformative Learning in Practice, Insights from Community, Workplace, and Higher Education. Jossey-Bass, San Francisco, CA.
- <http://www.schaeferblog.com/maslows-hierarchy-and-organic-leadership/#sthash.l8omsmu5.dpuf>

- Kantabutra, S.& Suriyankietkaew, S. Examining Relationships Between Organic Leadership And Corporate Sustainability: A Proposed Model. Journal of Applied Business Research (JABR), [S.1.], v. 28, n. 1, p. 67-80, Dec. 2011. ISSN 2157-8834. Accessed on 05 Oct 2015 at:
<http://www.cluteinstitute.com/ojs/index.php/JABR/article/view/6685>.
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