



LEADER COMPETENCIES - LEADS BY EXAMPLE

TASK: Discuss the Leader Competency “Leads by Example.”

CONDITIONS: Leader facilitated group discussion.

STANDARDS: Soldiers and Leaders understand the importance of leading by example, and its effects on trust, discipline, and unit cohesion.

REFERENCE(S): ADRP 6-22 Army Leadership, chapter 6;
NCO Creed



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MAIN POINT #1 Who are Army Leaders?

- Formal Leadership:

Formal leadership is granted to individuals by virtue of assignment to positions of responsibility and is a function of rank and experience. The Uniform Code of Military Justice supports military leaders in positions of legitimate authority. Formal leaders impose their authority over subordinates through lawful orders and directives.

- Informal Leadership:

Informal leadership is not based on rank or position in the organizational hierarchy. It can arise from knowledge, experience, or technical expertise and may require initiative on the part of the individual to assume responsibility. When leading without designated authority, informal leaders need to appreciate potential impacts and contribute to the team's success.



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MAIN POINT #2 Leaders Serve as Role Models

-Setting and Maintaining Standards:

NCO's as well as informal leaders are the standard-bearers within their units and across the Army. Standards of conduct, appearance, performance, accountability, and integrity must be adhered to by leaders, as well as everyone in the unit.

-Living by the Army Values and the Warrior Ethos:

Best displays character and leading by example. It means putting the organization and subordinates above personal self-interest, career, and comfort. For the Army leader, it requires putting the lives of others above a personal desire for self-preservation.

-Modeling the Army Values:

Demonstrating them to others provides tangible evidence of desired behaviors and reinforces verbal guidance through demonstration of commitment and action.

“I will not use my grade or position to attain pleasure, profit, or personal safety.”



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MAIN POINT #3 Positive vs. Negative Examples

Formal and informal leaders can influence the conduct, attitude, discipline, and commitment of their peers and subordinates by the example they set. Leaders must be particularly mindful of adhering to a higher standard than what they expect from their subordinates – not exempting themselves from the same standard because of their grade or position.

-Positive Examples

- Meets all required standards IAW Army regulations
- Demonstrates personal accountability
- Demonstrates integrity and high moral character
- Selfless Service (Places the Army, the unit, the mission, and welfare of Soldiers ahead of own wants/desires)

- Negative Examples

- Fails to comply with Army standards (Body Fat, APFT, Duty Performance)
- Demonstrates lack of integrity
- Selfishness (places own needs ahead of Soldiers, the unit, the Army and mission)
- Laziness or lack of strong work ethic
- Incompetence (not knowledgeable about their MOS or duty position)