Leadership Training Model: Leadership Management Triangle
ISCS(EXW\FMF) Eric Olsen

Each point\corner on the triangle represents:
- People
- Resources
- Time

The line between each point represents the measurement of where the leader is weighting\placing their focus and effort - if ANY two lines\sides of the triangle are weighted too much in the same direction, the leadership approach will be unbalanced and your Sailors will be exposed on one side and setup for failure.

Leading Sailors will require that you maintain an equilibrium of expectations in whatever the current situation may be - BUT ALWAYS be driving to the next steps with clear directions and a well communicated plan.

In the middle of the triangle is "The Sailor" (as above) or you can use "The Mission"...If you are a Chief, or Leader in some capacity - these two centers are often one and the same.

CPO’s should expect that the largest part of their mission is to build Future Sailor Leaders (note I did not say enlisted or officer - all are Sailors). In units and commands Sailors are often left to find their own way - when this happens it is because leadership left them exposed and did not use a balanced approach. Essentially: Leadership is not exercising the balanced attention to all areas of people, resources, and time that create an environment for success.

In this model you can use Man, Train, and Equip in the same manner or come up with your own derivations. I have used these types of simple - but easily communicated tools to educate entry level leaders and management for over 20 years now... In each case they are designed to be self-realizing and self-actualizing vs. tools and items to expose weakness... (Another lesson for another week).

Essentially, our mode of leadership engagement should be to 1st Teach vs. Tell... BUT do so using effective methods and tools. Don't be mistaken - It is appropriate to tell it like it is, and speak it like a Chief sometimes! If using a measured approach such as is described here, you will always be backed by an ability to quantify, support, and measure your reasoning.

At the end of the day If you can’t measure your reasoning, all you have are assumptions... People often like to say “educated guess”... but I DISAGREE - educated guesses are symptoms of a greater core problem - They expose a lack of Planning, Preparation, and Personal Accountability.

Hope this helps in some way – it has helped me many times when I needed to work out an issue or problem.

Vr,
"Eric"
ISCS(EXW\FMF) Eric Olsen
Copyright Mess and 365 use permitted