



Major Command Leadership Course Learning Objectives

Core Objectives:

1. Apply teamwork, communication, and alignment to increase overall Major Command/ISIC effectiveness
2. Differentiate between the responsibility, accountability and authority expected of the Commanding Officer role and that of the Major Commander role
3. Explain professional and personal expectations of the Major Commander charged with accomplishing the mission and setting highest individual moral and ethical standards based on Navy Core Values
4. Develop teamwork to build a positive culture of command and command climate
5. Develop effective communication skills to articulate Commander's Intent
6. Develop self-awareness skills in order to work successfully with others across various leadership and communication styles

Key Supporting Objectives:

1. Major Command/ISIC Effectiveness

- Identify the unique challenges facing Major Commanders today that impact the effectiveness or efficiency of mission accomplishment
- Describe the influence of the Major Command role in the application of the Navy Ethos in the climates of subordinate commands

2. Responsibility, Accountability and Authority (RA&A)

- Describe the expectations of responsibility, accountability and authority by a leader at the Major Command level
- Apply the Charge of Command to your roles and responsibilities as a Major Commander in the Navy
- Utilize the Charge of Command letter while developing subordinates
- Describe the Major Commander's responsibility to maintain a satisfactory state of mental and physical (resilience) wellbeing of themselves and their personnel given operational stress factors

3. Ethical Standards & Professionalism

- Identify common decisions and ethical dilemmas facing Major Commanders
- Describe the 'web of obligations' and complexity of the decisions required of the Major Command role
- Create a plan to apply your experience to the making of confident and competent selfless decisions while in a Major Command role



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4. Command Climate

- List methods to inspire and impact a positive and enduring professional culture based on mutual trust, loyalty and respect.
- Apply influence and collaboration skills across the command structure to address issues impacting climate and team unity
- Describe the core elements of prevention and response within the SAPR program and the critical need to address sexual assault within Navy Commands
- Describe the impact of operational stress on command and family readiness and early identification of potential stress factors.
- Explain how to leverage the strengths of a diverse workforce through understanding multiple perspectives.

5. Communication

- Identify ways to communicate a shared vision within your span of control to provide purpose, direction and motivation
- Demonstrate the ability to mentor and be mentored
- Apply effective communication skills that motivate and inspire people
- Describe actions that foster an atmosphere of inclusiveness and mutual respect
- Explore the characteristics of leading a command with a substantial civilian population

6. Leader Development and Self-Awareness

- Identify leader development opportunities to enhance self-awareness and overall leadership effectiveness given a review of 360 feedback results with a certified coach