RECRUIT TRAINING COMMAND NEW ENGLAND



LCDR David I. Hull, NSCC NSCC Deputy Director Commanding Officer of the Training Contingent



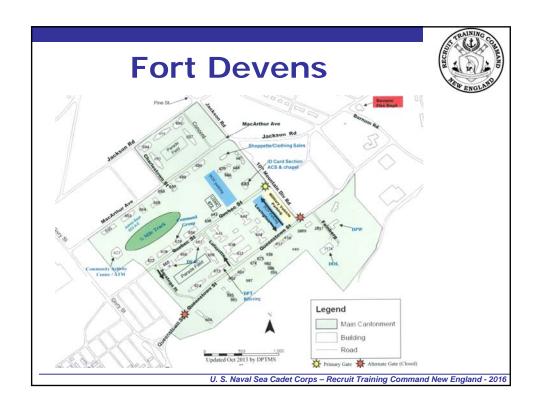
Welcome to RTC-NE 2016

THANK YOU & CONGRATULATIONS

Where? When?



- REPORT to Fort Devens, MA:
 - Escort Officers: Saturday 02 July 2016 @ 1000
 - Staff Cadets: Saturday 02 July 2016 @ 1500
 - Recruits: Monday 04 July 2016 0800-1300
- GRADUATION:
 - Saturday 16 July 2016 @ 1100
 - Staff dismissed upon securing the facilities



New this year?



- Five divisions of ~32 recruits each
- Minor SOP Revisions... most importantly...
- ARDCs will rotate through the FQA Office...
 - Collateral duty as "FQA Evaluator"
 - Helps Division staffers learn the criteria for evaluations of uniforms and barracks
 - FQA Chief is now a Red Roper

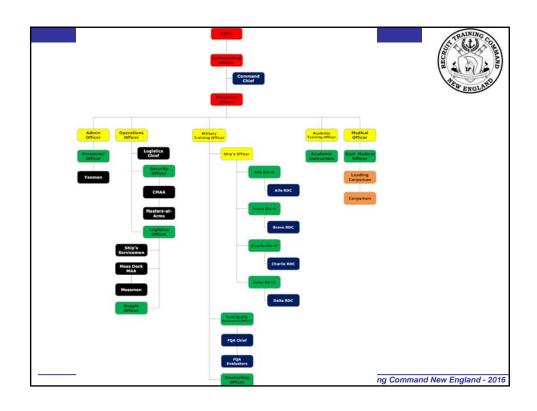
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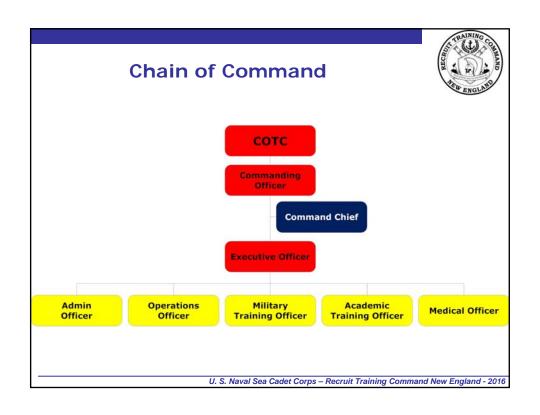
Since we're a Ship...

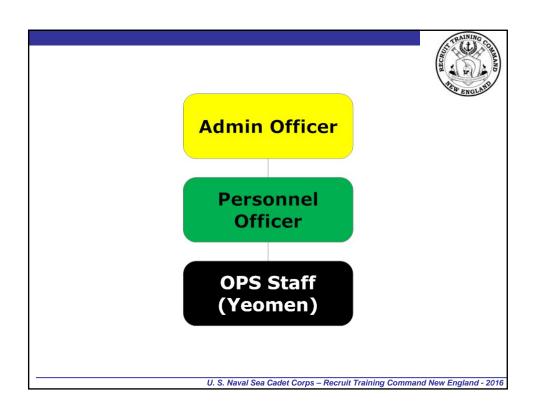


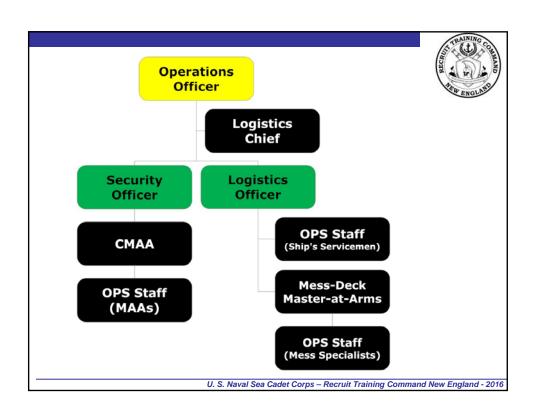


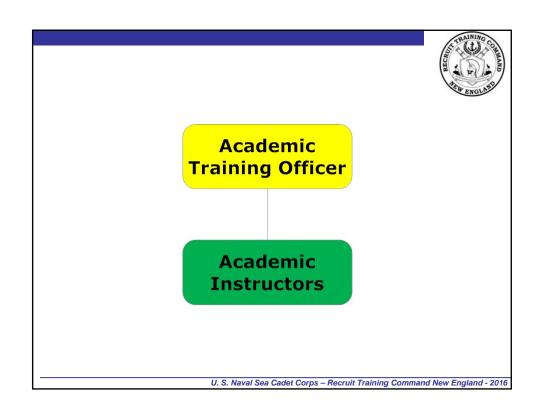
NSCS Marvin A. Mortens (RTC-NE-16)

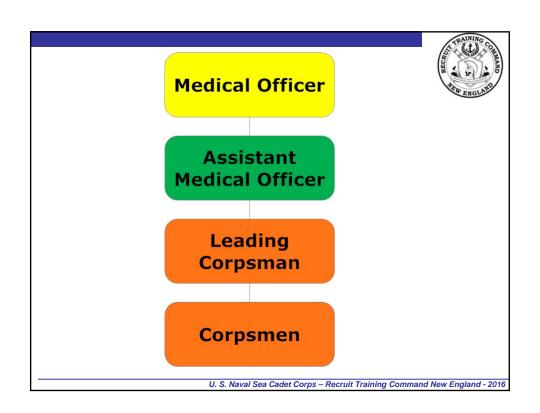


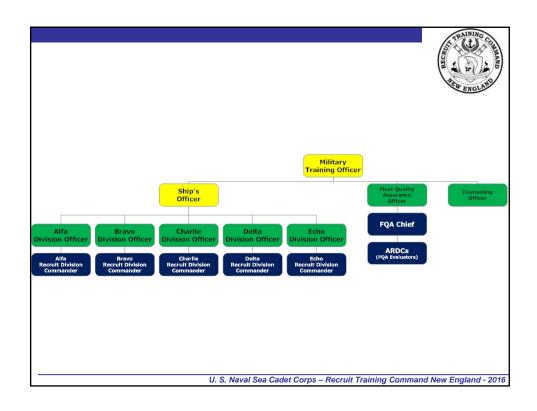


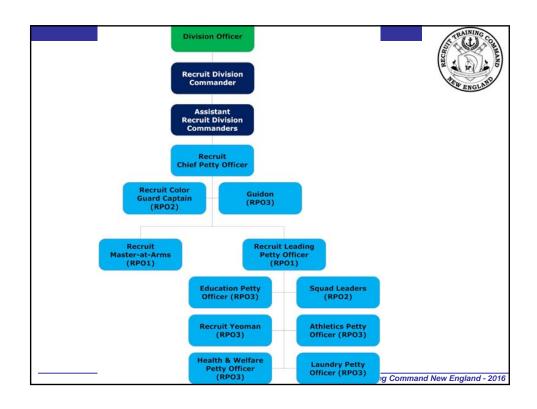












Getting a Staff Billet



- If you haven't already... submit *immediately*:
 - NSCTNG001
 - Staff Cadet Application
 - Waivers
 - \$300 training fee
 - Copy of Health Insurance card
 - Copies of parent/guest driver's licenses
 - Meds? Add NSCADM001 (Page 7/8)

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Minimum Requirements



- Command Chief Petty Officer (red roper)
 - NSCC CPO
 - POLA graduate
 - Prior tour as RDC at RTC-NE
 - CPR certified
 - Staff tour at POLA-NE preferred
- Recruit Division Commander (red roper)
 - PO1 or higher
 - POLA graduate
 - Prior tour as ARDC at RTC-NE
 - CPR certified
 - Staff tour at POLA-NE preferred

Minimum Requirements



- Assistant Recruit Division Commander (blue roper)
 - PO3 or higher
 - POLA graduate
 - Prior staff tour at RTC-NE
 - CPR certified
 - Staff tour at POLA-NE preferred
- Fleet Quality Assurance Chief (red roper)
 - PO1 or higher
 - POLA graduate
 - Prior staff tour at RTC-NE (ARDC or better preferred)
 - Can handle math/spreadsheets

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Minimum Requirements



- Logistics Chief
 - PO1 or higher
 - POLA graduate
 - Prior staff tour at RTC-NE
 - CPR certified
- Chief Master-at-Arms
 - PO2 or higher
 - POLA graduate
 - Prior staff tour at RTC-NE
 - CPR certified
 - MAA training preferred

Minimum Requirements



- ACMAA
 - PO3 or higher
 - POLA graduate
 - Prior staff tour at RTC-NE
 - CPR certified
- Mess Deck Master-at-Arms
 - SN or higher
 - Prior staff tour at RTC-NE preferred
 - POLA graduate preferred

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Minimum Requirements



- Operations Staff Cadets
 - MAA, YN, SS, MS, & JO
 - SN/AN or higher
 - Must have completed an advanced training other than RTC staff
 - POLA graduates preferred
 - JO: seeking photojournalism training grad

Minimum Requirements



- Leading Corpsman
 - PO2 or higher
 - POLA graduate
 - Basic or Advanced Medical graduate
 - CPR certified
- Corpsman
 - SN or higher
 - Basic or Advanced Medical graduate
 - CPR certified

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Seabag List



- Recruit List, plus
 - Folding table & chair
 - Laptop, if you can spare one from home
 - Cheap printer, if you can spare one from home
 - Surge suppressing powerstrip
 - Mobile phone* + charger
 - Alarm clock
 - Watch
 - Fan
 - Camelbak, NWU pattern or black
 - Extra PT gear & civvies (including ≥ 1 set of business casual)
 - \$25-\$50 in spending money
 - Fitted bottom sheet
 - iPod/.mp3 player and earphones (no speakers)
 - Automatic shut-off iron & ironing board
 - Snacks & drinks (no high-caffeine drinks)
 - NO CAMERAS

Grown-ups...



- Really need 4'+ folding tables & folding chairs...
 - Even if you just drop off/pick up!

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Cadet Cell Phones



- Primary purpose: to allow you to be contacted at any time by RTC-NE personnel, and for you to make contact with RTC-NE personnel or emergency services, if necessary.
- Secondary purpose: during your free time and in your own quarters ONLY, to make contact with the outside world.
- Outlawed purpose: taking pictures, sending inappropriate messages, or using banned apps. We reserve the right to look through your phones at any time – if we find a picture taken during the training, or inappropriate text messages, or banned apps, you will be terminated from RTC-NE.

You may not have any of the following installed on your phone:



- Snapchat or other messaging services meant to delete messages or prevent records of messages from being kept
- Whisper, Yik-Yak, or Afterschool, askFM or any other anonymous posting service
- Photo Vaults like Calculator%
- ChatRoulette or Omegle or any other "stranger" chat apps
- *Tinder* or *Blendr* or any other "dating" or "flirting" service
- Hot or Not or Down any other "rating" app
- Poof or any other app meant to hide other apps



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Facebook, Twitter, etc...



- Only appropriate posts... no whining or complaining... let's <u>grow</u> the program???
- No pictures from RTC-NE not of yourself, not of your recruits, not of your lunch tray – <u>NOTHING</u>
- Nothing about specific recruits
- Nothing about injuries/illnesses/accidents (HIPAA)



PHONE = PRIVILEGE

One incident and the privilege will be revoked for EVERYONE

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Basic Leadership



Tell me about your RTC experience...

Basic Leadership



It doesn't matter what your position is...

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Basic Leadership



... the Recruits are watching, listening, and learning.



Avoid the "Say-Do Gap"

Teach them the right thing – Lead by Example.



Why are you here?

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Why do we have Recruits attend Boot Camp?

Purposes of Recruit Training?



- Self-Confidence
- Teamwork
- Discipline
- Accountability
- Basic Military Knowledge
- Physical Fitness

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Phases of RTC-NE



- Phase 1: NSCC Indoctrination
- Phase 2: Teambuilding
- Phase 3: Polishing

Phase 1: NSCC Indoctrination



- Assume recruits are a blank slate instruct the basics
- Discipline is intense
 - Corrections are made assertively (but calmly)
 - Potentially made in public if it can benefit recruit & Division
- Good performance is always recognized
- Recruits wear sleeves down and trousers cuffed
- RDCs run the divisions recruits are guests in a world that is controlled by their RDC

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Phase 2: Teambuilding



- Instruction turns to finer and finer points
- Teambuilding Events
 - PFT, DC Olympics, Confidence Course, Inspections
- Discipline becomes less intense
 - Still calm/assertive, but less likely to take place in public
- Expectations for recruits are getting higher
- Continue recognizing good performance
- · Roll sleeves and cuff trousers when they deserve it

Phase 2: Teambuilding (cont'd)



- RDCs have appointed Recruit Staff
 - Recruit staff should be taking over routine tasks
- Recruits should be taking the initiative to help shipmates in need
- Recruit should be starting to correct each other
 - Run pow-wows to facilitate these discussions
- RDCs should make it clear: "I'm still in charge, but I'm part of your team and I'm invested in your success"

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Phase 3: Polishing



- Nearly all topics have been instructed... just polishing at this point
- Testing skills at Division Competitions
- In general, discipline should be like an AT/ home unit
 - Conversational
 - In private
 - Remember: you must model this for your recruits if you want them to do it back at their home unit!!

Phase 3: Polishing (cont'd)



- Recruit staff should be given more and more responsibilities
 - RDCs should step back let them make (and learn from) mistakes... while still holding them accountable
- RDCs should be more forthcoming with praise
 - It's now the recruit's division not the RDC's... "I'm proud to be part of <u>your</u> team!!!"
- Continue to run pow-wows if they're helpful
- Ongoing preparations for check-out and graduation

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Expectations for Staff: Leadership by Example



- Sequimini Meum Exemplum "Follow my Example"
- Perfect behavior & military bearing
- Perfect uniforms & grooming (haircut!)
- Know your stuff cold (only one way the right way!)
- Do all the PT, and be able to do much more
- Take the training seriously in front of recruits
- No whining or complaining in front of recruits
- No gossiping or bickering in front of recruits
- No flaunting privileges (junk food, cell phones, etc.)

Expectations for Staff: SAFETY



- You don't get to diagnose or decide who's sick and who's malingering ... send them to sick bay!
- Hydration, heat injuries, and sun exposure
- Injuries & illnesses
- "Condition Yellow" always be watching your people, spaces, and equipment for risk
- See Something, Say Something!

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Expectations for Staff: *Well-Being of Recruits*



- Zero Tolerance for...
 - Hazing
 - Bullying
 - Sexual Harassment
 - Fraternization
 - Prejudice/Discrimination
 - Touching
- You do it ... termination from the NSCC, permanent negative recommendation for the DoD and the service academies, police involvement (remember, COTC = Deputy Director)
- As of today, you are all "mandated reporters" for these behaviors. If you knew and didn't report it, you will face discipline!
- See Something Say Something!

RTC-NE COTC's TOP SIX



- 1. No Hazing
- 2. No Bullying
- 3. No Discrimination
- 4. No Sexual Harassment
- 5. No Fraternization
- 6. No recruit-to-recruit contact

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NO ONE-ON-ONE, EVER.



- You are not to interact with recruits in a one-onone situation, ever.
- Get an officer, staff cadet, or even another recruit to witness any and all interactions.
- This protects the recruit, it protects you, and it protects the NSCC.

Self-Harm



- All threats of self-harm are to be taken seriously, and require professional medical intervention.
- Report to nearest adult, and then directly to Medical Officer and COTC ASAP.
- Prime Directive: No person who has threatened self-harm may ever be left alone!!

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Expectations for Staff: *Accountability*



- Abrashoff: "It's funny how often the problem is YOU."
- When something goes wrong, tell the chain of command, take ownership, and then assess:
 - Did I clearly articulate the goals?
 - Did I give people enough time and resources to accomplish the goal?
 - Did I give them enough training?
 - Did I provide sufficient supervision?

Expectations for Staff: *Flexibility*



- "Fluidity" mental agility rolling with the punches
- You will be assigned jobs you didn't think you were taking on
- You might find that the job you signed up for is not as exciting as you thought it was... stay locked on
 - Your attitude and motivation are directly related to the attitude and motivation of our recruits

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Expectations for Staff: *Creativity & Initiative*



- Recruits DO NOT have "unstructured time" at RTC-NE
- Division Staff must be ready to fill every moment of the recruits' day – don't wait around to be told
- OPS staff will work in shifts, but there's always work to be done – don't wait around to be told
- If you see problems, report them to the chain of command with a proposed solution
- It's YOUR Ship

Expectations for Staff: *Meaningful Feedback*



- "Fleet Quality Assurance"
- Meaningful comments expected
 - What recruit did well
 - What recruit didn't do well
 - How to improve it
- Tracking sheets
 - Don't fall behind
 - "Mid-terms"
- Staff Cadets will be evaluated as well
- Navy model comment books available in Admin

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Expectations for Staff: Do <u>YOUR</u> Job



- You have been assigned a specific job.
 - Your role? KNOW IT
 - The chain of command? USE IT
- Do your job, and let everyone else do the one they were assigned.
 - RDCs: training the recruits
 - Everybody else: <u>making possible</u> the training of recruits



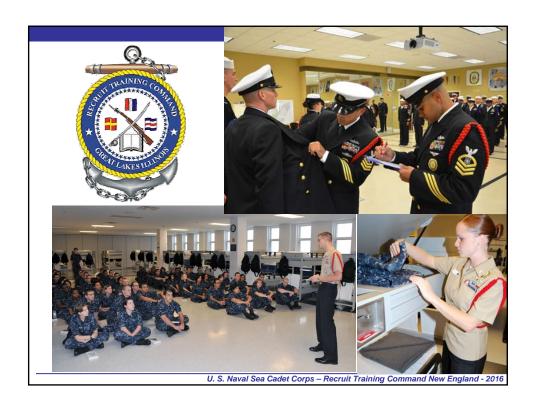
LEADING RECRUITS

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Our model?







Recruit Training Command Great Lakes



- Approx. 37,000 recruits per year
- Approx. 10% attrition, mostly due to pre-existing medical conditions
- Barracks = Ship
- Divisions of 88 recruits, with three Recruit Division Commanders (RDCs = Red Ropers)
- 1 week of processing and just over six weeks of training to follow
 - All the same stuff we teach...
 - ... plus some unique stuff we can't get access to...
 - ... plus stuff related to working for the Navy.
- 800 Series Divisions (SEAL, SWCC, EOD, & Divers)
- 900 Series Divisions (Musicians, Drill Team, Choir; Triple Threat)





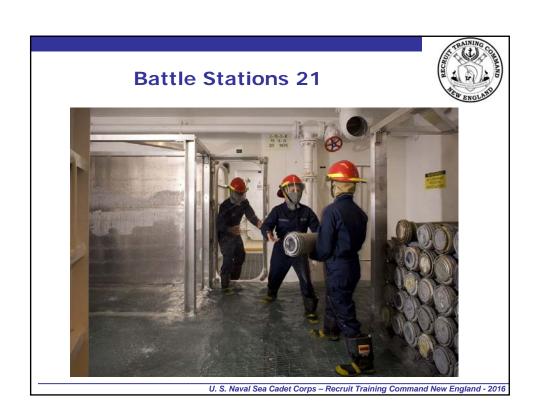
- Each "Ship"...
 - Has berthing for 12-14 Divisions of 88
 - Has its own quarterdeck, classrooms, and galley
 - Has a Ship's Officer (USN LT), LCPO, and Chaplain

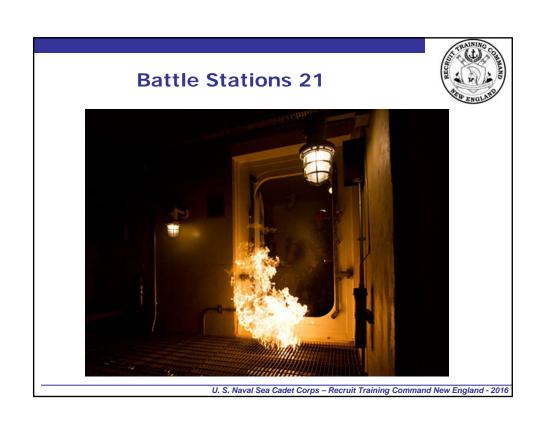
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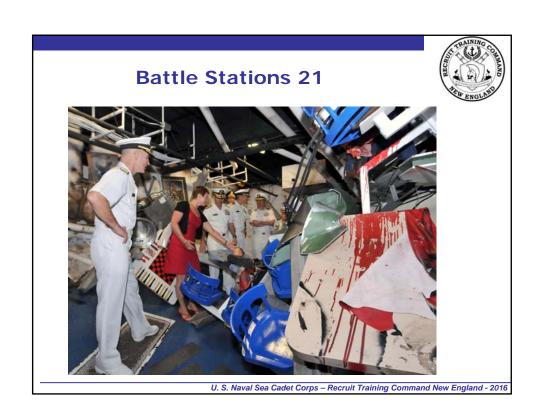
Battle Stations 21

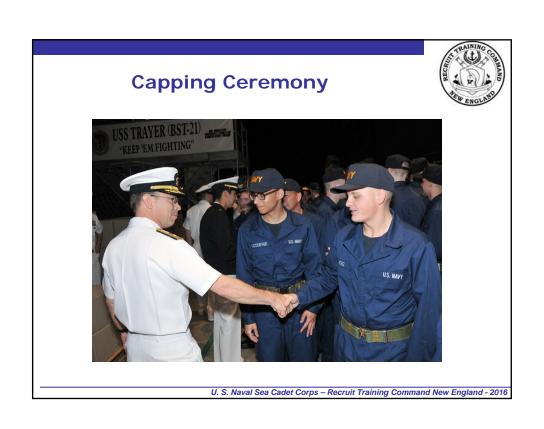












RTC Great Lakes



- RDC C-School:
 - "Blue Ropers" get 7 weeks of training
 - A reminder on what it's like to be a recruit
 - Learning the SOP at RTC Great Lakes
 - 6 weeks of shadowing a Red Roper



"The example set by an RDC is the best training aid ever developed"

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RTC Great Lakes





CAPT Doug Pfeifle, USN CO, RTC Great Lakes

- "Embrace Integrity" the Red Rope is so I can spot you in a crowd... Not a badge that gives you the authority to abuse..."
- Old = Fear, Power, & IntimidationNew = Leadership & Mentorship
- Building Empathy among RDCs
- Correcting for "cultural memory"
- Goal is "basically trained, smartly disciplined, physically fit" sailors – can't teach them everything at RTC!

RTC Great Lakes CO's Top Six





- 1. No sexual harassment
- 2. No racial discrimination
- 3. No fraternization
- 4. No recruit-to-recruit contact
- 5. No hazing
- 6. No substance abuse

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RTC-NE COTC'S TOP SIX



- 1. No Hazing
- 2. No Bullying
- 3. No Discrimination
- 4. No Sexual Harassment
- 5. No Fraternization
- 6. No recruit-to-recruit contact

RTC Great Lakes - Tone & Tenor



- Moving from fear, power, & intimidation to leadership & mentorship
- Empathy
 - The capacity to share or recognize the emotions of your subordinates.
 - "This is somebody's son/daughter/brother/sister"...
- Strict and fair, but less about *punishment* and more about goal-setting and recognition/reward for quality performance.
- All the RDCs we talked to said PT for punishment is lazy, and they use it only very rarely, and only as a last resort.
 - In the NSCC, we don't use PT for punishment, ever.
- No profanity "profanity is not quality leadership"

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FYI: The Captains' Outlook on Staff Cadets



- The NSCC RT at Great Lakes is considered among the best in the nation
- Recruits are led by Navy RDCs!!!
- Staff Cadets? About 20 for 300+ recruits
 - NSCC CPO = RPOC for a Recruit Division
 - CPO Gunnar Bjorkland, NSCC: "I was a recruit twice"
 - Only marches the Divisions from one spot to another
- This is the preference of many at the NHQ level!!
- A warning: we are one stupid decision away from having adults run the Recruit Divisions, and staff cadets will just man the galley and the quarterdeck.

Disciplining Recruits



- What is Discipline?
 - Discipline is **NOT** punishment
 - Root of the word is to teach/learn (as in "disciple")
 - Discipline = CORRECTIVE **INSTRUCTION**

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Disciplining Recruits



How do we do it?

NO PHYSICAL PUNISHMENT
PERIOD
END OF DISCUSSION

Disciplining Recruits



How do we do it?

NEVER EVER EVER INTERFERE WITH SLEEP, FOOD, or MAIL FROM HOME

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Disciplining Recruits



- Difference between HAZING and DISCIPLINING
- Hazing
 - Humiliating, embarrassing, or calling somebody out for the purpose of humiliating them; or putting somebody at risk of physical or psychological injury.
- Discipline
 - Corrective Instruction

Hazing



- Hazing is not limited to initiation rituals of "new" members of a group, nor is it limited to unwilling individuals.
 - Experience and consent, however, do not lessen the danger of hazing to a respectful, productive, and comfortable learning, living, and working environment.
- Hazing can take place both in public and private settings.

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Hazing



- Not every instance where an individual feels embarrassed, harassed, or ridiculed is hazing, however.
- There are many instances where an individual may feel embarrassed which are not hazing.
 - Being corrected
 - Speaking in public
 - Being called on in class
- Hazing is the act of embarrassing an individual for the *sake* of embarrassing him.

How do you know it's Hazing?



<u>Before</u> you do it, you have to check to see if an officer is nearby.

Right after you do it, you...

- 1. Can't help but laugh at the recruit
- 2. Can't wait to tell everyone about how funny you were
- 3. Would post it on Instabook or Facegram if you had a chance
- 4. Start worrying that someone will rat you out
- 5. Feel guilty about it

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Hazing



Use your wit to <u>amuse</u>, not to <u>abuse!</u>

Hazing



"You're screwing up!"

versus

"You're a screw-up!"

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The Navy takes Hazing seriously... and so do we



- MCPON has completely revised the Chief Petty Officer indoctrination program to reduce hazing
- Navy RDC fired for ordering recruits to sing nursery rhymes
- NOSC Rock Island Commanding Officer LCDR J. O'Neill fired for ordering sailors to PT while yelling "I do what I want" in front of their shipmates
- USS Florida Chief of the Boat MMCM C. Berry was fired because he knew about hazing but didn't take action
- USS Ponce Commanding Officer CDR E. Jones fired for her failure to investigate, report, or hold accountable sailors known to be involved in hazing



Hazing... Heads up warning

LCDR Hull has seen it all...

1994 Recruit

1995 Assistant Company Commander

1996 Company Commander

1997 Company Commander

2002 Company Officer

2014 COTC

2015 COTC

Staffed/run 40 other NSCC trainings

I am the NSCC's Deputy Director.

Haze, harass, abuse, or maltreat one of my recruits and you'll be terminated from the program immediately.

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Corrective Instruction: The Golden Rules



- 1. Correct in private, praise in public*
- 2. No more than necessary to fix the problem
- 3. Provide corrective instruction

*Correcting in Public



Recruits may be corrected publicly where public recognition of misbehavior or deficiency:

- 1. is not meant primarily to call out or embarrass the recruit (hazing!);
- 2. will benefit the recruit in question by pointing out a deficiency and how it is to be corrected; *and*
- 3. will benefit the Division by example.

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Corrective Instruction: Absolute No-No's



- Touching of any kind
- Exercise (push ups, sit-ups, mountain climbers, etc.)
- Stress positions (wall sits, front leaning rest, etc.)
- Long periods at attention or parade rest
- Withholding essentials (water, food, shelter, sleep, medical treatment)
- Exposure to the elements
- Demeaning or abusive language
- Demanding personal services
- Theft
- Screwing with sleep, mealtime, or mail

Disciplining Recruits



- The best tool, straight from the Navy's RDC of the Year:
 - It's not PT, or yelling, or belittling, or publicly humiliating...

It's REPETITION!!

- Racks, Lockers, Uniforms, Mil Drill, etc...
- But, give some buy-in... an "out"
 - Once you get your racks perfect, then we'll grab some chow...



MAC(EXW) Damone Walthall, USN Recruit Division Commander of the Year (2013) RTC Great Lakes

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Disciplining Recruits

- As an Individual
 - Know the Recruit what do they respond to best?
 - Try correcting in private first.
 - Express your disappointment
 - Let them know they should be disappointed in themselves
 - "I know you can do better"
 - Extra Military Instruction
 - If rack is deficient, have recruit do rack drills
 - If a Recruit can't stand still at attention, have them stand at attention for two minutes. Or, have them copy "At the position of attention, I may only blink, swallow, and breathe" 50 times.
 - Always provide corrective instruction



Disciplining Recruits



- As a Group
 - Targeted toward the problem
 - If they're moving at attention, have them stand in ranks silently for two minutes before going into barracks/galley
 - If they're talking during a class, don't allow them to talk during chow
 - Take something away
 - No bug juice/dessert/talking
 - No pow-wow
 - No Guide-On/mascot
 - No cadences during MilDrill/PT
 - Let the other companies pass you in line for chow
 - Express your disappointment "I know you can do better"

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Disciplining Recruits



- Punishing the Company for the misdeeds of one Recruit
 - The most powerful form of discipline
 - Also has the most potential to:
 - Alienate a Recruit from the Company Staff and his/her fellow Recruits
 - Cause genuine emotional/psychological harm
 - Keep in reserve for only the worst/toughest problems
 - Requires permission of the Division Officer

Disciplining Recruits



- "Tear them down and build them up."
 - We don't want to "tear down," we want to CHALLENGE
 - When recruits are challenged and succeed and then receive your praise/approval, they get "built up"

Cycle

- Ride the kids hard (but always fair) early
- Easier to start with high standards early in the day (or week) and tone it down later, than to start soft and demand more later
- Let them know they're not performing to your expectations (or their own), you're disappointed, they should be disappointed, you know they can do better
- After PT or at a Pow-Wow, tell them they are doing "better," but there's always room for improvement.
- The further you get into RT, the more effusive you want to be with your praise: "I'm PROUD to be a part of YOUR team."



Disciplining Recruits / Hazing



Little Brother/Sister Test

How would you feel if someone did that to your little brother or sister?

LCDR Hull Test

Would you still say it if LCDR Hull was watching over your shoulder?

Mrs. Kintner Test

Would you still say it if the Recruit's mom was watching over your shoulder? What will LCDR Hull have to say to mom when she hears about it during the car ride home?

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Motivating Recruits



How do we do it?

Motivating Recruits



- Abrashoff identifies the following as the things that make people unhappy in their jobs:
 - 1. Not being treated with dignity or respect
 - 2. Being prevented from making an impact
 - 3. Not being listened to
 - 4. Not being rewarded with more responsibility
 - 5. Low pay

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Motivating Recruits



- Reward them
 - With praise
 - With cadences
 - By comparing them favorably to other Companies...
 - (Don't do naps, breaks in the shade, etc.)
 - Pow-Wows
- Recognize them
 - If a particular Recruit has done something well, tell everyone
- Empathize with them (but don't coddle them)
- · Empower them
 - Let the RCPO and Recruit Staff have some responsibility and give them credit. It makes the positions more meaningful.
- Make them want to win the competitions, and show them you want to win as well

Teams



- Who cares?
 - The team is greater than the sum of its parts!
- Some team-building is a natural consequence of what a team is...
 - Working toward common goals
 - Company competitions, earning recognitions, avoiding discipline, etc.
 - Sharing common experiences
 - Uniform, haircuts, rack drills, PT, etc.

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Tuckman's Stages of Group Development



- Forming
 - Individual behavior is driven by desire to be accepted and avoid conflict (and so serious issues get ignored...)
 - Individuals are gathering info on each other
 - Team members are still acting independently
- Storming
 - Serious issues are addressed...
 - What the team's primary goals will be
 - Appropriate balance of independent & team behavior
 - Who will step up to lead, and the style of leadership acceptable to the group
 - The result: conflict!

Tuckman (cont'd)



Norming

- The team has agreed on the goals and the methods for achieving the goal
- All team members take ownership of the goal even if they had to give up the goal they argued for during "Storming"...
- Members afraid to go back to "Storming" may withhold controversial ideas

Performing

- Dissent is allowed and expected, but there is no wasteful or inappropriate conflict
- Little supervision required the team knows what to do and corrects its own problems
- Team members are competent and motivated

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Building Teamwork



How do we do it?

Building Teamwork



- Provide consistent Leadership by Example
 - Avoid the Say-Do Gap
- Provide a purpose that everyone can strive towards
 - Set high but achievable goals
 - Give recognition when goals are met!
- Communicate constantly
 - No secrets
- Correct bad teamwork
 - Feuding teammates, reluctant participants, overbearing participants, bullying

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Building Teamwork



- Common Goals
- Shared experiences
- Teambuilding exercises
 - Lock Drill
- Never leave a man behind
 - If you have some slow Recruits during a run, have the company slow down, or have the company circle around them while they catch their breath – Start Together/End Together.
 - If someone is at Sick Bay, wait to start your Pow-Wow until everyone is there.

Building Teamwork



- Be part of the Team with them
 - Show them that you're invested in their success, that you want to be part of the Honor Division as badly as they do.



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Pow-Wows



- One of the most important tools in Motivating, Team Building, and Disciplining.
- Let them talk and reflect on the day (while keeping the discussion focused). You'll see them correcting their own problems...
- Tell them how they've done that day. This is the most important (and hardest) part of the Challenge-them-to-Build-them-Up method.
- If they've been doing well, let them loosen up a bit!

Do's & Don'ts



- DO
 - Lead by Example
 - Uniforms
 - Military Bearing
 - Know your stuff
 - PT
 - Lead by Walking Around
 - Take Recruit Training seriously while you're in front of Recruits
 - Treat your Recruits with respect
 - Be polite ("good morning, Recruit;" "thank you, Recruit.")
 - Keep the big picture in focus
 - Self-Confidence
 - Teamwork
 - Discipline
 - Basic Military Knowledge
 - Physical Fitness
 - Take care of yourself stay rested!

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Do's and Don'ts



- DON'T
 - Disagree/fight/gossip in front of Recruits

Great minds discuss ideas; Average minds discuss events; Small minds discuss people. – Éleanor Roosevelt

Do's and Don'ts



DON'T

- Say one thing and then do another yourself
- Get caught up in politics your only job is the training/ safety/ welfare of the Recruits in your charge
- Complain, gripe, and whine about anything in front of Recruits
- Lounge, relax, and snack in front of Recruits
- Swear.
- Try to do it all yourself delegate!
- Step on other peoples' toes. Division Staff leave the OPS Staffers & Corpsmen to do their business. OPS & Corpsmen - leave the Division Staff to do their business.
- Underestimate *your* importance in the development of these young men & women.

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It all comes down to this...



LEADERSHIP BY EXAMPLE

Interviews



- Don't be nervous
 - Or, at least, don't appear nervous: display the same confidence you'll have in front of our recruits
- Let us know how you can contribute to the growth and development of our recruits
- Let us know if you have specific preferences for your role at RTC-NE, or specific people you want to work with (or can't) – it's not a trick question!

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THANK YOU