COMMON MODULE

MILITARY LEADERSHIP B

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1. Introduction

"People learn most, by doing things, they have not done before!" is the philosophy of the Theresan Leadership Model. Therefore, struggling at the very beginning during the tasks of the course participants is on purpose. But by working on themselves intensively with feedback of the trainers, they gain self-trust, to be able to solve challenges they have not faced before. The development process of this training consists of the following pillars:

- Hand over responsibility
- Give space for initiative
- Tolerance of mistakes (First step of development)
- Tasks/Goals have to be that difficult, so that they only can be achieved with effort
- Building trust in success
- Opportunities to reflect (Feedback Process)

Therefore the successful Leadershiptrainer

- creates an innovation-friendly environment
- promotes development
- transfers goal-oriented knowledge and skills **but**
- is not the "lecturer", who is "talking and teaching" all the time!
- shows situation matching and exemplary behavior (Role model)
- listens and observes carefully
- gives proper and usable feedback
- has a high level of empathy for people and situations
- is mentally flexible
- tolerates mistakes but **illustrates consequences** and initiates thereby further development
- uses "Leadership Profiles" to come up with constructive discussions
- corrections are done by situation updates (if possible)
- promotes responsibility by using various situations (daily cadet, ….)

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