



Instructor Training



Leadership Training

Understanding Leadership

- Today's briefing takes its inspiration from something unexpected
- Leadership according to 'Star Trek,' a fictional universe created by Gene Roddenberry
- Star Trek's cultural impact include technology, public vernacular, conflict resolution, laws, & justice

Leadership according to

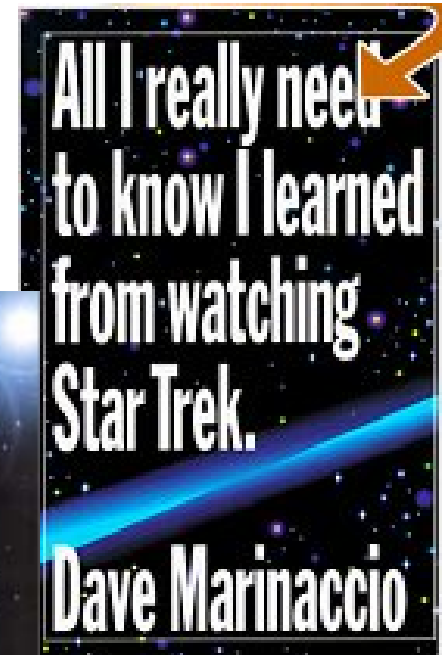
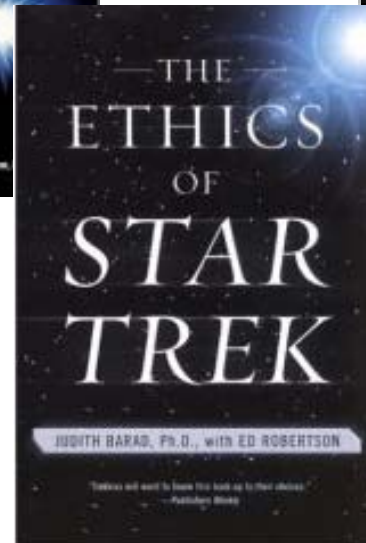
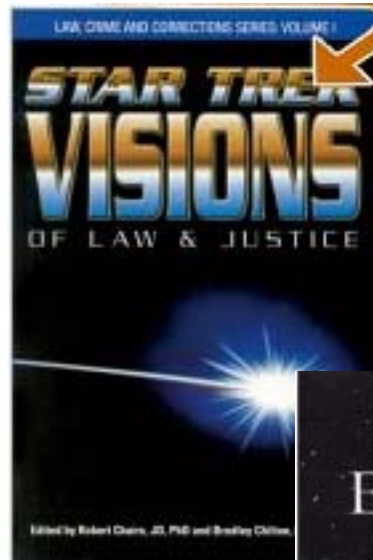
STAR TREK

Background

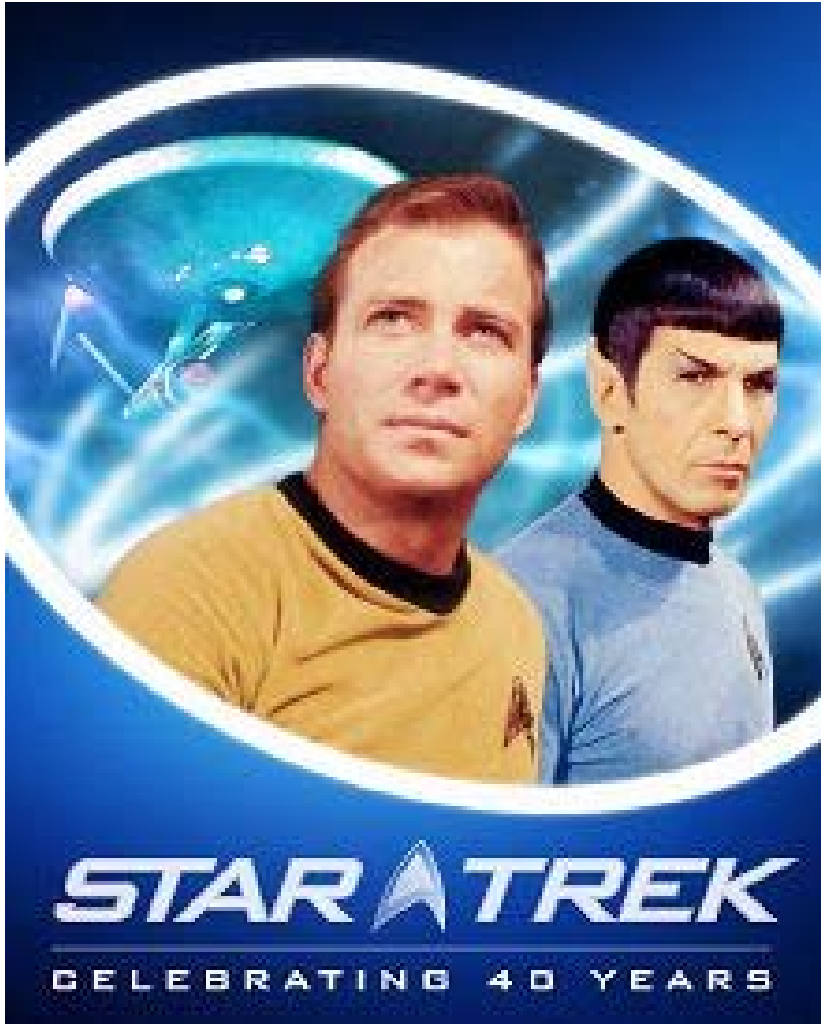
- Main characters are part of a united federation of planets, Starfleet
- Naval ranks indicate a military organization complete with advanced weapons
- Set in the 23rd century with a multi-ethnic crew
- 40 years and numerous crews to study

Why Star Trek?

- Star Trek examined many contemporary cultural realities:
 - War and Peace
 - Authoritarianism
 - Imperialism
 - Class warfare
 - Racism
 - Human rights
 - Sexism
 - Use of technology



Star Trek Endures



- Star Trek provides the modern day moral fable
- The longevity of the Star Trek franchise and its influence upon today's culture provides a body of work large enough to extract lessons

6 television programs, 10 feature films, dozens of computer and video games, hundreds of novels and other fan stories, as well as a themed attraction in Las Vegas

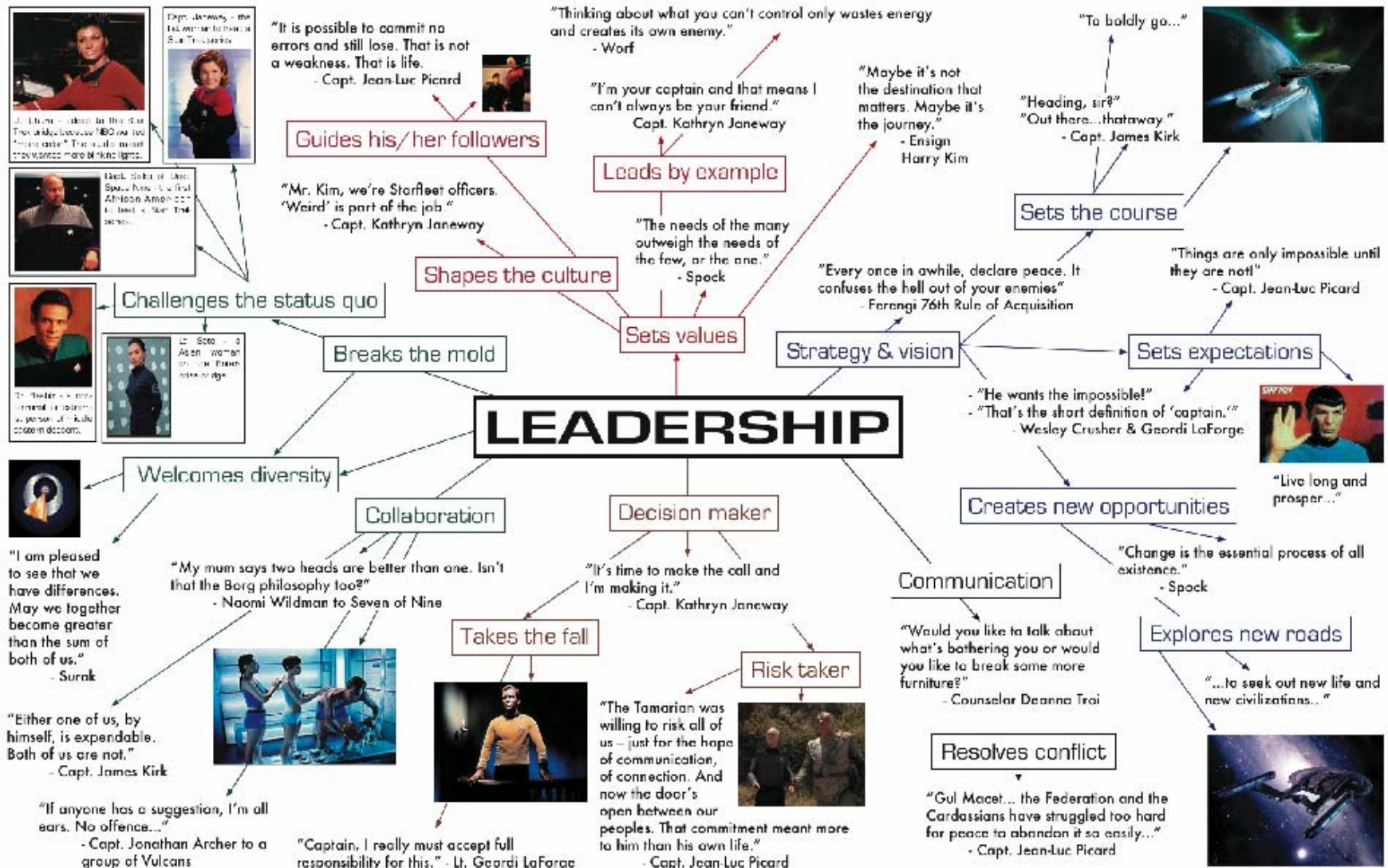
Ladies and Gentlemen
Are you ready to begin?



Starfleet Academy Leadership Training



Starfleet Academy Leadership Training for Star Trek Officers





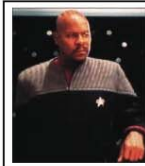
Lt. Uhura - added to the Star Trek bridge because NBC wanted "more color." The studio meant they wanted more blinking lights.



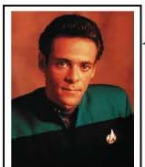
Capt. Janeway - the first woman to head a Star Trek series



Starfleet Academy Leadership Training for Star Trek Officers



Capt. Sisko of Deep Space Nine - the first African-American to lead a Star Trek series.



Dr. Bashir - a non-terrorist or extremist person of middle eastern descent.



Lt. Sato - a Asian woman on the Enterprise bridge

Challenges the status quo

Breaks the mold

LEADERSHIP

Welcomes diversity

Collaboration



"I am pleased to see that we have differences. May we together become greater than the sum of both of us."
- Surak

"My mum says two heads are better than one. Isn't that the Borg philosophy too?"
- Naomi Wildman to Seven of Nine



"Either one of us, by himself, is expendable. Both of us are not."
- Capt. James Kirk

"If anyone has a suggestion, I'm all ears. No offence..."
- Capt. Jonathan Archer to a group of Vulcans

- Breaks the mold
 - Challenges the Status Quo
 - Welcomes Diversity
- Collaboration

Breaks the Mold

Seven of Nine
Borg/Human

- “In critical moments men sometimes see exactly what they wish to see.”
- Spock

Challenges the Status Quo

1966:

- Star Trek debut during a time when racial segregation was strong in the US
- height of the Cold War with the USSR
- Last major attack on the US was Pearl Harbor by the Japanese



1966 TV

23rd Century



Japanese

Russian



Black Female

- “In our century, we've learned not to fear words.”

- Uhura

Welcomes Diversity



- “I am pleased to see that we have differences. May we together become greater than the sum of both of us.”
-Surak of Vulcan

Collaboration

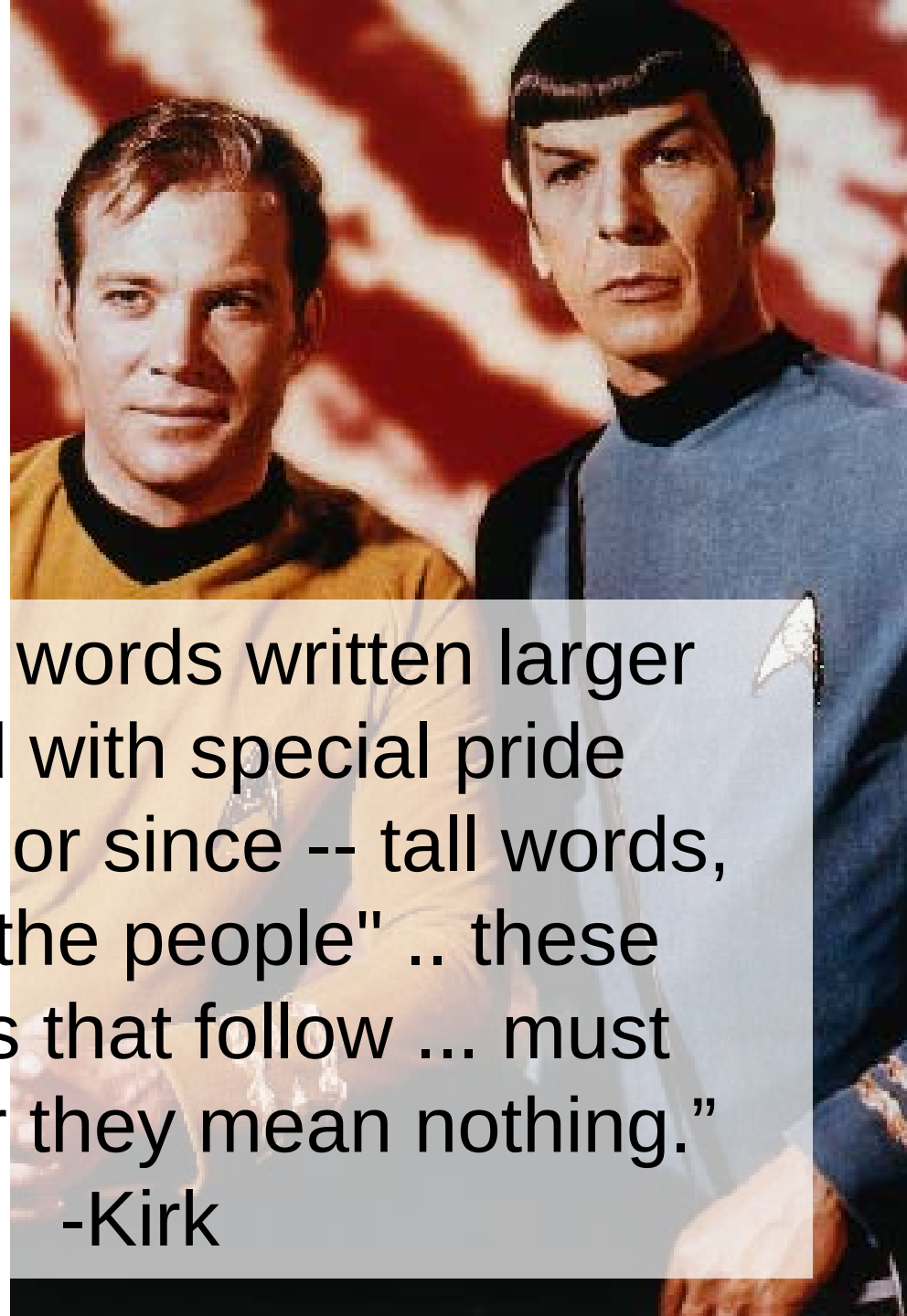


We the People

The Constitution
Signed Sept. 17, 1787
Ratified June 21, 1788

- “Look at these three words written larger than all the rest, and with special pride never written before or since -- tall words, proudly saying "We the people" .. these words and the words that follow ... must apply to everyone or they mean nothing.”

-Kirk





Starfleet Academy Leadership Training for Star Trek Officers



"It is possible to commit no errors and still lose. That is not a weakness. That is life."

- Capt. Jean-Luc Picard



Guides his/her followers

"Thinking about what you can't control only wastes energy and creates its own enemy."

- Worf

"I'm your captain and that means I can't always be your friend."

Capt. Kathryn Janeway

Leads by example

"Mr. Kim, we're Starfleet officers. 'Weird' is part of the job."

- Capt. Kathryn Janeway

Shapes the culture

"The needs of the many outweigh the needs of the few, or the one."

- Spock

"Maybe it's not the destination that matters. Maybe it's the journey."

- Ensign Harry Kim

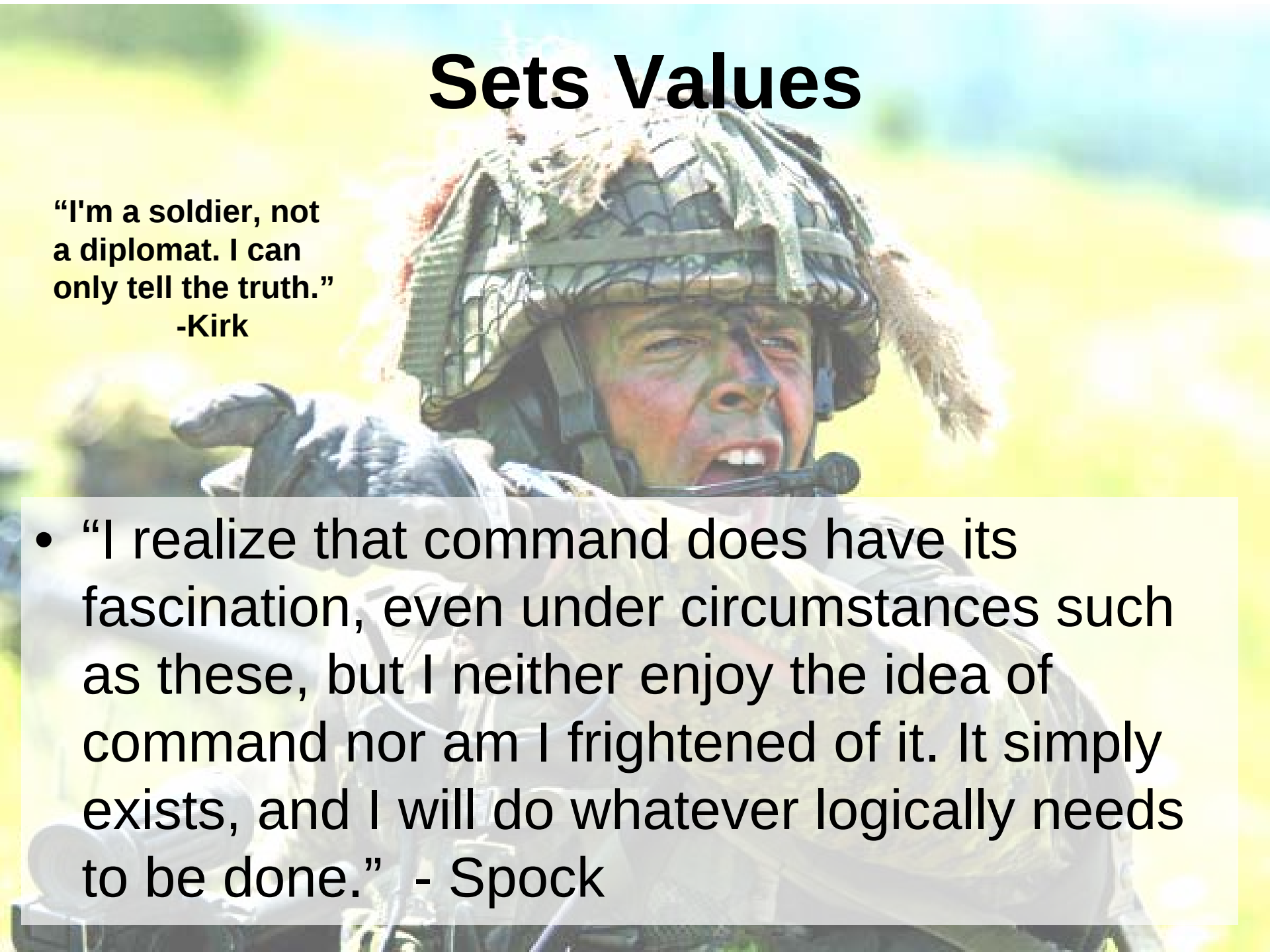
Sets values

LEADERSHIP

- Sets values

- Shapes the culture
- Guides followers
- Leads by example

Sets Values



“I'm a soldier, not
a diplomat. I can
only tell the truth.”

-Kirk

- “I realize that command does have its fascination, even under circumstances such as these, but I neither enjoy the idea of command nor am I frightened of it. It simply exists, and I will do whatever logically needs to be done.” - Spock

Shapes the Culture

General David H. Petraeus
Commander, Multinational Forces Iraq

- “It is the nature of our species to be free.”
- Kirk

Guides Followers



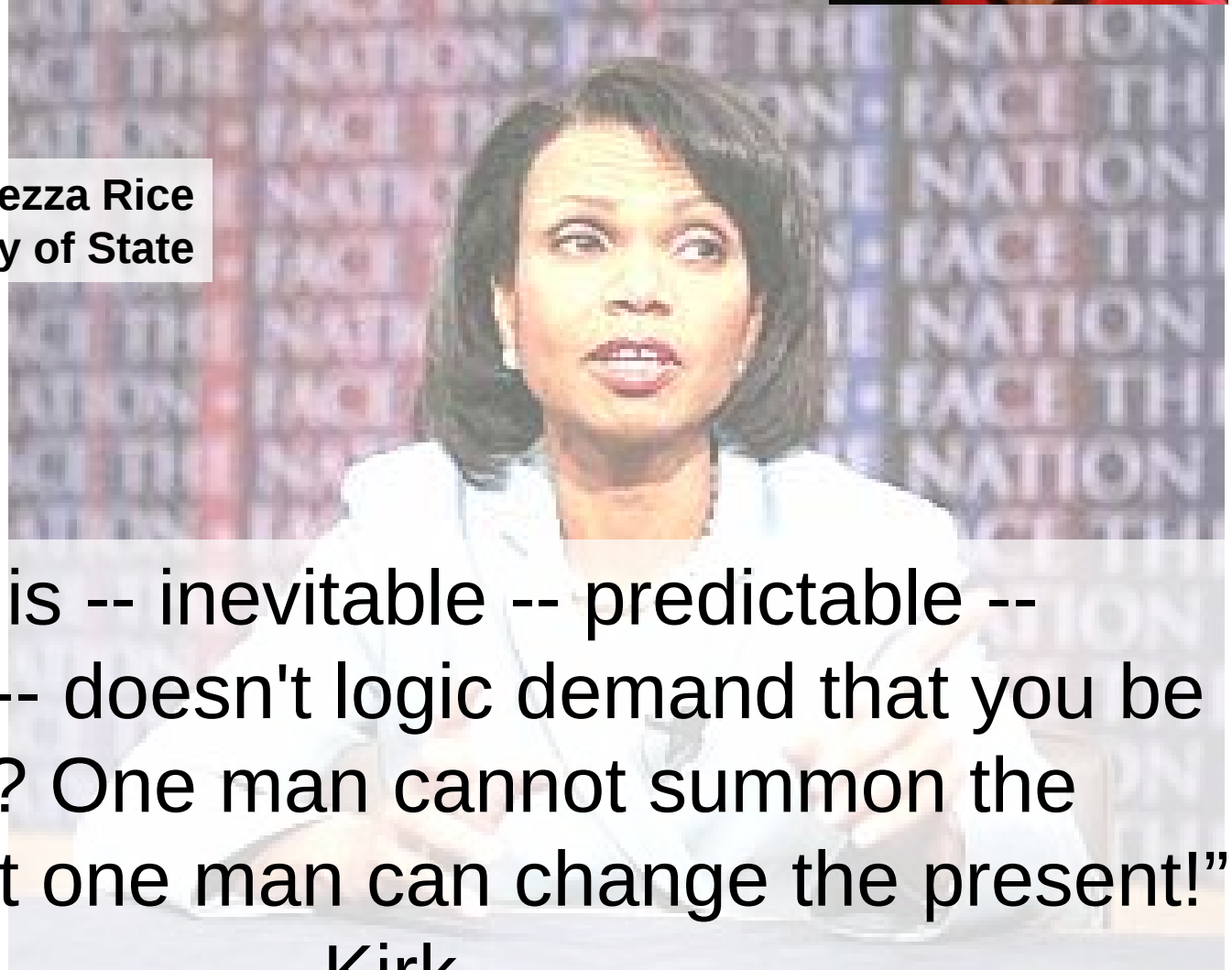
General T. Michael Mosely
Chief Of Staff, Air Force

- “We fight only when there is no other choice. We prefer the ways of peaceful contact.” - Kirk

Leads by Example



Condelezza Rice
Secretary of State



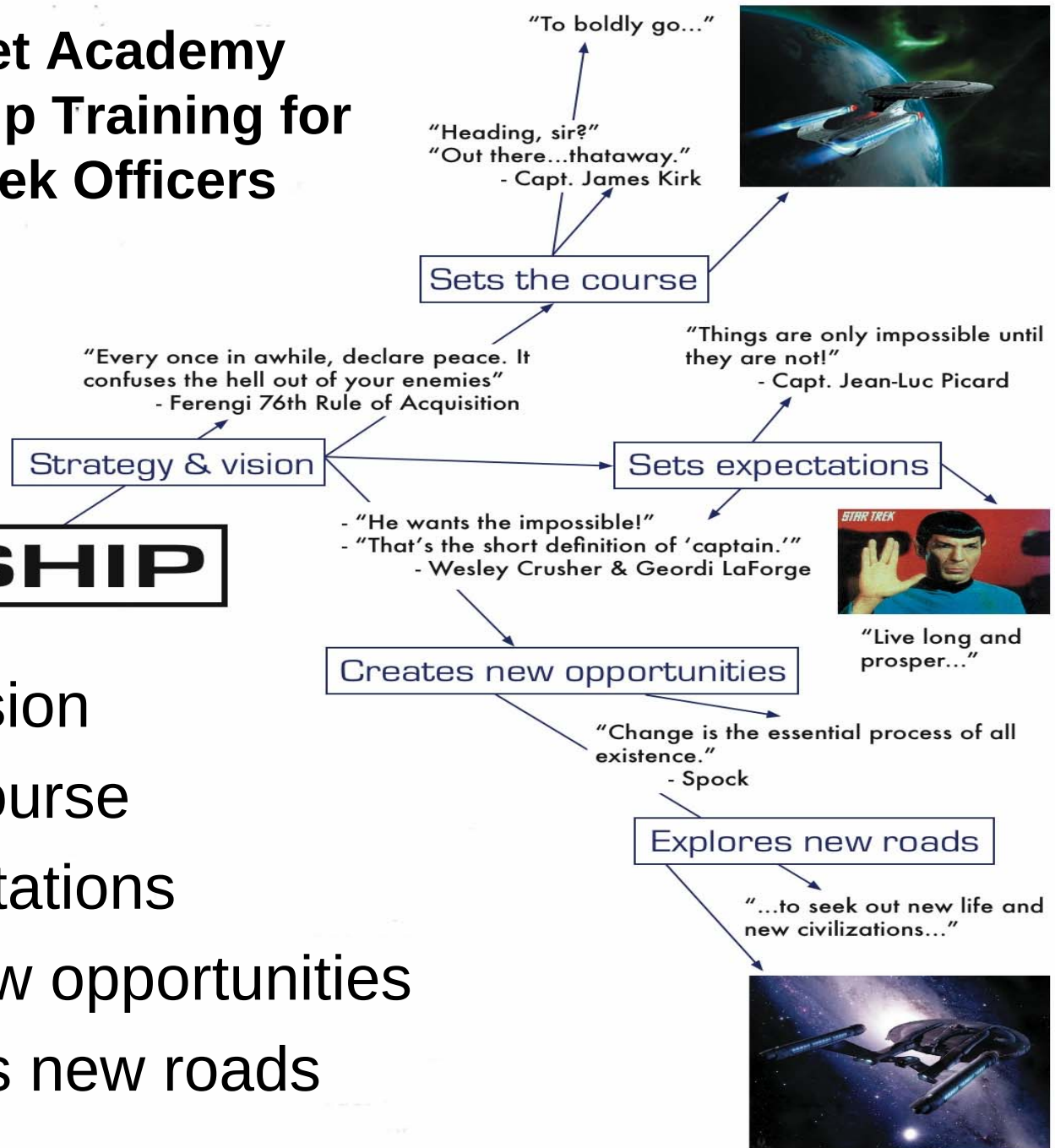
- “If change is -- inevitable -- predictable -- beneficial -- doesn't logic demand that you be a part of it? One man cannot summon the future. But one man can change the present!”
- Kirk



Starfleet Academy Leadership Training for Star Trek Officers

LEADERSHIP

- Strategy & Vision
 - Sets the Course
 - Sets expectations
 - Creates new opportunities
 - Explores new roads



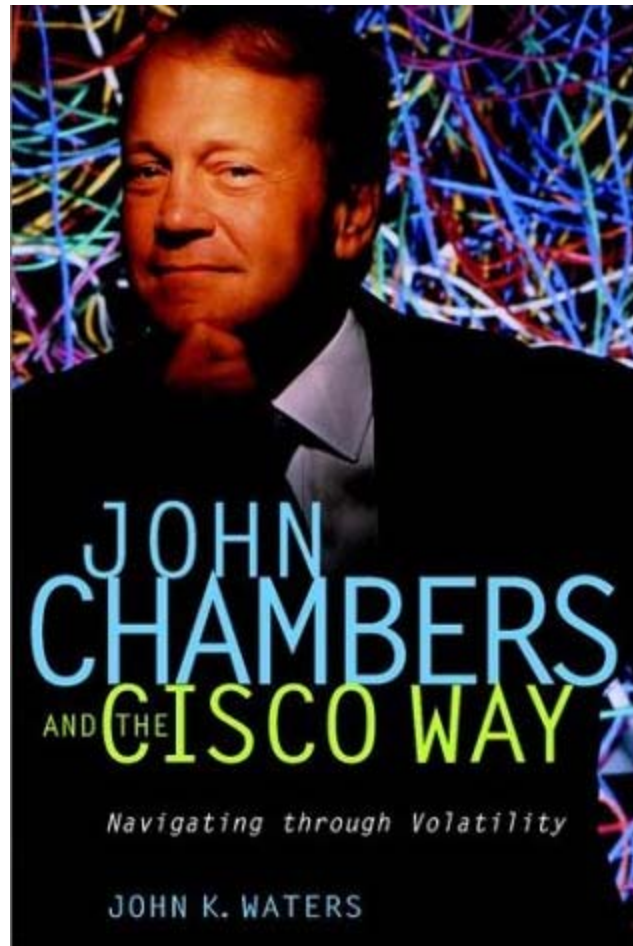
Strategy & Vision



• “There are always alternatives.”

- Spock

Sets the Course



- “A person's strongest dreams are about what he can't do.”
- *Vina*

Star Trek Episode, “The Menagerie”

Sets Expectations



- “It's the custom of my people to help one another when we're in trouble.”
- Kirk

Creates New Opportunities



- “No wants -- no needs? We weren't meant for that. None of us. Man stagnates if he has no ambition, no desire to be more than he is.”

- Kirk

Explores New Roads



- “Fascinating is a word I use for the unexpected.”
- Spock

LEADERSHIP

- Communicates
 - Resolves conflict



Communication

"Would you like to talk about what's bothering you or would you like to break some more furniture?"

- Counselor Deanna Troi

Resolves conflict

"Gul Macet... the Federation and the Cardassians have struggled too hard for peace to abandon it so easily..."

- Capt. Jean-Luc Picard

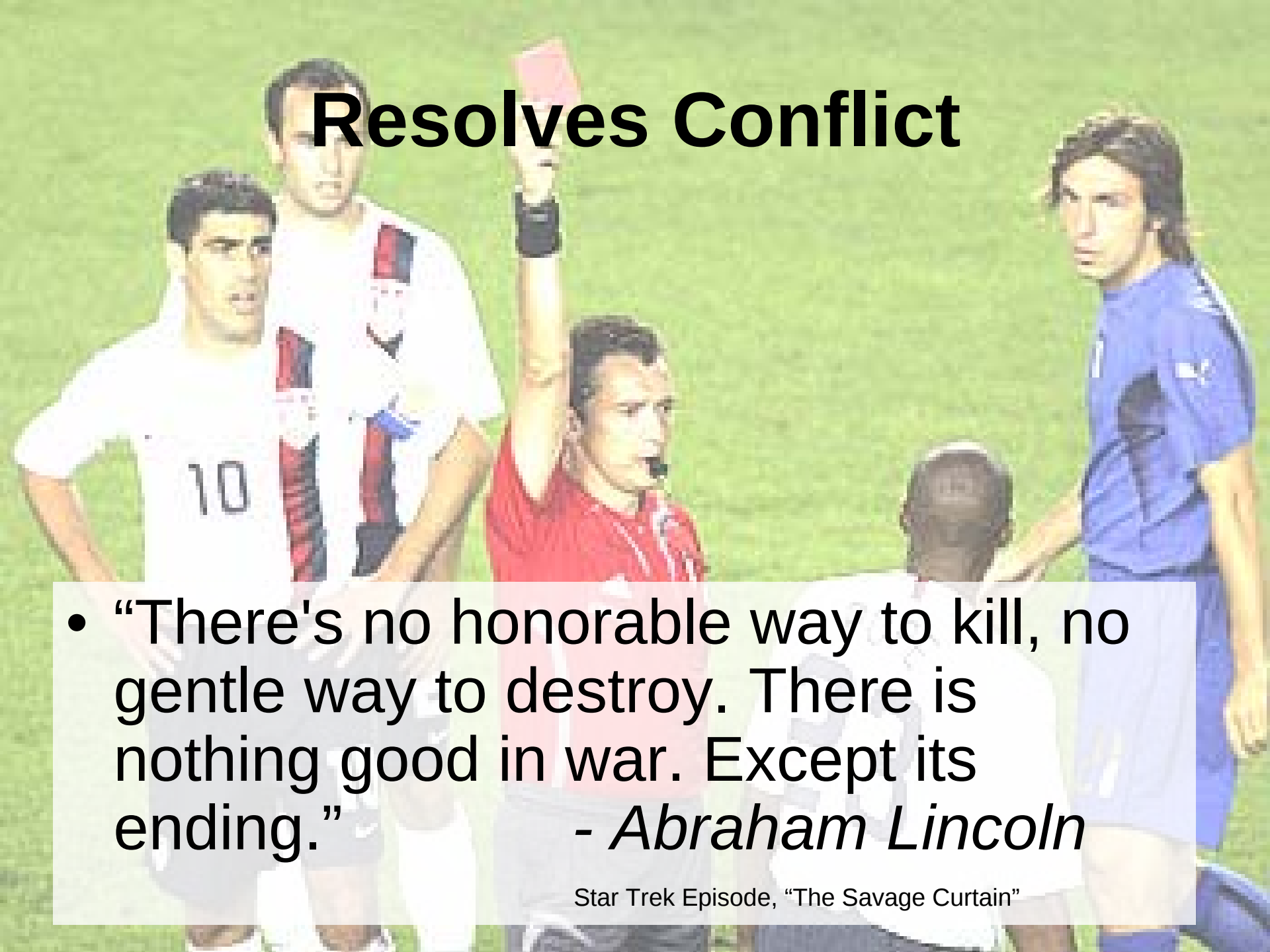
Communication



- “The only tool diplomacy has is language.”
- *Hodin of Gideon*

Star Trek Episode, “The Mark of Gideon”

Resolves Conflict

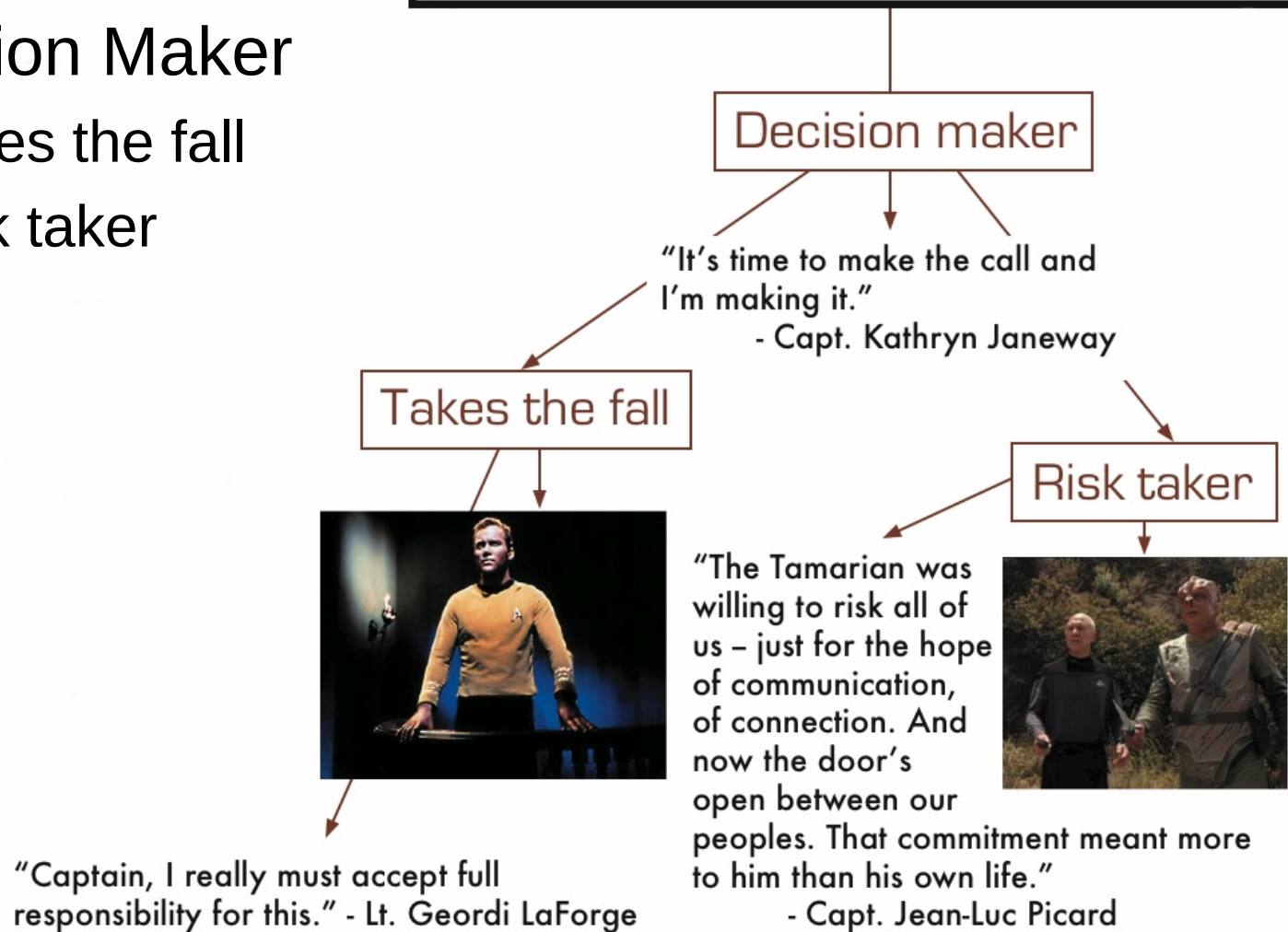
A soccer referee in a red shirt is holding up a red card to a player in a white jersey. The player is looking at the referee with a concerned expression. Other players in white and blue jerseys are visible in the background on a green field.

- “There's no honorable way to kill, no gentle way to destroy. There is nothing good in war. Except its ending.”
- *Abraham Lincoln*

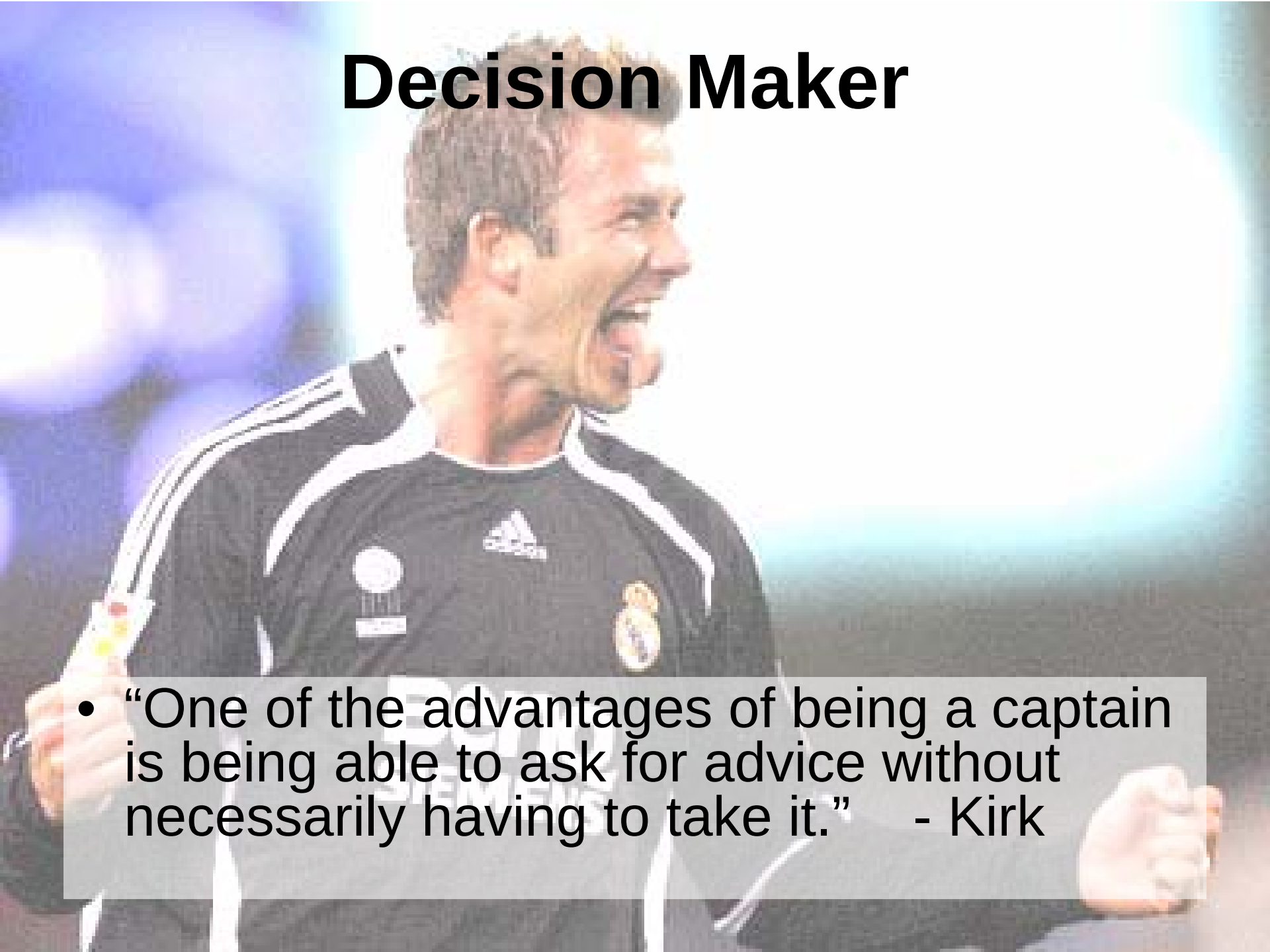
Star Trek Episode, “The Savage Curtain”

LEADERSHIP

- Decision Maker
 - Takes the fall
 - Risk taker



Decision Maker

- 
- A soccer captain, likely a player, is shown in profile, shouting with his mouth wide open. He is wearing a dark soccer jersey with white stripes on the sleeves and a captain's armband. The background is a blurred stadium with bright lights.
- “One of the advantages of being a captain is being able to ask for advice without necessarily having to take it.” - Kirk

Takes the Fall



- We think of ourselves as the most powerful beings in the universe. It's unsettling to discover that we're wrong.

- *Kirk*

Risk Taker

- “Captain, I'm beginning to understand why you Earthmen enjoy gambling. No matter how carefully one computes the odds of success, there is still a certain exhilaration in the risk.”

- *Spock*

Summary

Leadership Characteristics

- **Breaks the mold**
 - **Challenges the Status Quo**
 - **Welcomes Diversity**
- **Sets values**
 - **Shapes the culture**
 - **Guides followers**
 - **Leads by example**
- **Decision Maker**
 - **Takes the fall**
 - **Risk taker**
- **Strategy & Vision**
 - **Sets the Course**
 - **Sets expectations**
 - **Creates new opportunities**
 - **Explores new roads**
- **Communicates**
 - **Resolves conflict**
- **Collaboration**

WIPEOUT!!!

Quiz!

YAWN!!!



CAPTAIN JAMES T. KIRK

I'M SORRY, I CAN'T HEAR YOU OVER THE
SOUND OF HOW AWESOME I AM.

Quiz Time!

1. What does a good leader do?

☐ set high standards

☐ communicates

☐ sets values

☐ tyrannize their followers

☐ never takes a risk

Quiz Time!

2. Who was the first captain of the Star Ship Enterprise?

- ☐ Tokugawa
- ☐ Takahara
- ☐ T. Michael Mosely
- ☐ James T. Kirk
- ☐ Christopher Pike

Quiz Time!

3. What are characteristics of a good leader?

- ☐ I don't know. Zzzzzz...
- ☐ Takes care of their people
- ☐ A good role model
- ☐ Welcomes diversity
- ☐ Sets low standards

If you got all three correct, you are on your way to becoming a highly effective person. If you had problems, you had better watch some Star Trek DVDs

The End

What would Capt Kirk Do?