

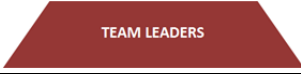











Developmental Period	Development Period 1 Experience Based		Developmental Period 2 Developmental		Developmental Period 3 Competency			Cadet Program Staff	
Ages	12-14		15-16		17-18				
Years	Y1	Y2	Y3	Y4	Y5+				
<b>Roles</b>  	 TEAM MEMBERS / FOLLOWERS / PEER LEADERS		 TEAM LEADERS		 ACTIVITY LEADERS			 ACTIVITY MANAGER	
	<p><b>Peer Leaders:</b> cadets that naturally emerge amongst their peer group as leaders. This is not a formal role within the leadership model, but an opportunity for cadets with significant leadership potential to be identified and nurtured.</p> <p><b>Team Members:</b> cadets who have come together to achieve a common goal</p>		<p><b>Team Leaders</b> apply their leadership knowledge and display the core leadership qualities by being responsible for a team of cadets and / or the accomplishment of a singular major or minor duty / task as part of an overall activity or function within the corps / squadron.</p>		<p><b>Activity Leaders</b> are responsible for the overall organization of a singular cadet activity. This includes the necessary planning, coordinating, conduct and close-out activities related to the activity. They are also responsible for the effective and efficient use of assigned material and human resources.</p>			<p><b>Activity Managers</b> adult staff members responsible for the overall supervision, administration, and training of cadets during all activities.</p>	
<b>Typical Rank Progression</b>									
<b>Expected Competencies</b>	<ul style="list-style-type: none"> <li>• Prepares cadets to participate effectively in all cadet activities</li> <li>• Respond positively to the leadership direction of others</li> <li>• Begin to interact comfortably within the cadet community and interact positively with others</li> <li>• Exercise sound judgment, and accept personal responsibility for actions and choices.</li> </ul> <p><b>Leading Air Cadets</b> are expected to interact positively with others and have good conduct.</p>	<ul style="list-style-type: none"> <li>• To reinforce the aspects of effective teamwork and to introduce leadership concepts that will assist and encourage cadets to emerge as leaders amongst their peer group.</li> </ul> <p><b>Corporals</b> are expected to set a positive example for subordinates by displaying good dress, deportment, and conduct.</p>	<ul style="list-style-type: none"> <li>• To introduce cadets to the leadership concepts that will prepare them to effectively carry out Leadership Assignments.</li> <li>• Training includes emphasis on effective communication, problem solving and supervision as well as reinforcing the practice of reflection and self-assessment.</li> <li>• The focus is on Transactional Leadership.</li> </ul> <p><b>Flight Corporals</b> are expected to take initiative to make decisions and solve problems, and to communicate effectively with subordinates, peers, and supervisors</p>	<ul style="list-style-type: none"> <li>• Introduces cadets to the leadership concepts that will prepare them to effectively carry out Leadership Appointments and mentor individual cadets.</li> <li>• Training includes; motivating, provide performance feedback to cadets and reinforcing the practice of reflection and self-assessment.</li> <li>• The focus is on Transformational Leadership.</li> </ul> <p><b>Sergeants</b> are expected to be able to lead small teams in the execution of leadership assignments and supervise cadets effectively.</p>	<ul style="list-style-type: none"> <li>• To prepare cadets to effectively organize cadet activities including assigning specific responsibilities to and supervising the Team Leaders assigned to the activity as well as reinforcing the practice of reflection and self-assessment, leading groups of cadets and mentoring individual cadets.</li> <li>• Leadership training at this level focuses on both transactional and transformational leadership.</li> </ul> <p><b>Flight Sergeants</b> are expected to be able to carry out leadership appointments effectively by leading and developing a team of cadets over a period of time, to include motivating them and providing feedback.</p> <p><b>Warrant Officers 2<sup>nd</sup> Class</b> are expected to be able to work effectively with a team to organize and lead larger cadet activities / exercises (leadership projects), and to effectively mentor subordinates.</p> <p><b>Warrant Officers 1<sup>st</sup> Class</b> are expected to be ready to transition to the role of Activity Manager.</p>				