

CPL KUTTNER COVE TALK – 30 MAY 18

DISCUSSION POINTS

The objective of this discussion is to allow participants to reconsider the importance of teaching/instructing, and the relationship between teaching and leading.

Questions

Some possible answers to these questions are provided in italics.

1. What are the benefits of the instructors in our training centres and training establishments:
 - a. To the individual? *Improved self-confidence, opportunity to become expert, helping others, opportunity for advanced instructor skills, a different work-life balance, shaping the soldiers that we all work with.*
 - b. To the Army? *Economy of effort, development of expertise, standardisation across units, a future focus rather than a short-term focus.*
2. Earlier this year, COMD FORCOMD indicated that we should be working towards a 'leader as a teacher' model. What do you think this means? *Every leader has a responsibility to teach their subordinates. Teaching is not just the responsibility of those posted to an instructional position. Instructors in our training centres and training establishments also have a leadership responsibility.*
3. Is there a difference between leading and instructing? If yes, what is the difference? *It might be about your posted position. Instructing could be seen as 'one-directional' – from the instructor to the trainee – rather than the two-way relationship that leadership is. Instructing could be interpreted as delivering a lesson based on the 'blueprint'. Alternatively, the view could be that both leaders and instructors perform both roles – they both teach and they both lead.*
4. Is it harder to teach while occupying a leadership position in a unit?
5. During his presentation CPL Kuttner discusses the similarities between our units and training centres, and the units and training establishments he visited during his trip. Is this a useful thing to know? What could we do to enhance this 'cross-Army' knowledge and understanding?

Reflection

An important part of learning is self-reflection. Consider asking the participants to think about one or all of the questions below, and identify what they might change about their approach to leadership as a result. This is a personal process, so mandatory sharing of the results of this reflection is not recommended.

- Do I want to compete for an instructional posting in the future? Why or why not?
- What instructional techniques could be useful in my day-to-day role in a unit?
- What leadership considerations could be useful when I'm tasked with instructional tasks?