

BROADENING HORIZONS

CORPORATE LEARNING COURSE

“TEAMBUILDING” BLOCK

SEMINAR 3.1

SCOPE

CAP is an organization wherein each person has an individual tasking that is paramount in achieving the corporate missions for America. Each person is interconnected with another person or group. This seminar provides students with an understanding of personal goals as a member of CAP, as well as the structure and functions of each corporate entity, and how each person plays a part in the team concept. This seminar is designed to be an open, yet guided, discussion to gain a clearer overview of the total organizational structure and the corporate responsibility of each member.

COURSE OBJECTIVE

To develop an effective contributor in a team environment.

BLOCK OBJECTIVE

To develop a knowledgeable corporate citizen who can effectively contribute in a team environment.

LESSON OBJECTIVES

- 1. To comprehend how local perspectives can be impacted by corporate responsibilities and authority.*
- 2. To define “personal interest” in a Civil Air Patrol context.*
- 3. To define “corporate responsibility” in a Civil Air Patrol context.*

DURATION

50 Minutes

INTRODUCTION and OVERVIEW

This lesson introduces the second block of instruction for the course. The focus will be on the need for team building skills and their use in the corporate environment of CAP. The leader will need to arrange for Wing Staff and Squadron Staff to make up the panel for discussion. An attempt should be made to include staff who function in the areas indicated. No more than five areas should be covered because of the time limitations.

INTRODUCTION

State your topic and introduce yourself.

MAIN POINT #1

As a leader in CAP, personal interest needs to transition to corporate responsibility.

DESIRED LEARNING OUTCOME #1

Define "personal interest"

1. Share definition of "personal interest"--- Personal interest is the motivations, needs, and goals that the individual desires for Civil Air Patrol to meet in their lives.
2. Have students describe their reasons for joining CAP. Help them to identify reasons for joining, the needs they hope to meet, the goals they hope to maintain, etc. Point out the wide variety of reasons, needs, and goals that have been expressed.

DESIRED LEARNING OUTCOME #2

Define "corporate responsibility"

1. Share the definition of "corporate responsibility"--- Corporate responsibility is the acceptance of the roles in CAP that maintain the organizational standards, goals, missions, and values. This is experienced from the squadron level through the national level of service.
2. Give examples of how the needs and goals of individuals can be fulfilled in CAP:
 - Train those who want training
 - Award those who have achieved
 - Guide those who want purpose
 - Assign those who want responsibility

DESIRED LEARNING OUTCOME #3

Identify elements of the corporate responsibility

1. Everyone follows the regulations.
2. The Wing is a bridge between the Unit and National.
3. Customer Service
 - a. CAP customers--- FEMA, states, DEA, local government
 - b. CAP members in subordinate units

MAIN POINT #2

Unit and Wing perspectives align and contrast on routine functions and clarity, via discussions, need to be sought.

DESIRED LEARNING OUTCOME #1

Understand, via a panel discussion, the various perspectives and functions of units and wings in order to work well within both entities.

1. Have a Squadron Officer and a Wing Staff Member in each of the following areas make up a panel for discussion:
 - Finance
 - Logistics
 - Aerospace Education
 - Safety
 - Operations
 - Command
 - Others, as needed or desired

DESIRED LEARNING OUTCOME #2

Give the students an opportunity for a question and answer session for clarity and purpose.

1. Have the students question the panel on issues that are important to them.
2. Have the panel make pertinent connections between the unit and wing structure and functions for better understanding of both entities.

CONCLUSION

SUMMARY

1. Each person has personal obligations to fulfill in becoming a member of the organization and these need to be recognized and acted upon during membership performance and activity.
2. Each person has the right to be informed of various corporate responsibilities available to become a beneficial part of a team. After selection of personal corporate responsibilities for ownership, each person has the obligation to fulfill these to the best of his/her ability.
3. Each person has the right to be informed of the unit, wing, region, and national structure and functions to be able to perform at a level of excellence while a member of CAP working within all of these entities.

REMOTIVATION & CLOSE

As a volunteer organization, CAP needs each member to set personal goals for self-fulfillment within the organization. Just as important, each member needs to be given the opportunity to explore and locate the area(s) in which he/she can be most productive to the team. Each member has the responsibility, then, to learn his/her role and do his/her personal best to fulfill that responsibility with the best interest of the organization always at the forefront.