CIVIL AIR PATROL
U.S. AIR FORCE AUXILIARY

Level V
Civil Air Patrol Culture and Its Unique Challenges

Sep 2026

Desired Learning Objectives

- Analyze culture(s) in Civil Air Patrol for positive and negative aspects and determine how these aspects impact the organization.
- Discuss the challenge of retention and explain the risk this presents to CAP.
- Discuss the importance of our mission continuing to evolve and the impact if we don't evolve.
- Understand how leaders set the example and influence organizational change that can impact culture and morale.

Desired Learning Objectives (cont.)

- Understand the challenge of cadet protection, its importance, and how you can help CAP in this vital area.

- Respond to a current organizational challenge that is identified by the instructor, such as airworthiness safety, aging membership, cadet protection, stakeholder experience, etc., with potential solutions for discussion and consideration.

CAP Culture and Its Unique Challenges

- Brief review
- What challenges does Civil Air Patrol face today?
- What are some of the positive and negative aspects of CAP's culture, and how do these aspects impact the organization?

Addressing Challenges

- Why is retention a challenge?
- Why is mission evolution a challenge?
- What are some innovative ways that leaders can help CAP face challenges related to cadet protection?
- What are some innovative ways that leaders can help CAP face challenges related to airworthiness?

Addressing Challenges (cont.)

- What are some innovative ways that leaders can help CAP face challenges related to safety?
- What are some innovative ways that leaders can help CAP face challenges related to stakeholder experience?

➢ How do these challenges relate to each other?

➢ What is the role of you as a leader in helping CAP overcome these challenges?

In Class Exercise

- The class will compile their lists of challenges into one master list, then vote on the top three (or as directed by the instructor)

- Work as a group to respond to a current organizational challenge that is identified by the instructor, such as airworthiness, safety, cadet protection, stakeholder experience, aging membership, etc., with potential solutions for discussion and consideration.

- If working in seminar groups, brief your seminar's results to the class for discussion.

Summary and Closure

We have discussed the positive and negative aspects of CAP culture and some of the challenges the organization faces.

As leaders, each of us has a responsibility to take ownership of the challenges we see and help to solve them.

Leaders play a key role in ensuring followers' health and safety. The culture leaders allow to develop will impact the other challenges.