



HEADQUARTERS NORTH CAROLINA WING
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
3520 Alamance Road
Burlington NC 27215



11 May 2022

MEMORANDUM FOR NCWG CADET ADVISORY COUNCIL REPRESENTATIVES

FROM: NCWG CAC/Recorder

SUBJECT: CAC Meeting Agenda for 10 April 2022

1. OPENING BUSINESS

a. Welcome

- i. C/1st Richardson welcomed the council to this month's meeting

b. Roll Call

- i. C/Capt Peter (NC-019 Assistant)
- ii. C/CMSgt Smith (NC-024 Assistant)
- iii. C/SMSgt Walker (NC-143 Primary)
- iv. C/CMSgt Radom (NC-145 Primary)
- v. C/CMSgt Thaker (NC-301 Primary)
- vi. C/2d Lt Kenna (NC-079 Primary)
- vii. C/SMSgt Taylor (NC-305 Primary)
- viii. C/Maj Morrison (NC-022 Assistant)
- ix. C/CMSgt Gragg (NC-052 Primary)
- x. C/SrA Joyce (NC-070 Primary)
- xi. C/CMSgt Lane (NC-007 Primary)
- xii. C/MSgt Russ (NC-170 Primary)
- xiii. C/2d Lt Lee (NC-162 Primary)
- xiv. C/CMSgt Bane (NC-300 Primary)
- xv. C/CMSgt Muppuri (NC-300 Assistant)
- xvi. C/1st Lt Richardson (NCWG CAC Chair)
- xvii. C/1st Lt Brown (NCWG CAC Vice-Chair)
- xviii. C/CMSgt Bane (NCWG CAC Recorder)
- xix. 1st Lt Nazzaro (Senior Advisor)
- xx. C/1st Lt Nesbit (NCWG Asst Rep)
- xxi. Lt Col Guadalupe (NCWG Asst DCP)

c. Region Report

- i. C/1st Lt Nesbit stated that RCAC has a few committees, such as Public Affairs, Blue Beret, and a Ranger Tab Committee.
 - ii. They are also meeting tonight.
- d. Squadron Reports: 1-3 minutes for Representatives to discuss how squadrons can actively encourage cadets to promote and advance through the program.
 - i. C/Capt Peter said they show the cadets how eServices works and is working on improving their Great Start
 - ii. C/CMSgt Smith said they are helping cadets find their way around eServices and with their drill
 - iii. C/SMSgt Walker said they are focusing on things they need to promote, helping them with eServices, and getting a promotion tracker report down.
 - iv. C/CMSgt Thaker said they are sending emails to newer cadets with a step by step guide and they are assigning the newer cadets a more experience wingman to help guide them
 - v. C/Maj Morrison said that they are hosting classes and different trainings.
 - vi. C/2d Lt Kenna said they recently had a lot of new cadets join and are talking to the element leaders about having them teach the new cadets
 - vii. C/CMSgt Taylor said they are doing something similar to Johnston County and encouraging them to study their modules
 - viii. C/CMSgt Gragg said they are focusing on training the new cadets in drill and working on recruiting
 - ix. C/SrA Joyce said they are encouraging activities that they can do when they promote, setting goals, and pulling new cadets aside.
 - x. C/CMSgt Lane said they are doing weekly call outs and having element leaders pull new cadets aside and explain promotions to them.
 - xi. C/MSgt Russ said they are having study halls and focusing on their cadets having inperson tests
 - xii. C/2d Lt Lee said they are having line staff get to know the new cadets, mentor them, help with their promotions, having airmen schools, and have taught several classes on how to navigate eServices
 - xiii. C/CMSgt Bane said they are calling cadets up weekly to congratulate them on their promotions and have quarterly Great Starts
- e. Committee Reports
 - i. The NCO Creed Committee is starting on their proposal and is planning to present at the May meeting
 - ii. The Recruiting and Retention Committee has finalized their idea and has started on their advocacy paper
 - iii. The Cadet IT committee is drafting their proposal and working on the feedback they received
 - iv. The ES committee has finished a draft of their paper and is going to present to stakeholders soon
 - v. The Cadet Training Committee has finished their advocacy paper and are editing it.

- vi. The ES Patch committee has finalized their idea and is going to reach out to stakeholders soon
- 2. OLD BUISNESS
 - a. The minutes will be presented next month due to lack of being sent out
- 3. NEW BUISNESS
 - a. Full Range Leadership Guided Presentation and Discussion
 - i. Presentation
 - 1. Normative Committee Behavior
 - a. Attend meetings
 - b. Offer minimal contribution
 - c. Avoid additional work
 - d. Unprepared for committee meetings
 - e. Distracted by personal devices or other work
 - f. Disinterested or disengaged
 - g. Non-Responsive to requests for info
 - 2. Active Engagement
 - a. Prepare for committee meetings
 - b. Consistently contribute to the conversation
 - c. Collaborate with others
 - d. Take on tasks or volunteer for assignments
 - e. Actively listen and express positive body language
 - f. Complete assigned tasks on time
 - g. Continue conversations outside of the committee
 - h. Respect committee leadership
 - 3. Motivated Defined
 - a. Intristic Motivation: Doing something for it's inherent satisfaction
 - b. Extrenstic Motivation: Doing something because it leads to a seperable outcome
 - c. Leadership Application: Inspiring people to do what needs to be done because they want to do it.
 - 4. Pink's Motivation Theory
 - a. External motivation only works for simple straightforward tasks
 - i. Carrot & stick approach does not work for tasks requiring creativity...
 - ii. Financial reward systems can actually lead to poorer performance
 - iii. Once people perceive that they are paid fairly, they become much more intrinsically motivated
 - b. Intrinsic Motivation Elements
 - i. Autonomy
 - 1. Self-direction is better
 - 2. Examples of autonomy

- a. Time
- b. Technique
- c. Team
- d. Task

ii. Mastery

- 1. One of the most crucial components
- 2. The desire to continually improve at something that matters
- 3. There are three laws of Mastery
 - a. Mastery is a mindset
 - b. Mastery is pain
 - c. Mastery is an asymptote

iii. Purpose

- 1. Desire to do things in service of something larger than ourselves
- 2. People intrinsically want to do things that matter
- 3. Mission and goals need to be properly communicated

5. Full Range Leadership

- a. FRL helps resolve issues that arise in dynamic environments
- b. Particularly helpful in the military
 - i. Illustrates behaviors needed to accomplish mission
- c. One way to visualize the behaviors is through the Full-Range Leadership Model (FRLM)

6. Full Range Leadership Model

- a. There are three main elements of the FRL Model
 - i. Laissez-faire
 - ii. Transactional (CR, MBE-A, MBE-P)
 - iii. Transformational (II, IM, IC, IS)
- b. Dynamic movement between elements
 - i. Represents an increasing impact on performance
 - ii. A range of leadership activity and effectiveness

7. Applying FRL

- a. NOT a continuum from “bad” to “good”
- b. Different circumstances require different behaviors
- c. May utilize several behaviors in one day or at the same time
- d. Blending and emphasizing behaviors is critical
- e. Laissez-faire is the absence of leadership: avoid it!

ii. Discussion

- 1. What does the principle of active engagement mean to you?

- a. C/CMSgt Smith said discussing something they find interesting and clarifying and asking questions
 - b. C/CMSgt Lane said let them process information and have them involved
 - c. C/2d Lt Kenna said making sure their voices are heard and making it interactive
2. What gets in the way of active engagement?
 - a. C/Maj Morrison said some people have social anxieties issues and let fear get in the way.
 - b. C/MSgt Russ said some people feel too experienced and have heard about it before so they assume they know everything there is to know.
 3. How can we inspire other committee members to be actively engaged?
 - a. C/Capt Peter said having some level of comradery, standarizing ice breakers, just having fun and getting to know the people you are working with
 4. How do the 3 elements of Intrinsic Motivation (Autonomy, Mastery, and Purpose) relate to us as leaders?
 - a. C/CMSgt Lane said being motivated to be a good leader and continue to enjoy and learn what leadership can offer
 - b. C/SMSgt said support and motivate each other
 - c. C/CMSgt Gragg said intrinsic motivation is a thing you have to have for yourself and to not expect an award
 5. What are ways that we can work to motivate ourselves, and what are ways that we can work to motivate our team?
 - a. C/SrA Joyce said rewards and getting to know the knowledge.
 6. Compare and Contrast Transactional leadership and transformational leadership. What are the pros and cons of each?
 - i. C/2d Lt Fromme said doing it on your own versus someone else wanting you to do it.

4. CLOSING

- a. Next CAC Assembladge
 - i. Date: 21st May 2022 @ 0830-1200
 - ii. Location: Wing Headquarters
- b. Upcoming Events
 - i. Black Spade ES Training, 8-10 April
 - ii. MAR Cadet Competitions, NCWG HQ, 9 April
 - iii. NCWG Summer Encampment, 26 June - 1 July
- c. Adjournment
 - i. C/1st Lt Richardson motioned to adjourn
 - ii. C/SMSgt Walker seconded the motion at 2123

//SIGNED//
DAVIDA G. BANE, C/CMSgt, CAP
North Carolina Wing CAC Recorder

cc: NCWG/CC
NCWG/CP
NCWG/CPA
MAR/DCS-CP
MAR/DCS-CPA