



United States Naval Academy



The lone Sailor keeps the watch...

**Leadership Education
& Character Development**
CAPT Michael D. Michel, USN



Naval Academy Mission

“To develop Midshipmen **morally, mentally** and physically and to imbue them with the highest ideals of duty, honor and loyalty in order to ***graduate leaders who are dedicated to a career of naval service*** and have potential for future development in mind and character to assume the highest responsibilities of command, citizenship and government.”



The Leader Development Pyramid



USNA Leadership Education Continuum

Plebe Summer

NL100
Learning to Follow

Followership and Officership Introduction

Officer Identity
- Warrior
- Servant of the Nation
- Leader of Character

Followership
• Active and exemplary

4/C YEAR

NL110
Preparing to Lead

Self Perception and Awareness

- Exercising self-leadership
- Conducting self-assessment
- Understanding self purpose
- Developing personal vision
- Building and managing healthy relationships

3/C YEAR

NE203 Ethics and Moral Reasoning

Military Values, Self-Discipline, and Motivation

- Learning the ethical framework of officership
- Applying moral reasoning
- Learning what it means to kill with honor
- Understanding character and virtue
- Understanding duty

2/C YEAR

NL310
Leadership Theory and Application

Military Leader Performance – “Doing” Leadership

- Building social awareness and empathy
- Holding self and others accountable
- Aligning personal and organizational values
- Learning to build trust
- Learning combat leadership

1/C YEAR

NL400
Law for the Junior Officer

Operational Law and Military Justice

- Operational law/ theories governing the profession of arms.
- Military justice systems.
- Legal issues and the appropriate avenues for their resolution

Character Capstone

Military Leader Reflection Seminar

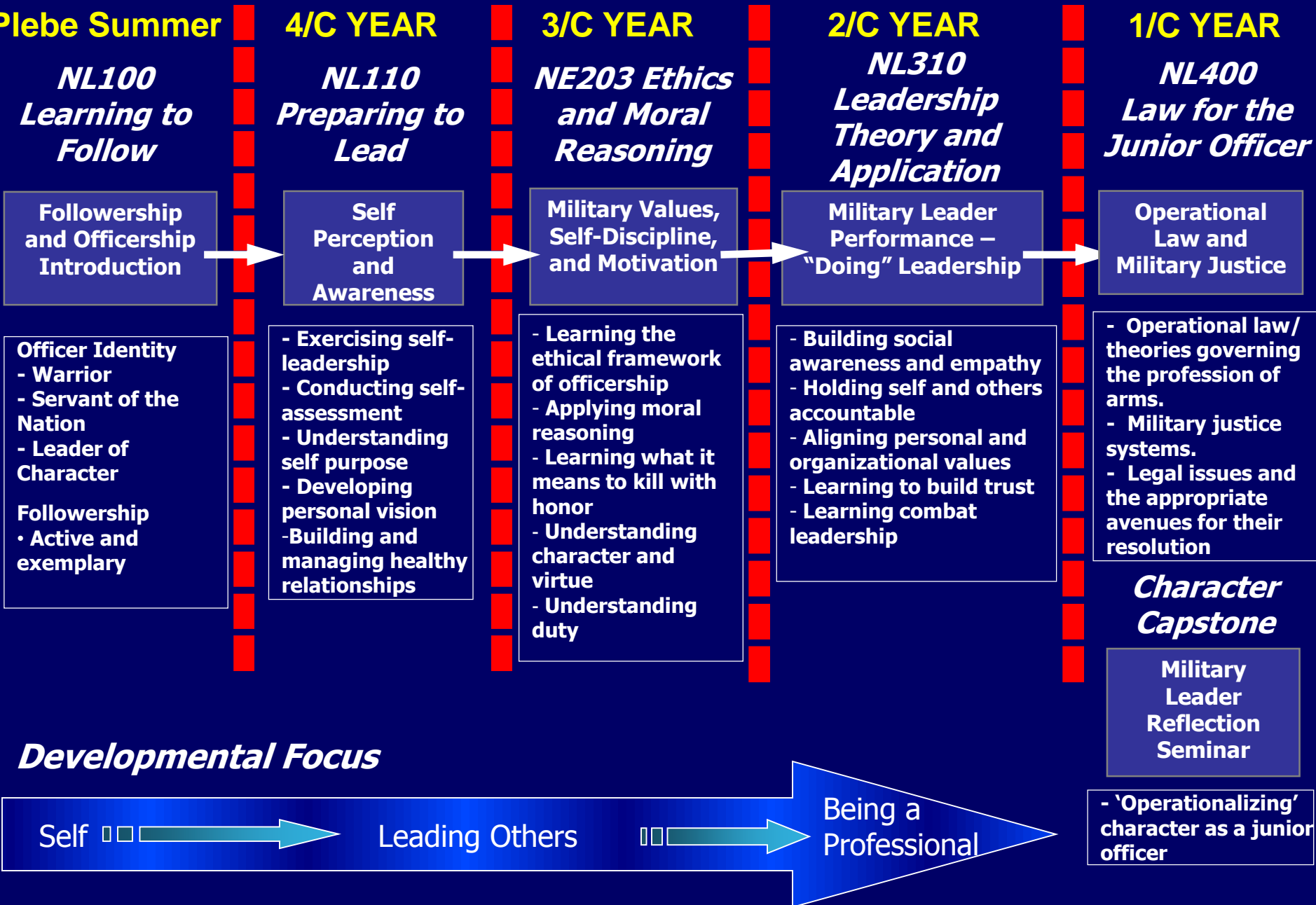
- ‘Operationalizing’ character as a junior officer

Developmental Focus

Self

Leading Others

Being a Professional



Experiential Leader Development





Experiential Leader Development

■ Three ELD Processes

- Priming leader role preparation
- Driving knowledge transfer to experience
- Guiding reflection to shape meaning and make learning stick

■ Three ELD Touchpoints

- **Follower:** *Knowing yourself, dealing with stress, being a teammate*
- **Leader:** *Possessing the knowledge, skills and identity*
- **Professional:** *Aspiring to the commitment of officership*



Character Development Program

- **Plebe Summer Character Development Lessons**

- 10 lessons introducing concepts of Honor and Character

- **Plebe Summer Character Speaker Series**

- Honor, Captain Gerald Coffee, USN (Ret)
- Courage, Mr. Nathaniel Fick, USMC Captain
- Commitment, MGEN Charles Bolden, USMC (Ret)
- Holocaust, Ms. Nesse Godin, Survivor

- **Second Class Travis Manion Foundation Speaker**

- 2015 was the first year the message of “If not me, then who?” is included in the Character Development Program

- **First Class Character Capstone Seminar**

- Day long seminar to serve as the culminating event for four years of Honor, Ethics, and Leadership training.



What is Honor?





THE HONOR CONCEPT OF THE BRIGADE OF MIDSHIPMEN

Midshipmen are persons of integrity:
**WE STAND FOR THAT WHICH
IS RIGHT.**

We tell the truth and ensure that
the full truth is known.

WE DO NOT LIE.

We embrace fairness in all actions.
We ensure that work submitted as our
own is our own, and that assistance
received from any source is authorized
and properly documented.

WE DO NOT CHEAT.

We respect the property of others and
ensure that others are able to benefit
from the use of their own property.

WE DO NOT STEAL.

History of the Honor Concept



1865: “Code of Honor” formed under RADM Porter

- Implementation of “Oral Code”
- Honor duels and fights

1905: Branch-Meriwether fight

- MIDN Branch dies/MIDN Meriwether court-martialed

1951: Honor Concept formalized

1974: Compromise of Navigation final

- Midshipmen reported / 61 cases handled

1978: Congressional Review of Honor

- US Service Academies

1986: Honor Concept Study Group

- VADM Lawrence led
- Added “A midshipmen is a person of integrity”

1992: EE cheating scandal

- 133 accused of cheating (29 separated)

1993: Nolan and Armitage Reports

- Strengthen Character Development

1994 Brigade Honor Treatise Published

2005: Honor Concept Revision

- Focus on remediation
- Chain of Command involvement



The Leader Development Pyramid

