

The TEAM Leadership Model is an acronym for the elements of training, education, accountability, and management. The sum of my experience led to me developing the model during the latter part of my military career. Prior to the last three years of my career, I used it as a framework to brainstorm, plan, and create strategy aligned with my duties as the functional manager for Air National Guard Recruiting and Retention. During the last three years of my career, I modified it to focus on the three topic areas of accountability, development, and commitment (ADC). This was a condensing of the TEAM elements, and it was intentional to simplify how I discussed leadership across the entire organization.

During our early discussions of leadership style and model in the DEL program, I continued with the ADC model. During the last few classes though, as I considered all that I had learned and what I hope to do post DEL program, I returned to the TEAM Leadership Model format. This was for a couple of reasons. The first is that the longer form of the acronym is more representative of the five main elements that exist within organizations, in my opinion at least. The second is that it serves as a better framework for what I would really like to do which is teach and mentor leadership to others. Lastly, I have added the fifth combined element of communication and commitment to the model.

This is in part because of all that we have learned throughout the DEL program. As my understanding of how complexity impacts organizations and discourse drive their direction and strategy, I believe the model better serves as a roadmap for individual and organizational success.

The topical areas of the TEAM Leadership Model are also the foundations of the artifacts that I will present as a part of the portfolio. The model combines the core tenets of what I believe about leadership based on my overall education and experience. Presenting them as artifacts reflects examples of experiences that I could use to teach others. There are also examples of draft lesson plans associated with each element of the model.

In summary, the TEAM Leadership Model was refined to the ADC model during my military career and the first part of my DEL journey. Even in its current iteration, the model retains most of the original core tenets. The major difference now is how I think about those core tenets. As I grew and learned more within the DEL program, I began to see that the TEAM model would serve to better frame and teach leadership to others. By expanding it to include the combined element of communication and commitment due to the DEL program, it has evolved as far as it can for now. I look forward to coaching and mentoring others using the model to help them achieve success.