

VETERAN EDUCATION PROGRAM

Description:

CTR Factor Non-Profit Alliance intends to enable **EDUCATION** for veterans on integrating into civilian roles in non-military organizations where the expectations and culture might be different than what they are used to.

MODULE 1 - TALENT MANAGEMENT OF VETERANS

TARGETED AUDIENCE: COMPANIES/ORGANIZATIONS EMPLOYING VETERANS

IN-PERSON FACILITATED, LIVE or INTERACTIVE RECORDED WEBINAR

Military service is a great opportunity to hire veterans with highly developed skills and talents honed by membership in the most elite military organization on the planet. However, for employers and veterans alike, there are challenges to overcome in attracting, retaining, and advancing veterans in civilian life associated with cultural differences between the two environments. Through an engaging mix of insights, exercises, illustrations, activities, polls, and videos, learn how to recruit and manage veteran talent as an organization for maximum impact.

MODULE 2 - TRANSITION TRAINING FOR VETERANS

TARGETED AUDIENCE: TRANSITIONING VETERANS/VETERANS CURRENTLY EMPLOYED

IN-PERSON FACILITATED, LIVE or INTERACTIVE RECORDED WEBINAR

Military cultures earn the 3 currencies of influence most used by great leaders – credibility, trust, and respect - in different ways, depending on their implicit beliefs, attitudes and philosophies. Often these norms are subliminal and subconscious, instinctual and inculcated. The earning of credibility is influenced by norms like time orientation, change orientation, and work-life orientation. The leadership currency of trust is earned startlingly differently in the military in comparison to the civilian world as a result of different cultural norms like relationship orientation and communication style. The leadership currency of respect is given to age, seniority and tenure in the civilian world, and to expertise and accomplishments in the military. Civilians and military service members earn these currencies in different ways, and this session will help you understand them and deal with them.

MODULE 3 - CTR FACTOR LEADERSHIP FOR MILITARY SERVICE

TARGETED AUDIENCE: CURRENT MILITARY SERVICE MEMBERS AND FUTURE VETERANS

IN-PERSON FACILITATED, LIVE or INTERACTIVE RECORDED WEBINAR

Military service members receive some of the most advanced leadership training in the country. Leadership is the ultimate, magnificent act of free will on the part of those who follow, and the magical secret of great leaders is that they have figured out how to make that act happen consistently and predictably. CTR Factor explores the science of gravitational leadership by examining the currencies that need to be earned (Credibility, Trust & Respect), assets that need to be built (Results, Relationships, & Resources), and investments that need to be made (Capabilities, Character, & Competencies). This model applies especially well to the current service members in the military and can be leveraged effectively to improve one's leadership skills, regardless of whether one is an officer or an enlisted service member

MODULE 4 - CULTURAL DEXTERITY

TARGETED AUDIENCE: CURRENT MILITARY SERVICE MEMBERS AND FUTURE VETERANS

IN-PERSON FACILITATED, LIVE or INTERACTIVE RECORDED WEBINAR

Military personnel are asked to serve in several countries around the world, wherever US military bases might be, or US presence is needed for missions. It is especially important for them to understand how global cultures earn the 3 currencies of influence most used by great leaders – credibility, trust, and respect - in different ways, depending on their implicit beliefs, attitudes and philosophies. The earning of credibility is influenced by norms like time orientation, change orientation, and work-life orientation, and is very different in Japan than in Germany, for example. The currency of trust is earned differently in Asian, Middle Eastern, Latino, and African cultures, where communication is much more indirect, and relationships are much more personal, than in Europe, North America, and Australia. Earning the currency of respect in South America or Asia or Africa, where respect is given to age, seniority and tenure, happens very differently than in North America or Europe, where expertise and accomplishments are needed to earn respect. Knowing these different drivers and adapting to them is critical for itinerant military service members.

