**Episode 6 – Lead by Example Outline**

**INFORMATION:** Leadership by example is the most powerful tool available to you to inspire trust and loyalty in those you lead.

**History Segment:** Chief Watertender Peter Tomich, USS Utah. Medal of Honor citation:

"For distinguished conduct in the line of his profession, and extraordinary courage and disregard of his own safety, during the attack on the Fleet in Pearl Harbor by the Japanese forces on 7 December 1941. Although realizing that the ship was capsizing, as a result of enemy bombing and torpedoing, Tomich remained at his post in the engineering plant of the U.S.S. Utah, until he saw that all boilers were secured and all fireroom personnel had left their stations, and by so doing lost his own life."

A little known fact is it took sixty-four years and six months after the Pearl Harbor attack to find the next of kin to award CWT Peter Tomich’s medal to.  This was the first time that  the United States had such a length of time elapsed between the awarding of this country’s highest military honor, and the presentation of that honor to the person’s next of kin.

It troubled Rear Admiral Robert Lunney that the Medal had not been awarded to the next of kin and after a long search in which he funded his own travel to Croatia, he found himself on May 18, 2006, aboard the aircraft carrier USS *Enterprise* (CVN-65), anchored off the coast of Split, Croatia. There, with full Navy honors and plenty of brass on hand, the long-orphaned medal found a home. It went to a distant cousin of Chief Tomich, Lt. Col. Srecko Herzeg-Tonic (ret.) of the Croation Armed Forces.  He is the grandson of John Tonic with whom Tomich had immigrated to the United States in 1913. For the Tonic clan, it was an emotional moment. For Admiral Lunney, it was a triumph, tempered by the somber recognition that “a true naval hero sacrificed his life.” The admiral’s family joined him on the Enterprise. So did the commander of the New York Naval Militia, Rear Adm. Robert A. Rosen, who had a question: “What makes a man, when the ship is hit with torpedoes and listing 40 degrees and sinking, what makes this simple and honest and straightforward man stay at his duty station, chasing the people in his command to get out?” Admiral Rosen did not pretend to have an answer. “That is what is remarkable in human nature,” he said, that what we call valor “is done by people who seemingly are so ordinary on the outside.”

**I. Introduction**

A. Attention (Leading by example is the best possible way to influence those you are charged with leading to follow you.)

B. Motivation (Junior Sailors need to understand the power of that example in both the junior level leadership positions they find themselves in, but also in the way they represent themselves to shipmates, other services and the civilian population as United States Sailors.)

C. Overview (We’re going to talk about the power of leading by example, why it is so effective and talk through some examples of leading in this way.)

**II. Body**

A. Main Point 1 (What is leadership by example?)

1. Sub-point (Talk the talk, walk the walk) – the most powerful examples we see are the ones we point at and say “that’s a leader”. They live by the principles they lead by.

1. Sub-point (Not hiding behind a facade) – no one is perfect, especially your leaders. Use those imperfections as training opportunities.

1. Sub-point (Passion) – This is the piece that creates belief and trust and is often overlooked. Don’t be afraid to let them see it – there is a distinct difference between passion and anger/frustration, and they ARE smart enough to tell the difference.

B. Main Point 2 (Why is it so effective?)

1. Sub-point (Trust) – It builds trust. Knowing that you have the integrity to live by the principles you lead with builds unshakable trust. UNTIL YOU DON’T.

2. Sub-point (Belief) – They believe in you. They believe what you say because you give them a reason do with your actions.

3. Sub-point (Loyalty) – Loyalty is created when the trust and believe is built. Your charges will run through a brick wall for you. Even if they don’t “like” you.

C. Main Point 3 (Examples) –

1. Sub-point (Uniforms) – This is my favorite. People ask me why I maintain my uniform the way I do. Why I shine leather shoes instead of wearing cloraframs…

1. Sub-point (Get in the trenches) – Show your people you are willing to do the

same things they are. Show them you care and are right there with them all the time.

**III. Conclusion**

A. Summary – So we talked about…

1) What leadership by example is (Walk the walk, not hiding behind a façade, Passion) – Dad Story

2) Why it is so powerful (Trust, Belief, Loyalty)

3) Examples

B. Re-motivation (Danger of not leading by example)

C. Closing (Be the leader you want to follow. Use the powerful examples you have had of either positive OR NEGATIVE leadership and mold yourself into the leader that you always yearned for. They are out there STARVING FOR THAT LEADERSHIP. Go give it to them.)