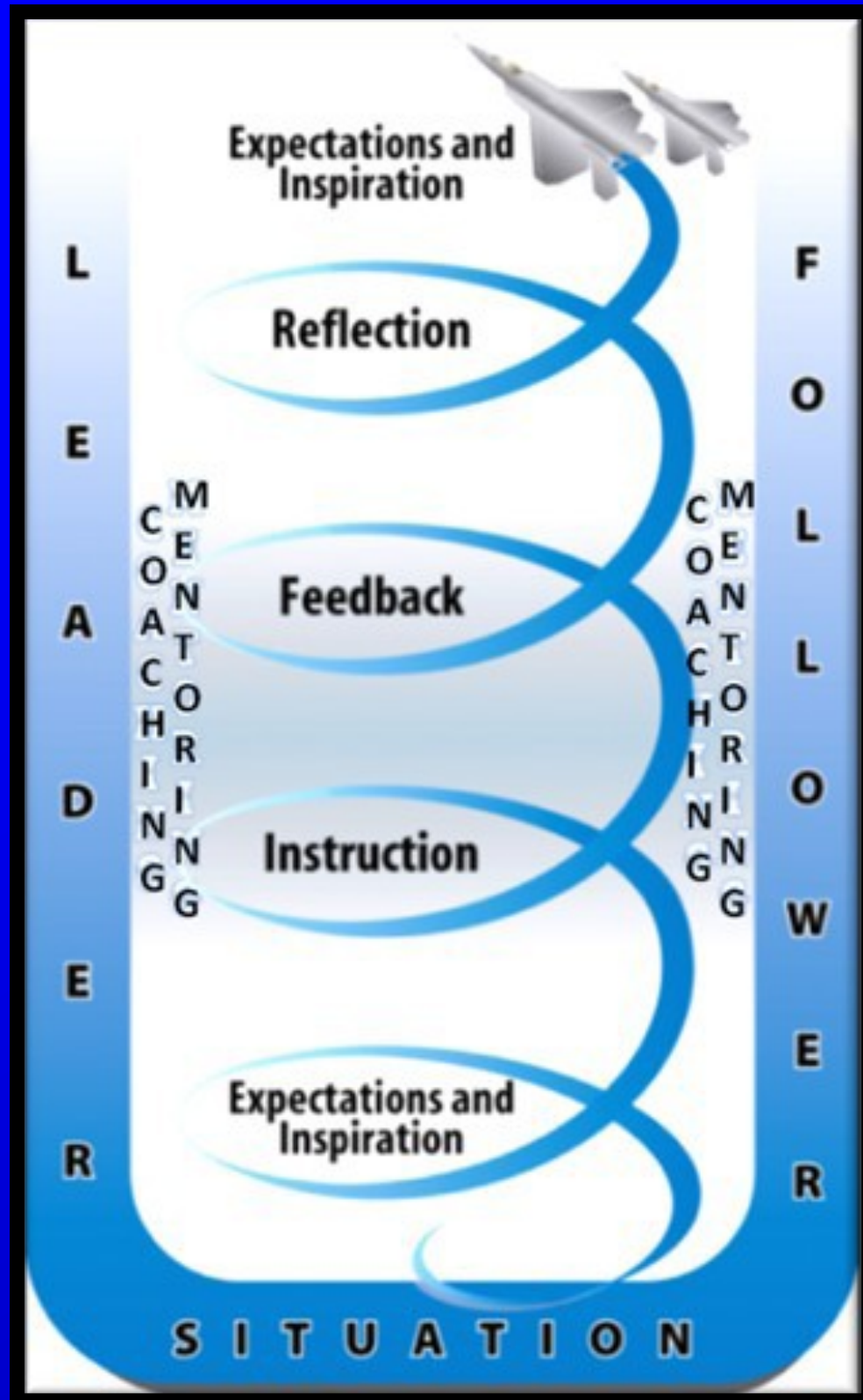


Leadership Growth Model



Becoming a *leader of character* depends upon a four-year development process. Cadets must develop their skills and perspectives as both leaders and followers because they will serve simultaneously in both capacities at USAFA in the same way officers serve as both leaders and followers at every level of the Air Force.

The LGM defines the key relationships among leaders, followers, and the situation in terms of a four-stage, continuous process. The above chart details the four stages of the LGM: **Expectations and Inspiration, Instruction, Feedback, and Reflection.**

First, the leader sets **expectations** with the follower and provides **inspiration** by developing a shared understanding of purpose. The leader then provides the essential **instruction** to help the follower meet the leader's, follower's, and organization's expectations and objectives. As the follower works toward these objectives, the leader assesses the follower's competency and provides **feedback** throughout their engagement. Finally, the **reflection** stage (where the leader and follower review their expectations, instructions, and feedback) crystallizes any lessons learned and prepares participants to enter the next cycle.