



California Cadet Corps Curriculum on Leadership



L3/B: Leadership Roles at the Brigade Level



Agenda

B1. What is a Brigade?

B2. The Brigade Command Team

B3. The Brigade Staff and Brigade Support Team

B4. The Brigade as Part of the 10th Corps



WHAT IS A BRIGADE?

B1. Define what a brigade is within the context of the California Cadet Corps.



What is a Brigade?

OBJECTIVES

Cadets who complete this section of the Leadership Roles Strand will be better prepared to work within the structure of the CACC Brigade and 10th Corps, and to serve successfully in leadership positions within the California Cadet Corps.

Plan of Action

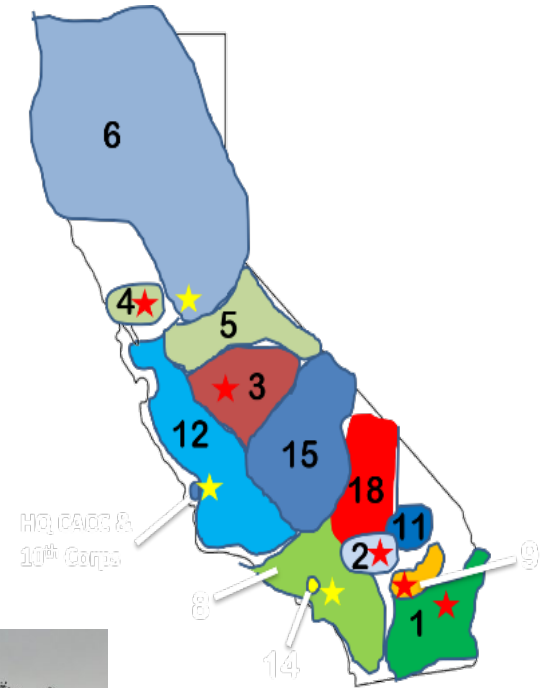
2. Define what a brigade is within the context of the California Cadet Corps.

Essential Question: What forms do brigades take in the California Cadet Corps, and where do they fall in the organizational structure?



What is a Brigade?

- California Cadet Corps Unit
- Staffed with a Headquarters element
- Two or More Battalions
- Provides Regional Command and Control



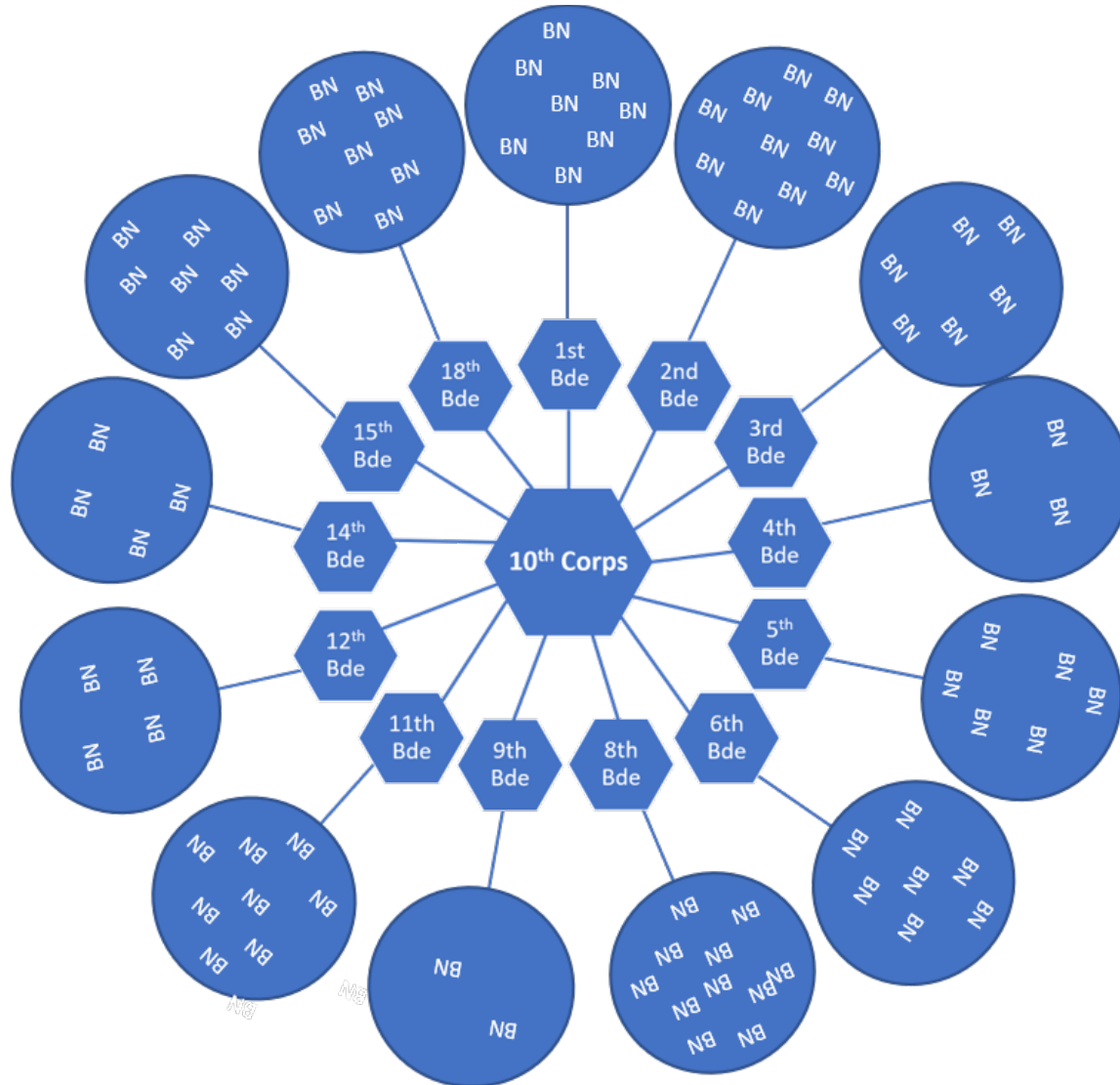


What a Brigade Can Be

- All CACC schools in a school district or city
 - A military institute with 2 battalions
 - All CACC schools in a regional area
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- In all cases, it's the higher headquarters for at least two battalions
 - Subordinate to the CACC 10th Corps



CACC Organization





More than just a HQs

- Sum of individual units
- History & Tradition of CACC in the area
- Personality of its Leaders
- Unifying element for its units
- Represents CACC to schools
- Opportunity for higher levels of leadership







Check on Learning

- a. What is the minimum number of battalions to make a brigade?
- b. Which of the following can't be a brigade?
 - a. All CACC schools in SF Unified School District
 - b. A military institute with 2 battalions
 - c. A CACC unit in extreme Northern California
 - d. All CACC schools in LA County
- c. Who is the Brigade Commander's boss in the cadet chain of command?



THE BRIGADE COMMAND TEAM

B2. Describe the roles of the Brigade Command Team, including the concepts of command climate and the requirements of senior leadership.



The Brigade Command Team

- Brigade Commander
- Deputy Commander*
- Executive Officer
- Command Sergeant Major

* In very large brigades only





What They Do . . .

- Set the brigade's command climate
- Ensure open communications flow from Corps through Platoon levels – up and down
- Influence
- Motivate



Command Climate

The atmosphere created by the chain of command within which the unit operates.

- Morale
- Esprit de Corps
- Discipline
- Presence (how cadets carry themselves)
- Core Values
- What it means to be a part of that unit



Setting Command Climate

- Provide direction & motivation
- Open lines of communication
- Leadership presence
- Leading by example
- Establishing Vision & Goals
- Promoting esprit de corps
- Unit identity



Communication

- Awareness of what's going on
 - Activities, plans, vision & goals, who's who
- Announcements, bulletins, etc.
- Commanders aware of problems & issues and actively working to solve them
- Feedback on how things are going
- Accomplished through presence, websites, announcements, bulletins, social media, leaders visiting units, conference calls, meetings, etc.



Influence

Leaders influence their unit by providing direction and motivation

- Clear Vision
- Established Standards
- SMART Goals
- A disciplined environment
 - Cadets doing what they should even without being told
- Standard Operating Procedures
- Setting the example



Motivation

- Leaders motivate subordinates by
- Being a moral compass for the organization
- Leading by example
- Encouraging healthy competition
- Rewarding success
- Showing respect for cadets at all levels
- Making duty fun and rewarding



Brigade Commander

- Intermediary between cadets and adults
- Sets Vision and Goals
- Puts together a Staff
- Represents the Brigade to Corps
- Leads at brigade level cadet activities
- Trains brigades officers
- Checks on performance of battalions



Executive Officer

- Leads the Brigade Staff
- Plans activities
- Executes the plan to make activities happen
- Guides Staff in ensuring battalions prepare for Annual General Inspection in each staff area
- Assists the Commander



Command Sergeant Major

- Provides feedback to the Commander on what's happening throughout the brigade
- Trains and motivates brigade NCOs
- Establishes standards of conduct
- Expert on drill and uniforms



Check on Learning

1. T/F Insisting cadets wear their caps in uniform outside adds to a better command climate.
2. Whose primary job is to ensure the Staff has what they need to plan activities?
A) Commander B) XO C) CSM
3. Who is the brigade expert on uniform rules?
A) Commander B) XO C) CSM



THE BRIGADE STAFF AND THE BRIGADE SUPPORT TEAM

B3. Describe the roles played by the Brigade Staff, including how they interact with the Battalion and Corps staff in their functional area.



Brigade Staff

Mirrors Battalion Staff

- S1: Personnel and Administration
- S2: Safety and Security
- S3: Training and Operations
- S4: Supply and Logistics
- S5: Civic, Public, and Military Affairs
- S6: IT and Communications



Brigade Staff Role

- Higher level than battalion staff
- Provides oversight to battalion operations
- Approval route for some staff actions
 - Some orders, promotions, awards
- Planning and executing brigade events



Staff Planning

- Cadet Activity Planning Process (CAPP)
- CR 3-14

Step 1: Envision the Activity

Step 2: Initial Planning

Step 3: WARNORD/Marketing/Staff Selection

Step 4: Detailed Planning

Step 5: Support Planning

Step 6: Preparation

Step 7: Execution

Step 8: Assessment



Functional Areas

- Brigade Staff should provide training to the cadets on Battalion Staff in each functional area (S1, S2, etc.). This usually occurs at a Brigade Command & Staff School.
- Help prepare for AGIs
 - If the Brigade Staff work with the Battalion Staffs from all of the to-be-inspected schools, all will improve and do better in the AGI
- Run functional area operations at brigade activities



Regulations for Staff: S1

- CR 1 General Administration
- CR 1-1 Cadet Decorations & Awards
- CR 1-5 Cadet Appointments & Promotions
- CR 1-6 Annual General Inspection
- CR 1-8 Cadet Uniforms & Insignia
- CR 3-14 Cadet Activity Planning
- CR 3-22 CACC Organization



Regulations for Staff: S2

- CR 1 General Administration
- CR 1-6 Annual General Inspection
- CR 2-1 Safety, Risk Management,
Environmental, & Cadet Protection
- CR 3-14 Cadet Activity Planning
- CR 3-22 CACC Organization



Regulations for Staff: S3

- CR 1 General Administration
- CR 1-6 Annual General Inspection
- CR 3 CACC Training
- CR 3-1 Leadership Training Schools
- CR 3-2 Field Training
- CR 3-3 Annual Summer Camp
- CR 3-4 Individual Major Awards
- CR 3-8 Competitive Drill
- CR 3-12 Physical Fitness
- CR 3-14 Cadet Activity Planning
- CR 3-17 Rifle Marksmanship Qualification Training
- CR 3-21.5 CACC Drill & Ceremonies
- CR 3-22 CACC Organization



Regulations for Staff: S4

- CR 1 General Administration
- CR 1-1 Cadet Decorations & Awards
- CR 1-6 Annual General Inspection
- CR 1-8 Cadet Uniforms & Insignia
- CR 1-12 CACC Organizational Colors & Guidons
- CR 2-1 Safety, Risk Management,
Environmental, & Cadet Protection
- CR 3-14 Cadet Activity Planning
- CR 3-22 CACC Organization
- CR 4-1 Supply Management
- CR 4-2 Care & Safeguarding of CACC Property



Regulations for Staff: S5

- CR 1 General Administration
- CR 1-6 Annual General Inspection
- CR 1-8 Cadet Uniforms & Insignia
- CR 3-14 Cadet Activity Planning
- CR 3-22 CACC Organization
- CR 5-1 CACC Public Relations Management



Regulations for Staff: S6

- CR 1 General Administration
- CR 1-6 Annual General Inspection
- CR 3-14 Cadet Activity Planning
- CR 3-22 CACC Organization

*There is no current regulation for communications.
These regulations listed are the common
regulations needed by all staff members.*



Brigade Support Team

- Adults who support the brigade
- Work for the Brigade Advisor
- Mentor the Brigade Staff, & assist them in acquiring resources needed to support cadet events
- Assist the Commandants & Brigade Staff in mentoring the Battalion Staffs



Check on Learning

1. Which of these regs applies mostly to the S4?
 - a) CR 3-2
 - b) CR 1-1
 - c) CR 4-1
 - d) CR 5-1
2. What is the primary duty of the Brigade Staff?
 - a) Plan brigade events
 - b) Supervise the BST
 - c) Write regulations
 - d) Conduct Annual General Inspections



THE BRIGADE AS PART OF THE 10TH CORPS

B4. Discuss communications as the key factor in the interaction between the Brigade Staff and the Battalion and Corps staffs.



10th Corps

- State-level cadet command for the California Cadet Corps
- Cadet leaders from throughout the state
- Selected to work on the state staff
- In addition to other assigned duties
- Strategic level of leadership



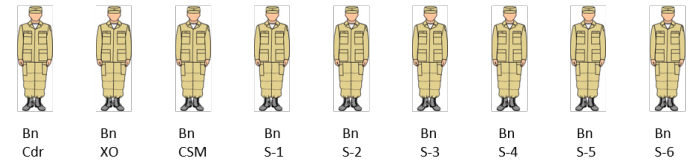
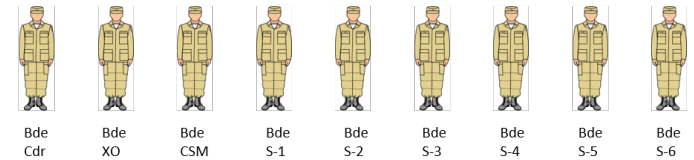
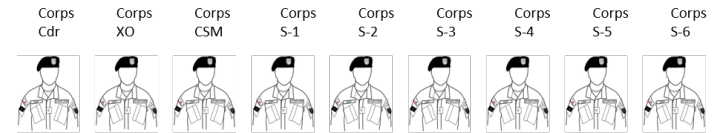
10th Corps Mission

- Provide command and control, especially during state-level events (generally XTC, Marksmanship Competition, Drill Competition, IMAs, and Summer Encampment)
- Higher command for brigades



Primary Bde-10th Corps Function Communications

- Cadets communicate up and down their functional chain S1 to S1, S2 to S2, etc.
- Cadets use the chain to
 - Disseminate info about activities
 - Solicit staff for activities
 - Put out new policies
 - Prepare subordinate units for activity requirements
 - Put out WARNOs & OPORDs
 - Coordinate staff/activity planning
 - Ask questions about activities





Check on Learning

1. What is the primary staff function performed between the Corps and Brigade Staffs?
2. Who does the Brigade Commander answer to regarding brigade participation in Summer Encampment?
 - a) Commandant
 - b) Brigade Advisor
 - c) Corps Commander
 - d) Corps S3