The Value of the Military Skill Set â€“ Part VII

Description

Part VII â€“ Ã¢â‚¬Å“Total CareÃ¢â‚¬Â•

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â€œTotal Care:â€• The concept is when you have a military unit, leadership at all levels requires â€œtotal careâ€•Â• of those assigned under you. Most every aspect of their lives are now a responsibility of the leaders. Whether itâ€™s a fire team leader, a platoon leader, battalion commander, or the head of the Joint Chiefs of Staff, everyone in your â€œdown lineâ€• is your responsibility.

I suspect the top level of this concept isnâ€™t lost on most employers, but for those without any military experience, much of the subtlety can be missed. As a result of the need to have this person ready to work 24/7, the â€œsystemâ€• has a complete care system that completely outclasses any human resources department you might imagine in the civilian sector. The difference is there are few dedicated â€œhuman resourceâ€• professionals in the loop. Much of what is required is part and parcel of what a military leader is required to do.

What this means if any service member who has had any responsibility, in combat or not, will have a broader view of what a managerial position requires. We ensured routine wellness checks were done, that teeth were cleaned, that training was scheduled and held, that administrative records, documenting professional performance were properly entered in formal records, the right gear was packed, that families were prepared legally and logistically, for time to be spent apart, that single members personal belongings were stowed safely away, that financial arrangements were completed to ensure money went to the right banks, that life insurance forms reflected the proper beneficiaries, etc, etc, etc.

On a daily basis, this may not have much effect, but you can bet these people, in management, will be more in tune with HR programs, which makes for a better cared for work force, and therefore happier employees.

Category

1. Leadership
2. Military

Date Created
March 4, 2005
Author
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