

US Coast Guard Auxiliary

New Member Integration

**The First Six
Months**



Duties for a DCP or FC

- Leadership, management, supervision, and operation of their unit, and unit member training, qualification, assignment to duty, recognition, and corrective action..
- Membership recruiting and retention.



Leadership Development

- “Member development and self-development are the two most important jobs of any leader”
- By developing your core leadership skills, you will improve morale, motivation, and retention of your members



Core Leadership Skills

- Creating member development plans
- Coaching-mentoring-engaging
- Enhancing team moral
- Providing a motivating environment
- Having member career conversations
- Setting goals and meeting them
- Performance management”



Times Change

- Tom Peters points out:
- “The days of the Lone Ranger are over. Every organization worth its salt now realizes that every person in every position is called upon to lead and lead well”



Where Are We Today?

- New members are brought on board differently in every flotilla.
- Most flotillas do not use a “high touch” approach
- After joining the flotilla, the new member quickly finds out about the cliques
- Most members underestimate the time it takes to be integrated



Your Integration Experiences

- In groups of 5-8 people, discuss your Integration to college or a new job (not the Auxiliary)
- What elements made your Integration successful?
- What elements made your Integration difficult?



What is an Integration?

Provides the fundamental information and relationship building needed to be successful in an organization.

Why are both important?



Van France, creator of the first Walt Disney Company orientation in 1955

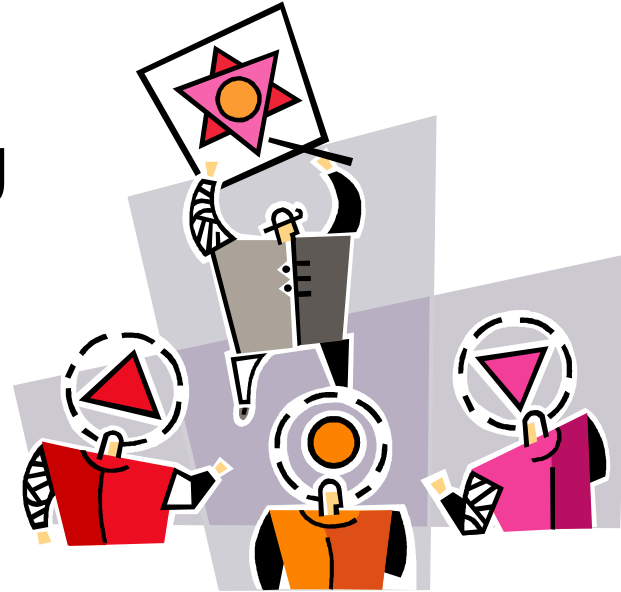
He found that people in general want to be involved in something greater than just being paid for a job... that people have a fundamental need for meaning and significance in what they do.

What does that mean for the Auxiliary?



Integration verse Orientation

- Integration is the evolving outgrowth of the careful and methodical implementation of a long-term orientation.
- It means feeling like **you are a part** of a team.



Four Stages of Group Development

1. Forming
2. Storming
3. Norming
4. Performing
5. (*'adjourning' or 'mourning'*)



Source: Jeremy Smith,
CG Station Islamorada, FL



Questions New Members Ask Themselves

1. Will I be accepted or rejected here?
2. How will this group be different from my other affiliations?
3. What exactly will this organization be like?
4. What risks will I take here?
5. How am I like other people here? Different?
6. Will I feel pressured and pushed to perform in some way?
7. How important will I be?
8. Who will be the real leaders here? What can be achieved here?



Concerns & Fears

1. I'm afraid I'll look stupid.
2. Will I tell too much about myself?
3. Will others like me?
4. What if everyone rejects me?
5. What if the group attacks me?
6. I'm afraid I'll be withdrawn and passive.
7. Will I embarrass myself?
8. What if I'm asked to do something I don't want to do?
9. What if others can tell I'm afraid and nervous?



Behavioral Characteristics

1. Silence and awkwardness.
2. High anxiety.
3. Impatience to "get the ball rolling".
4. Confusion about what everybody is supposed to be doing.
5. Storytelling, a tendency to talk about others and focus on people and situations outside of the group.
6. Central issue is trust vs. mistrust.
7. Requests for greater leader involvement.
8. Cocktail conversations, safe levels of conversation.
9. Vying for informal leadership.



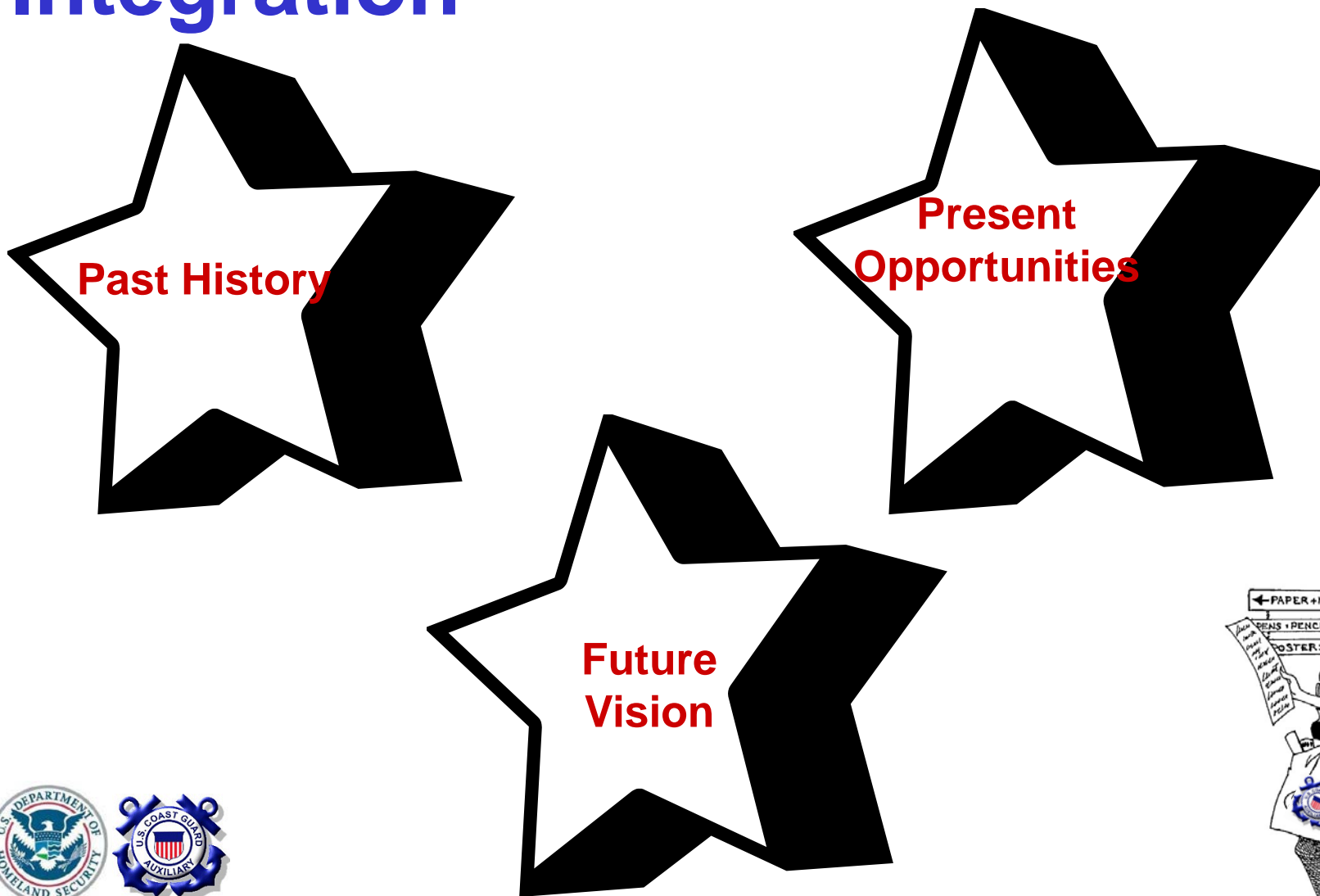
Top 10 Reasons Sure to Kill Enthusiasm

10. Long periods of time without contact
9. No one talks to the new member
8. No explanations for terms or organizational structures
7. No introductions to key people in Flotilla, Division and District
6. No short term objectives
5. No training
4. No advisor – the “go to” people
3. Not being included (i.e. coffee after the meeting)
2. Not knowing how to find resources

#1 NO FUN!



Three Components of a Good Integration

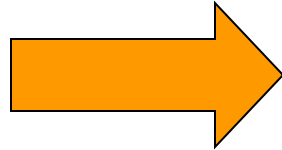


New Member Integration

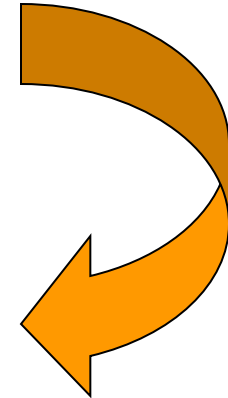
The Integration Model



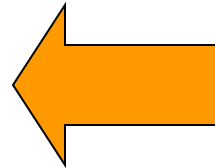
New Member Joins



Greeted by FC, Advisors & other members



Activities are placed on a six month calendar



Member and Advisor meet and plan activities



Advisors

- Auxiliarists in the unit who take a primary role in new member Integration
- Work as a team (3-5) to ensure good support for a new member
- Can be assigned “primary” or “deputy” advisor to new member
- Appoint folks who **WANT** to work with new members and have the **TIME** to work with new members



Building Your Flotilla's Integration

What are Integration activities?

Activities that are **planned with the member** for learning about past history, capitalizing on present opportunities and preparing for future missions and interests.



What are Examples of Activities?

- Attending Flotilla Meeting
- Walking docks with RBS Examiner
- Starting a training class
- Instructor Aide
- Visiting a CG Station
- Flotilla BBQ
- Attending Division Meeting
- Visiting an MSO/MSU/MSD
- Boat Crew training
- Manning a Boat Show booth
- Taking photos at an event
- Starting a qualification training



Your Turn!

- In groups of 5-8 people, brainstorm all of the different Integration activities you can
- Please PRINT legibly on your worksheets
- You will have * minutes for brainstorming
- Ready

THANKS!



Now What?

- After reviewing the list of possible Integration activities with the member, start to calendar them for a six month period
- List each activity and the advisor for each activity
- There should be a **minimum of 3** activities per month



A Sample Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7 Div. BBQ <i>George</i> 555-1234
8	9	10	11 Flotilla Mtg. <i>Audrey</i> 555-9598	12	13	14
15	16	17	18	19	20	21 VE Walk <i>Dominic</i> 555-4679
22	23	24 Instructor Tr. <i>George</i> 555-1234	25	26	27	28
29	30	31 Instructor Tr. <i>George</i> 555-1234				



What Do You Think?

- Please Share Your Feedback
- On a scale of 1-10
 - 1 = No way will this work!
 - 10 = This will work well!
- How well do you think this will work in the Flotilla?

Thank you for your
feedback!



Your Contribution

GREAT JOB!
THANK YOU!

