



NNSA Protective Force Program

ORAL PRESENTATION



TRAINING QUALITY ANALYSIS

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LEADERSHIP CHARACTERISTICS



LEADERSHIP – OUTCOMES - PERFORMANCE

- Transformational leadership
 - Idealized Influence (Attributed)
 - Idealized Influence (Behavior)
 - Inspirational Motivation
 - Intellectual Stimulation
 - Individualized Consideration
- Student Outcomes
 - Extra Effort
 - Effectiveness
 - Satisfaction
- Moderate to strong correlations
- Outcomes mediate higher levels of performance



TIME ENGAGED RESULTS



- Times captured during training observations

Physical	Discussion	Listening	Prep	Time Engaged	Time NOT Engaged
1567	321	1396	616	3900	1141
31%	6%	28%	12%	77%	23%

- Also captured instructor numbers, student numbers, topics, other venues available, actions while not engaged, and comments.
- Need to spend more time in Physical “deliberate practice” or active discussions.



INSTRUCTOR TRAINING



- Instructors should train/deliberately practice
- Rehearse student training events “with excellence”
 - Use the same equipment as students
 - Improve performance
 - Provides experience for student training
- Determine how and when to use transformational leadership characteristics
- Determine how to maximize resources during the training day
- Test the training plan – will students meet the objectives



TRAINING OBJECTIVES



- Were objectives understood prior to training?
 - Students – “Agree”
 - Instructors – “Agree”
- Were objectives met by the conclusion of training?
 - Students – “Agree”
 - Instructors – “Strongly Agree”
- Objectives were never specifically communicated
- Daily schedules were misinterpreted as training objectives
- Objectives come from EMETL assessments
- Focus on the specific need for mission performance



QUESTIONS?

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