

# The Importance of Leadership

Leadership Matters! What does it really mean? Consider for a moment, the value that good leadership brings to an organization. How is morale changed? How are people motivated or inspired to make a difference for their organization? How are people directly changed by good leadership?

The military has long since figured out that leadership makes a huge difference. Our history is filled with examples of leadership excellence and leadership failures. Whether it is troops in combat operations, responding to natural disasters, or during training designed to promote preparedness, leadership matters.

Our young service members today are growing and developing as leaders and they readily see the impact leadership has on their unit and mission accomplishment. Military studies show that units with high-caliber leaders do better than those without such excellence.

And it's not just those at the top who make the difference: it's the first line supervisor who holds the key for success or failure on the battlefield, training ground, or on the home-front.

It's the same for your business as well. Leadership matters and the one thing you directly control is the capability of your leaders. Consider the key lesson from our U.S. military: **an investment in leadership development does make a difference.**



## Employers Support for Guard and Reserve Organization

When the end of the draft was initially anticipated in the early 1970's, defense planners foresaw a potential problem with the nation's Reserve service members and their civilian employers. Long accustomed to National Guard and Reserve membership as an alternative to compulsory Active duty service, it was believed that employers might question the necessity of service in a purely voluntary military system. The planners concluded that some employers might not be supportive of their workers serving voluntarily in uniform.

The Department of Defense chartered the National Committee for Employer Support of the Guard and Reserve (ESGR) over 28 years ago to:

- **Inform employers of the ever-increasing importance of the National Guard and Reserve.**
- **Explain the necessity for and role of these forces in national defense.**

Throughout the years, studies showed that nearly a third of the men and women surveyed about why they were leaving the National Guard and Reserve still indicated "employment conflict" as the source of their problems. With help and resources from the National ESGR Headquarters in Arlington, Virginia, the 56 ESGR Committees conduct employer support programs, including Ombudsmen Services, and recognition of employers whose policies support or encourage participation in the National Guard and Reserve. By explaining the missions of the National Guard and Reserve and by increasing public awareness of the role of the employer, they develop a dialogue among employers, the ESGR Committees, and local National Guard and Reserve unit commanders and members.

### Become a Five Star Employer

1. **Sign Statement of Support – demonstrable compliance with the law**
2. **Review HR policy**
3. **Train supervisors and managers on USERRA**
4. **Provide "Above and Beyond" HR policy**
5. **Advocate for Guard/Reserve**

The primary means of assistance in preventing, resolving, or reducing employer and/or employee problems and misunderstandings that result from National Guard or Reserve membership is done through a nationwide Ombudsman Program. ESGR Ombudsmen are a resource for employers and members of the National Guard and Reserve, and can be reached via e-mail at [ESGRMailbox@navy.mil](mailto:ESGRMailbox@navy.mil) or by phone at (800) 336-4590.

**For more information visit: <http://www.esgr.org> or e-mail [larry.barttelbort@wy.ngb.army.mil](mailto:larry.barttelbort@wy.ngb.army.mil)**

Other ways to donate

## Adopt a hole

- ★ \$3000 (limited number)

For your donation you will receive:

- Your company or name displayed at your adopted hole
- All Gold, Silver and Bronze Recognition

## Gold Level Donations

- ★ Donations of \$1000 or more
- ★ Donation for prizes in tournament contests

For your donation you will receive:

- One Team Registration
- Recognition in our newspaper Ad
- Mention at Opening Ceremonies
- All Silver and Bronze Recognition

## Silver Level Donations

- ★ Donate Item for Team Door Prize (4 items)
- ★ Cash Donations Between \$500– \$900

For your donation you will receive:

- Recognition in event information sent to participants
- All Bronze recognition

## Bronze Level Donations

- ★ Company Sponsored Team
- ★ Donate single item for door prize
- ★ Donations less than \$500

For your donation you will receive:

- Thank you on scrolling presentation that will run throughout the event
- Name displayed at event with other level sponsors
- You may include a business card or giveaway for the participants "goody bags"

# OPERATION FAMILY SUPPORT

Family Support Services Benefit Golf Tournament

Friday, Sept 8th 2006

Bell Nob Golf Course Gillette Wyoming

Sponsored by

Peregrine Leadership Institute

*Our military personnel are called upon to serve their country at home and overseas, often leaving families, jobs, and communities that need them. Join us in supporting these honorable individuals by making sure that their family's are well taken care of in their absence. Proceeds from this Tournament will go to support state and local Family Support Services groups.*

- ★ Individual and Team registrations available
- ★ Prizes for 1st, 2nd and 3rd
- ★ Contests include longest drive, closest to pin, shortest drive, best dressed and most patriotic
- ★ Registration includes 18 holes of golf, cart, lunch, and donation to Family Support Services

We have included information on Wyoming National Guard Family Readiness Programs and Employer Support for the Guard and Reserve.

These organizations are not sponsoring this event:

We just wanted to share information on the great work they do.

**SPACE IS LIMITED REGISTER TODAY!**

## Wyoming National Guard Family Readiness Program



The Family Readiness Program is committed to Guard families during peace and in times of war. As the pace of Guard operations increases, it is increasingly important to care for family members who are left behind during deployments, whether those missions

take a few days or longer.

A wide variety of resources are available for families, including a pre-deployment checklist, created by the Department of Defense. Every family is encouraged to complete it.

Family Assistance Centers are positioned around the state to assist families of all deployed Wyoming military members. Volunteers are trained to provide assistance to active duty, National Guard and Reserve families before, during and after deployments.



Wyoming Army National Guardsman Spec. Knesel deployed Dec 2005

Deb Russell, Family Assistance Centers supervisor, can be reached at (307) 772-5099. Or contact a regional representative.

The National Guard establishes Family Assistance Centers (FACs) during mobilizations and deployments. FACs provide outreach, emotional support, and referrals for families. FACs open and close as deployments begin and end. All National Guard families, regardless of branch, can obtain services from FACs.



We are fundraising to support these organizations to make sure they are prepared to assist families in times of emergency and difficulty.

Our funds will be used at FAC's in the state of

Wyoming to help families locally.

We appreciate your support!

## Operation Family Support Registration Form

Registration Type	Details	Cost
<input type="checkbox"/> Team	Members listed Below	\$400
<input type="checkbox"/> Individual	Teams will be assigned the day of the event	\$100
Total		

Registration includes 18 holes of golf, cart, lunch and donation to Family Support Services.

Checks can be made out to the Peregrine Leadership Institute

Company Name (if applicable)

Name (Main point of contact for team. List members below)

Address:

Phone:

E-mail:

We will send out details such as check-in, maps etc prior to the event.

Team Members	E-mail

**Questions? Contact 685-1555 and we will be glad to help you! Please join us in supporting our troops!**

Peregrine Leadership Institute  
Phone: 307-685-1555  
Fax: 307-685-0141  
E-mail: info@peregrineleadership.com

Contact Person: Melissa Noah

Internal Use Only	
Paid	
Confirmation sent	
Event Info sent	
Reminder sent	