

Standards & Discipline: “Taking Leave” Video Case Study

Facilitator: Watching the video twice often ensures that participants are prepared to discuss the issues. Remember that Fred Wintrich volunteered to share this story and served admirably and heroically in combat.

Video summary: MAJ Salome, the Bn S3, along with the battalion, demonstrates their commitment to the mission through performance of their duties while Fred Wintrich, the Bn XO, was on R&R leave. Right before heading out on leave, the TOC was filling with incidents. Wintrich became so connected to the unit; he felt he would be leaving the unit when they need him. However, MAJ Salome, who assumed Wintrich’s duties, pushed Wintrich out. Wintrich explains that the unit was able to function, excel, and be successful because the leaders built the leadership systems and instilled the trust to continue the mission whether he was there, or not. Length: 2:37

Notes:

- Soldiers show their commitment to the Army’s guiding values and standards by willingly performing their duty at all times. Wintrich states, “Your organization should be healthy enough to not have you there and still be able to function.”
 - What do you think of this statement?
 - How long can a leader NOT be present and the unit still function in a healthy manner?
- What are some characteristics of a competent unit? What specific actions can leaders take to develop those characteristics?
- What concerns or motivations make it difficult for a leader to take leave during a deployment?
 - What have been some negative impacts you have seen from a leader leaving?
 - What are some of the positives?
 - How do you work to change the negative impacts?