Becoming a leader of character depends upon a four-year development process. Cadets must develop their skills and perspectives as both leaders and followers because they will serve simultaneously in both capacities at USAFA in the same way officers serve as both leaders and followers at every level of the Air Force.

The LGM defines the key relationships among leaders, followers, and the situation in terms of a four-stage, continuous process. The above chart details the four stages of the LGM: Expectations and Inspiration, Instruction, Feedback, and Reflection.

First, the leader sets expectations with the follower and provides inspiration by developing a shared understanding of purpose. The leader then provides the essential instruction to help the follower meet the leader’s, follower’s, and organization’s expectations and objectives. As the follower works to-ward these objectives, the leader assesses the follower’s competency and provides feedback throughout their engagement. Finally, the reflection stage (where the leader and follower review their expectations, instructions, and feedback) crystallizes any lessons learned and prepares participants to enter the next cycle.