

Leadership Principles

The Brotherhood of Marines.



DUDE
Im kidding...our dad isnt in the Air Force

MCJROTC Northridge High School

From a Camera, Camp Johnson

LEARNING OBJECTIVES

Every Cadet will be able to:

- Identify the 11 Leadership Principles of the U.S. Marine Corps.
- Without the aid of references, given a description, identify the leadership principle.
- Apply the Leadership Principles to leadership within the MCJROTC program and beyond.

KEY WORDS

- **Objectively** - not influenced by personal feelings or opinions in considering and representing facts.
- **Subjectively** - based on or influenced by personal feelings, tastes, or opinions.
- **Technically** - with reference to the technique displayed.
- **Tactically** - in a way that relates to actions carefully planned to gain a specific end
- **Welfare** - the health, happiness, and fortunes of a person or group.

PURPOSE / SCOPE

- For any group to be successful, an effective leader must guide it.
- As a potential MCJROTC leader, the **11 Leadership Principles** are proven guidelines that will help you to be an effective leader.
- Applied in both military & corporate environments.

PURPOSE / SCOPE

- Implementation of the **11 Leadership Principles** will give you the ability to earn the respect of your fellow cadets, both senior & subordinate.

“Leaders don't create
followers, they create more
leaders.”

- Tom Peters

PURPOSE / SCOPE

Leadership Principles You Apply to Yourself

- Know yourself and seek self-improvement
 - Make sound and timely decisions
 - Set the example
- Be technically and tactically proficient
- Seek responsibility and take responsibility for your actions

Leadership Principles You Apply to Others

- Know your subordinates & look out for their welfare
 - Keep your subordinates informed
 - Train your subordinates as a team
- Develop a sense of responsibility among your subordinates

Leadership Principles You Apply to Group Functions

- Employ your command in accordance with its capabilities
- Insure the task is understood, supervised, and accomplished

U.S. MARINES

NCO CREED

- I am the backbone of the United States Marine Corps, I am a Marine Non-Commissioned Officer.
- I serve as part of the vital link between my commander (and all officers) and enlisted Marines.
- I will never forget who I am or what I represent.
- I will challenge myself to the limit and be ever attentive to duty.
- I am now, more than ever, committed to excellence in all that I do, so that I can set the proper example for other Marines.
- I will demand of myself all the energy, knowledge and skills I possess, so that I can instill confidence in those that I teach.
- I will constantly strive to perfect my own skills and to become a good leader.
- Above all I will be truthful in all I say or do. My integrity shall be impeccable as my appearance.
- I will be honest with myself, with those under my charge and with my superiors.
- I pledge to do my best to incorporate all the leadership traits into my character.
- For such is the heritage I have received from that long, illustrious line of professionals who have worn the bloodstripe so proudly before me.
- I must give the very best I have for my Marines, my Corps and my Country for though today I instruct and supervise in peace, tomorrow, I may lead in War.

1

Know Yourself and Seek Self Improvement

- Analyze yourself objectively
- Seek honest opinions from friends & superiors
- Study success or failure of other leaders
- Have definite goals and work to attain them
- Capitalize on strengths and strive to overcome weaknesses

1

Know Yourself and Seek Self Improvement

Discussion:

Explain Leadership TRAITS that support this Principle



Be Technically and Tactically Proficient

- A leader must be able to carry out the technical and tactical aspects of their job without thinking, so that they can focus on LEADING
- Know what is expected of you, and then expend time and energy on becoming proficient at those things.
- Seek a well-rounded education
 - Books, classroom instruction, on-the-job training, observation
- Seek opportunities to practice learned skills
 - Good leadership is acquired only through practice.
- Keep abreast of current developments in the your job specialty and organization

Be Technically and Tactically Proficient

- Form an attitude early on of seeking to learn more than is necessary.
- Observe and study the actions of capable leaders.
- Seek feedback from technically and tactically competent people concerning your own performance.
 - Be willing to change.
- Prepare yourself for the job of the leader at the next higher rank.

***“The first thing,
a man should know his
business. He should know
his weapons, he should
know the tactics for those
weapons...”***



-General Erskine

Combat Camera, Camp Johnson

2

Be Technically and Tactically Proficient

Discussion:

Explain Leadership TRAITS that support this Principle



3

Seek Responsibility and Take Responsibility for Your Actions

- *Definition of Responsibility:* A duty or obligation for which you are answerable
- Seek experience in variety of leadership positions
 - Learn the duties of your immediate senior, and be prepared to accept the responsibilities of these duties
- Stand up for what you believe is right
- Accept just criticism and admit mistakes

3

Seek Responsibility and Take Responsibility for Your Actions

Discussion:

- Explain Leadership TRAITS that support this Principle



4

Make Sound and Timely Decisions

- Develop a logical and orderly thought process
- When time and the situation permit, plan for every possible event that can be foreseen
- Consider the advice and suggestions of your subordinates before making decisions
- Consider the effects of your decisions on all members of your unit
- Announce decisions in time to permit subordinates to make necessary plans

BAMCIS

Marines are taught to make sound and timely decisions with limited information and in uncertain environments on a routine basis.

This training involves systematically thinking through a problem in pursuit of mission accomplishment by applying the acronym "**BAMCIS**."

It stands for:

Begin the Planning

Arrange Reconnaissance

Make Reconnaissance

Complete the Planning

Issue the Order

Supervise

This simple, yet effective, decision-making framework provides the foundation from which Marines can assess a problem and then rapidly make sound and timely decisions.

4

Make Sound and Timely Decisions

Discussion:

- Explain Leadership TRAITS that support this Principle



5

Set the Example

- "DUCTUS EXEMPLO"
- Maintain your bearing
- Maintain your optimistic outlook
- Master your emotions
- Share danger and hardship with your men and women



"Be an example to your men, both in your duty and in private life. Never spare yourself, and let the troops see that you don't, in your endurance and privation. Always be tactful and well mannered and teach your subordinates to be the same. Avoid excessive sharpness or hardness of voice, which usually indicates the man who has shortcomings of his own to hide."

- Erwin Rommel: Remarks to the graduating class, Weiner Neustat Military School, 1938

5

Set the Example

Discussion:

■ Explain Leadership TRAITS that support this Principle



6

Know your Marines (Subordinates) and look out for their welfare

- **Concern yourself with the living conditions of your subordinates**
- **Encourage individual development and self-improvement**
- **Ensure that channels of communication are kept open**
- **Be approachable.**

6

Know your Marines (Subordinates) and look out for their welfare

- Put the welfare of your subordinates ahead of your own.
- Know your unit's mental attitude; keep in touch with their thoughts.
- Inspect your Marines, their equipment, their work spaces, and their quarters



6

Know your Marines (Subordinates) and look out for their welfare

Discussion:

- Explain Leadership TRAITS that support this Principle



Keep your Marines (subordinates) informed

- When possible, explain why tasks must be performed
- Stop rumors: Spread the truth
- Publicize successes of your unit to build morale & “esprit de corps” (spirit of a unit)
- Keep your unit informed about current events that affect them

7

Keep your Marines (subordinates) informed



PURPOSE – DIRECTION - MOTIVATION

7

Keep your Marines (subordinates) informed

Discussion:

- Explain Leadership TRAITS that support this Principle



Develop a sense of responsibility among your subordinates

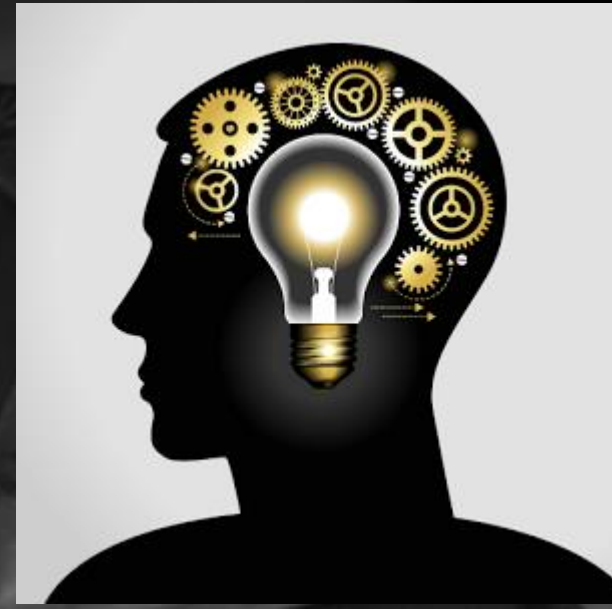
- Operate through the chain of command
 - Don't micromanage
- Tell your subordinates what to do; not how to do it
 - Use Commander's Intent
- Let your Marines know that you will accept honest mistakes without recrimination
- Assign personnel to positions in accordance with demonstrated or potential ability

8

Develop a sense of responsibility among your subordinates

Discussion:

- Explain Leadership TRAITS that support this Principle



Ensure the task is understood, supervised and accomplished

- **Encourage subordinates to seek immediate clarification of orders that they do not understand**
- **Question your Marines to determine if there is a misunderstanding**
- **Periodically inspect their progress**
- **Exercise care and thought in supervision**

9

**Ensure the task is understood,
supervised and accomplished**

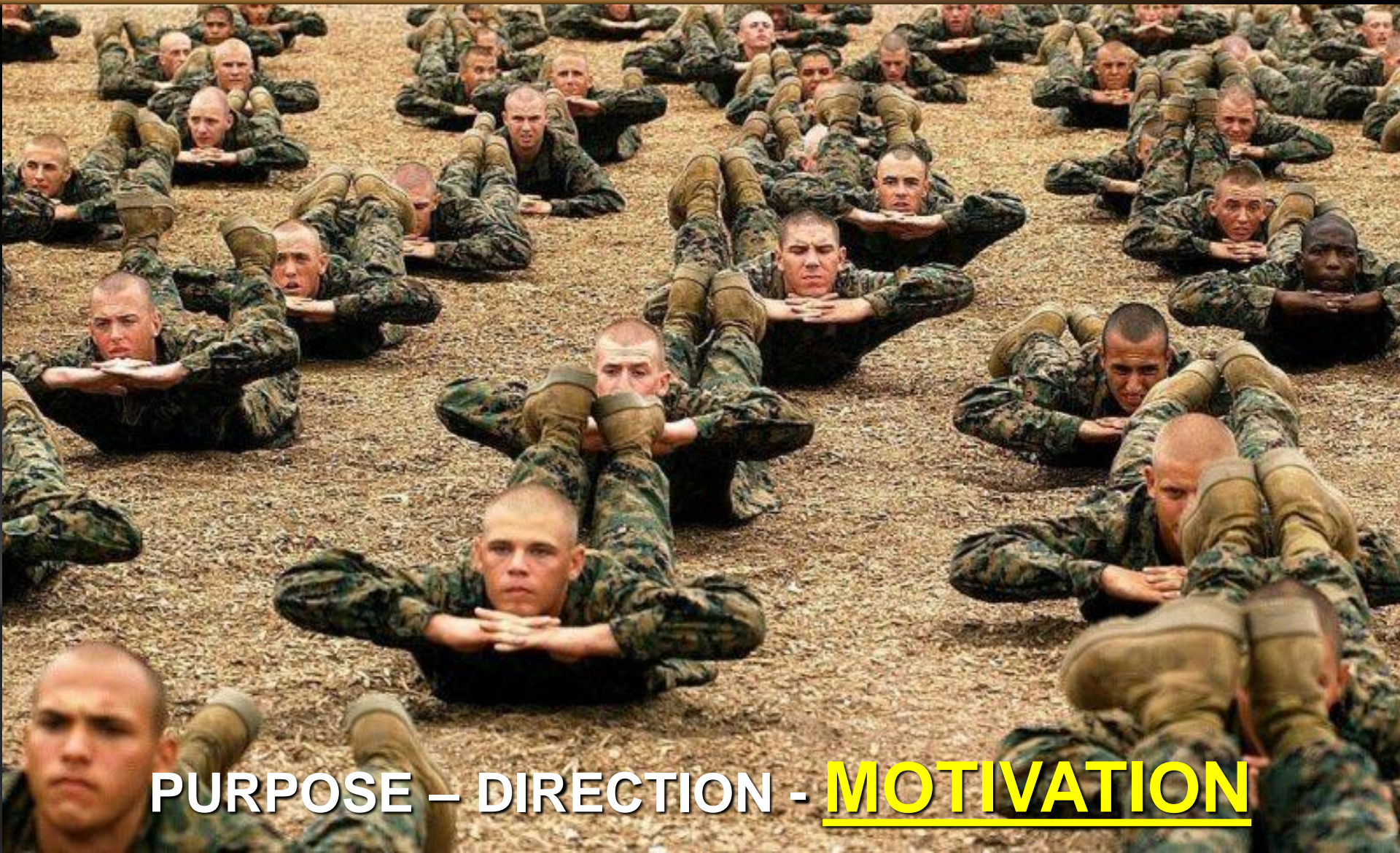
Discussion:

**Explain Leadership TRAITS that
support this Principle**



10

Train your Marines (subordinates) as a team



PURPOSE – DIRECTION - MOTIVATION

Train your Marines (subordinates) as a team

- **Ensure training is meaningful and its purpose is clear to all members of the unit**
- **Ensure that each subordinate leader knows and understands the role of the unit**
- **Explain to each Marine/Cadet his or her importance to the unit's mission**

Train your Marines (subordinates) as a team

Discussion:

- Explain Leadership TRAITS that support this Principle



Employ your unit in accordance with its capabilities

- Ensure that tasks assigned are reasonable
- Assign tasks equitably among elements of your unit
- Use the full capability of your unit before requesting support

PURPOSE – **DIRECTION** - MOTIVATION

11

Employ your unit in accordance with its capabilities

Discussion:

■ Explain Leadership TRAITS that support this Principle



11 Ways Military Training Correlates with Business Success



USMC
LEADERSHIP PRINCIPLES



BUSINESS
LEADERSHIP PRINCIPLES

USMC LEADERSHIP PRINCIPLES

BUSINESS LEADERSHIP PRINCIPLES

Be Technically and
Tactically Proficient
(High level competency)

1

Commit to Excellence:
Know your Business,
Customers, Team & Numbers

Know Yourself and Seek
Self-Improvement

2

Invest in Self-Reflection &
Leadership Development

Know Your Marines and
Lookout for their Welfare

3

Build on Team Strengths and
Lead with Compassion

Keep your Marines
Informed

4

Communicate Well
and Often

Set the Example

5

Demonstrate Integrity

Ensure the Task is
Understood, Supervised
and Accomplished

6

Monitor Company
Operational Systems,
Reporting & Accountability

Train Your Marines
as a Team

7

Build and Protect
Team Morale

Make Sound and
Timely Decisions

8

Plan and Implement
Strategies Effectively

Develop a Sense
of Responsibility in
Your Marines

9

Invest in Great People,
then Get Out
of Their Way

Employ Your Unit
in Accordance with
its Capabilities

10

Right People in the
Right Seats
on the Right Bus

Seek Responsibility and
Take Responsibility for
Your Actions

11

Be Authentic.
Accept Criticism and
Own Your Failures

REVIEW

Leadership Principles You Apply to Yourself

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