MARINE CORPS LEADERSHIP
“Leadership is intangible, hard to measure, & difficult to describe. Its quality would seem to stem from many factors. But certainly they must include a measure of inherent ability to control & direct, self-confidence based on expert knowledge, initiative, loyalty, pride, & sense of responsibility. Inherent ability cannot be instilled, but that which is latent or dormant can be developed. Other ingredients can be acquired. They are not easily learned. But leaders can be & are made.”

19th Commandant
OVERVIEW

- Leadership defined

- The primary goal and objective of Marine Corps Leadership

- The 14 Leadership Traits

- The 11 Leadership Principles
Please Read Your
Terminal Learning Objectives
And
Enabling Learning Objectives
QUESTIONS
The sum of those qualities of intellect, human understanding, & moral character that enable a person to inspire & control a group of people successfully.
The Primary Goal of Marine Corps Leadership is MISSION ACCOMPLISHMENT
The Primary **Objective** of Marine Corps Leadership is

**TO DEVELOP THE LEADERSHIP QUALITIES OF MARINES TO ENABLE THEM TO ASSUME PROGRESSIVELY GREATER RESPONSIBILITIES TO THE MARINE CORPS AND SOCIETY.**
14 LEADERSHIP TRAITS

J  Justice
J  Judgment
D  Dependability
I  Initiative
D  Decisiveness
T  Tact
I  Integrity
E  Enthusiasm
B  Bearing
U  Unselfishness
C  Courage
K  Knowledge
L  Loyalty
E  Endurance
Justice - *Giving reward & punishment according to the merits of the case in question. The ability to administer a system of rewards & punishments impartially & consistently.*

A leader must demonstrate fairness & impartiality with his Marines in order to maintain their trust & respect.
Judgment - *The ability to weigh facts & possible courses of action in order to make sound decisions.*

Sound judgment allows a leader to make appropriate decisions in the guidance, training, & employment of his Marines.
Dependability - *The certainty of proper performance of duty.*

A leader who is dependable gives his Marines confidence in his abilities to make the right decisions.
14 LEADERSHIP TRAITS

Initiative - *Taking action in the absence of orders.*

Marines must understand their Commander’s Intent & use it to make appropriate decisions in the absence of direct guidance or supervision.
Decisiveness – The ability to make decisions promptly & to announce them in a clear, forceful manner.

It is often better that a decision be made promptly than a potentially better one be made at the expense of more time. A leader who is confident in his decisions instills confidence in his Marines.
Tact – The ability to deal with others in a manner that will maintain good relations & avoid offense. More simply stated, tact is the ability to say & do the right thing at the right time.

Consistently treating peers, seniors, & subordinates with respect & courtesy is a sign of maturity & is conducive to mission accomplishment.
Integrity – Uprightness of character & soundness of moral principles. The quality of truthfulness & honesty.

Integrity means doing the right thing even when no one is looking.
Enthusiasm – The display of sincere interest & exuberance in the performance of duty.

Displaying interest in a task & showing optimism that it can be successfully completed greatly enhances the likelihood that the task will be successfully completed.
14 LEADERSHIP TRAITS

**Bearing** – *Creating a favorable impression in carriage, appearance, & personal conduct at all times.*

Bearing bestows a Marine the ability to conduct himself as a leader & a professional that others will respect.
Unselfishness – Avoidance of providing for one’s own comfort & personal advancement at the expense of others.

The quality of looking out for the needs of your subordinates before your own is the essence of leadership.
**Knowledge** – Understanding of a science or an art. The range of one’s information, including professional knowledge & understanding of your Marines.

Knowledge gives a leader credibility with his Marines & enhances his ability to make appropriate decisions.
14 LEADERSHIP TRAITS

Loyalty – Faithfulness in duty towards the U.S. Constitution & towards the institution of the Marine Corps.

Marine leaders understand that their ultimate loyalty is always to the institution of the Marine Corps, rather than to individual Marines. Semper Fidelis.
Endurance – *The mental & physical stamina measured by the ability to withstand pain, fatigue, stress, & hardship.*

Marines leaders must be able to hold up to extraordinary feats of physical & mental endurance if mission accomplishment so requires.
QUESTIONS
11 LEADERSHIP PRINCIPLES

1. Know Yourself & Seek Self Improvement
2. Be Technically & Tactically Proficient
3. Know Your Marines & Look Out for Their Welfare
4. Keep Your Marines Informed
5. Set the Example
6. Ensure the Task is Understood, Supervised & Accomplished
7. Train Your Marines as a Team
8. Make Sound & Timely Decisions
9. Develop a Sense of Responsibility Among Your Subordinates
10. Employ Your Command Within its Capabilities
11. Seek Responsibilities & Take Responsibilities
11 LEADERSHIP PRINCIPLES

1. Know Yourself & Seek Self Improvement

   Constantly evaluate yourself to determine your strengths & weaknesses. Work to improve upon your weaknesses.
2. Be Technically & Tactically Proficient

A Marine leader must know his job thoroughly in order to make good decisions & have credibility with his Marines.
3. Know Your Marines & Look Out for Their Welfare

This allows a leader to keep his forces strong & to most effectively employ them in accordance with their capabilities.
4. Keep Your Marines Informed

When practical, a leader should inform his Marines of all happenings & give reasons why things are to be done. Informing your Marines of the situation makes them feel that they are a part of the team & promotes morale.
5. Set the Example

A Marine leader’s personal conduct is always on display for his Marines. Remember that Marines tend to emulate the characteristics of their leaders.
6. Ensure That the Task is Understood, Supervised, & Accomplished

Leaders must give clear orders that cannot be misunderstood & then by close supervision, ensure that his orders are properly executed.
7. Train Your Marines as a Team

Teamwork is essential from the smallest unit to the entire Marine Corps. As a leader, you must insist on teamwork from your Marines. Ensure that your Marines know their roles & responsibilities within the team framework.
8. Make Sound & Timely Decisions

Marine leaders must be able to rapidly estimate a situation & make good decisions. Hesitation to make a decision - or failure to make a smart decision - leads subordinates to lose confidence in their leaders.
9. Develop a Sense of Responsibility Among Your Subordinates

Doing so allows subordinates to accomplish tasks & remain productive in the absence of direct guidance or supervision. It promotes initiative & wholehearted cooperation in accomplishment of the mission.
10. **Employ Your Command Within its Capabilities**

In order to ensure mission accomplishment, a Marine leader must have a thorough knowledge of the tactical & technical capabilities of his Marines.
11. Seek Responsibilities & Take Responsibility

Seeking out responsibilities will ensure that you continue to grow & remain productive as a Marine leader. Taking responsibility for your actions & decisions is a matter of integrity.
QUESTIONS
SUMMARY

- Leadership defined
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- The 11 Leadership Principles
BACKUP SLIDES
CHARISMATIC LEADERSHIP

ITS KIND OF A BIG DEAL