

## TEN PRINCIPLES OF LEADERSHIP

1. Have a vision and develop a strong sense of where you want to take the Detachment. Develop goals along the way so you can measure progress and share the achievements with the membership.
2. Build a consensus. You must invest time in articulating the vision for the Detachment. It must be a Detachment vision because if it's your vision and you leave office, the vision leaves with you. This is the important part of building consensus. You must continue talking about the vision from many different aspects until everyone understands it in their own way.
3. Be confident in your Leadership skills and have a strong belief in your chartered direction. There is no need to develop an opposition. If your vision is shared, it should motivate everyone so you don't have to make enemies in order to motivate the membership. Achieve the vision because it is the right thing to do.
4. Allow time to achieve your goals. It will not come about overnight or all at once. Be satisfied with measurable progress toward the goal. If your vision is right; if your message is received, the means will present themselves in time.
5. You will not achieve all of the goals that are set, on your watch, that's OK. After all, it's not about you, but about us!
- 6 Your membership is trying to do the right thing. Assume this is true for all of your members, regardless of standing within the Detachment. If they seem misguided, discover whether or not they understand the mission. Often, they just need a bit more guidance. That's what leaders are for...
7. Allow for human failure, In everything that we do there will be setbacks associated with human error . . . The majority of these errors will be errors of omission rather than errors of commission. Giving someone a second chance will never hurt you, and will often help.
8. It's our Detachment, yours and mine and everyone should be held accountable to meet the expected expectations. Meeting expectations is a two way contract. This is the only way an all volunteer organization such as the Marine Corps League will work over the long term.
9. Empower your members, give clear guidance and intent and let your people do what they do best! Write good policy, and then drive execution to the lowest levels practicable. You will be amazed at the results.
10. Embrace change but protect your culture as a former Marine and the ethos that makes us what we are. Change is how we grow, how we stay sharp, how we deliver what the membership needs. Don't fight it. . .but control it's direction by articulating your vision.

Remember you don't have to do it all at once. In embracing change however, do not abandon things that truly make us who and what we are.

Be technically and tactically proficient: Before you can lead, you must be able to do the job. As a Marine Corps League Officer, you must be able to demonstrate ability to accomplish your mission; to do this you must be able to answer questions and demonstrate competence in your position.

Respect is the reward of the Marine Corps League Officer who shows competence. Tactical and Technical competence can be learned by attending Leadership Schools, reading and becoming acquainted with the Bylaws, enclosures and Administrative Procedures and from on the job training. To develop this leadership principle of being technically and tactically proficient, you should:

- \* seek a well rounded education by attending all of the Leadership Schools that are provided by the Detachment, Department or Division. You can also do independent reading and researching through the different manuals that are provided; Roberts Rules of Order, The Uniform Manual, Public Relations and most especially, the Bylaws, Enclosures and the Administrative Procedures. Seek out and associate with capable leaders, observe and study their actions.

- \* seek opportunities to apply knowledge through exercise of command. Good leadership is acquired only through practice.

- \* prepare yourself for the job of leader at the next higher office.

- \* Know yourself and seek self improvement, this principle of leadership should be developed by the use of leadership traits. Do self evaluations to determine your strengths and weaknesses. You should work hard to strengthen your weaknesses and use your strengths to their fullest capabilities.

- \* With a knowledge of yourself and your knowledge of group

Behavior, you can determine the best way to deal with any given situation. In dealing with membership in certain situations, you may have to be firm, however in many scenarios you may have to use the Big Brother approach. . . .But you must keep one thing in mind . . . you are dealing with VOLUNTEERS.

In your capacity as a Detachment officer, do not hesitate to ask for advice from those that have been there and done that . . . It will show that you have not put yourself above them.

- \* Make an honest evaluation of yourself to determine your strong qualities and your weak points.

- \* Strive to overcome any deficiencies that you may have.

- \* Seek the honest opinions of your friends and superiors to show You how to improve your leadership Abilities.

- \* Learn by studying the cause for failure or success of other leaders.

- \* Develop a genuine interest in people and acquire the human touch.
- \* Master the art of effective writing and speech.
- \* Have a definite goal for the Detachment and a plan to attain it.
- \* Know your members and look out for their welfare. This is extremely important. Know your members capabilities. You do not want to assign someone to a committee chair if he/she is nervous and cannot work without supervision.
- \* Remember, all members are to be treated the same whether they are the most active or only come around once in a while. If you show the same concern for all of your members, you will over time Earn their respect and loyalty.
- \* Be approachable, let the members see you in action
- \* Put your member's welfare before your own.
- \* Encourage individual development.
- \* Keep your members informed. Marines by nature are inquisitive.
- \* By keeping members informed, you are promoting efficiency and morale.
- \* You should promote initiative, enthusiasm, loyalty and convictions.
  - Be alert to stop the spread of rumors by replacing them with the truth.
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Set the example: All too often as a Marine Corps Leaguer progresses through the ranks he/she develops an attitude of "Do as I say" not as I do."

- \* Show your members that you are willing to do the same things that you ask them to do. Be out front!
- \* Be well groomed and in the proper uniform. Insist that your members are too. Be the Shining Example.
- \* Maintain an optimistic outlook.
- \* Always conduct yourself so that your personal habits are not open to criticism.
- \* By your performance, develop the thought within your membership that you are the best Officer for the position that you hold.
  - Delegate authority and avoid over supervision in order to develop leadership among subordinates.

## TO BE SUCCESSFUL-

You must be tolerant and be able to accept different personalities. You must respect the opinion of your members and never lose sight of the fact that these members are VOLUNTEERS!!! ! !!! ! !!!.

You must also accept being in the minority at times. You must try to envision the perception of others.

WHAT YOU SAY TO THEM AND HOW YOU SAY IT, IS IMPORTANT! What may seem innocent and harmless to you may be perceived by others as Hurtful and Calculating.

LISTEN LISTEN LISTEN.

Understand the true meaning of argue and offer reasons to DISPUTE and DISCUSS and always accept the MAJORITY RULE. You don't have to like it, but you do have to accept it.

What is best for the Detachment is usually reflected by a MAJORITY VOTE.

Keep your meetings moving and keep the idle chatter to a minimum. You should follow an agenda and stay on course. You should also have a monthly Staff Meeting and make them open to the membership.

The Bar is CLOSED and the Smoking Lamp is OUT! There is nothing in the Bylaws to cover this except, COMMON SENSE.

IF YOU HAVE INTENTIONS TO BECOME PART OF THE LEADERSHIP!!!!.

YOU MUST  
READ THE BYLAWS & THE ADMINISTRATIVE PROCEDURES!

Once elected-

1. Lead within the scope of your authority
2. Understand your limits.
3. Make only the decisions that you are permitted to make.
4. Accept the tasks that are assigned and exercise self Initiative tasks.
5. Understand the Chain of Command and know where You stand within the Chain.
6. Keep everyone in the chain informed.

COMMUNICATION IS THE KEY TO SUCCESS!!!!!!!!!!!!!!!!!!!!.

U Understand your role within the Chain of Command

- S Stay within your scope of leadership and Delegate Tasks. Stay out of the way and Let them do their job.
- M Manage your time efficiently so you can be effective.
- C Communication is the key to your success or failure.  
DO NOT HESITATE TO DESEM1NATE