

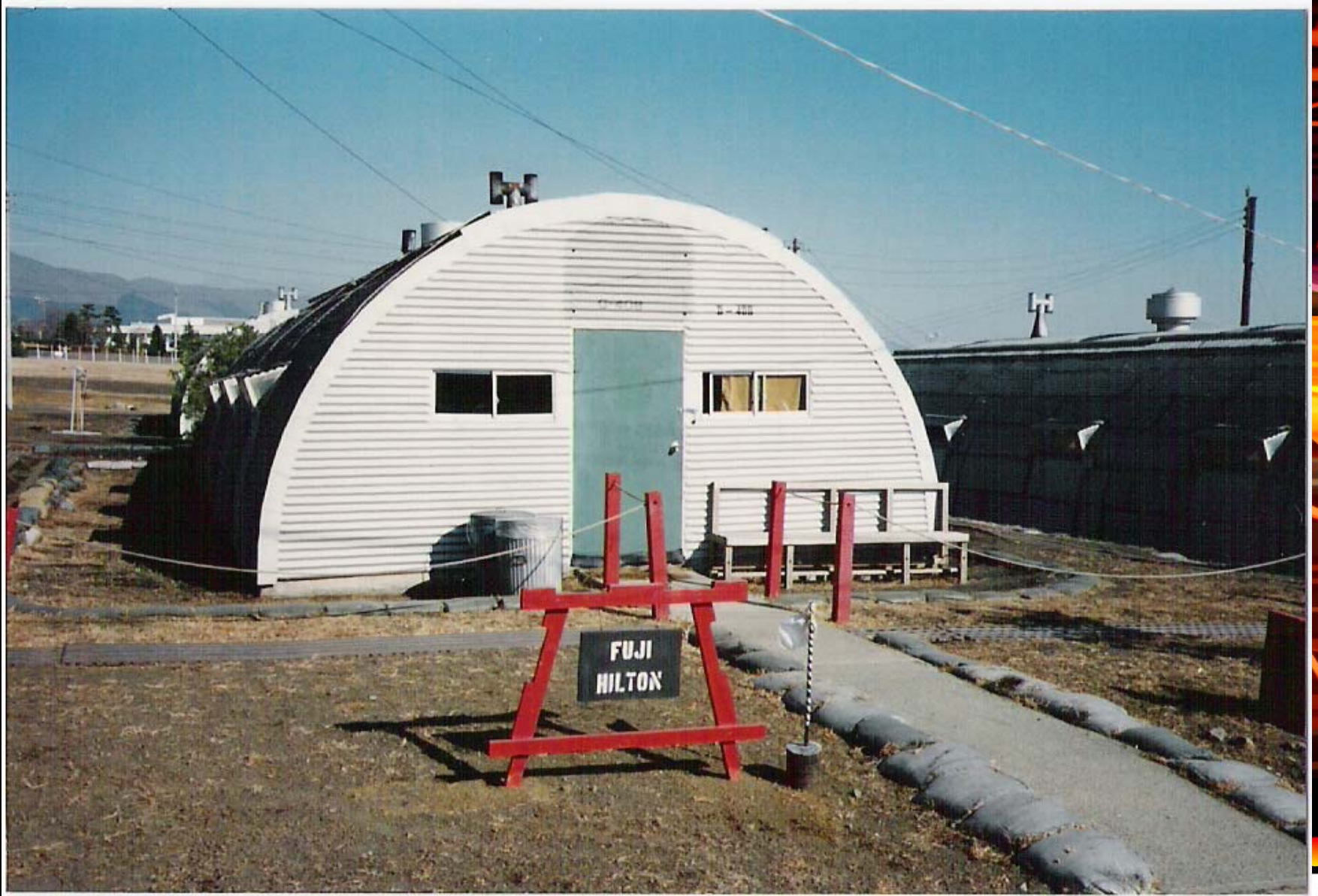
The Nine Secrets of Marine
Corps Leadership You
MUST Know to WIN In
Business



FIRESTARTER
SPEAKING/CONSULTING




TIKEDIARTER
SPEAKING/CONSULTING

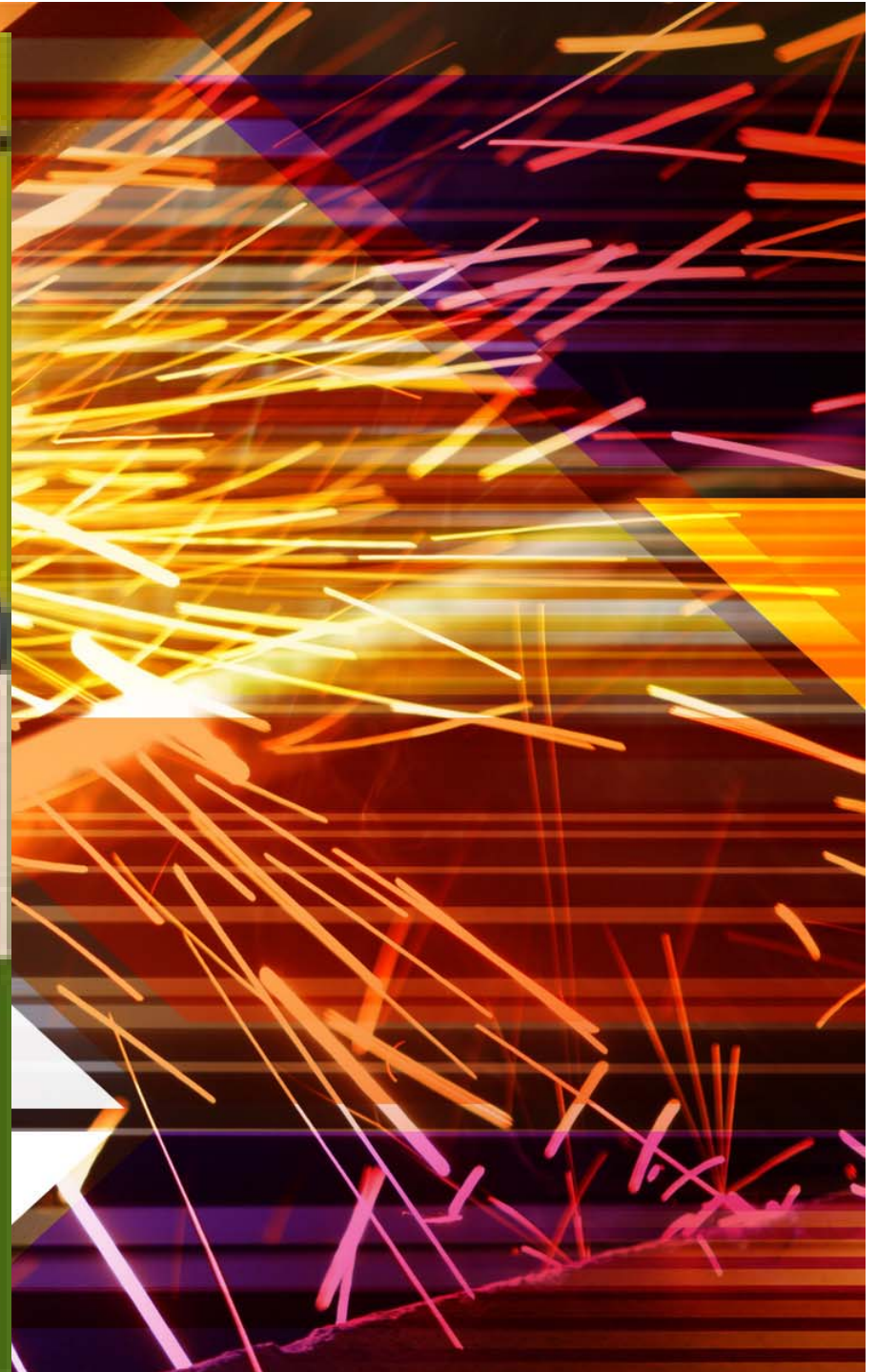


NO YELLING



The 9 Secrets of
Marine Corps Leadership
You **Must** Know
to **Win** in Business

Wally Adamchik



Adamchik's Laws of Leadership

- Law Number One
 - It is all about you
- Law Number Two
 - It is all about them
- Law Number Three
 - It is all about the organization

Key Themes

- Integrity
- Technical Proficiency
- Set the example
- Self-awareness
- Take care of people
- Make new leaders
- Commanders intent
- Culture and values
- Rehearsals and debriefs

No Yelling

VS

Kouzes and Posner

- Integrity
- Technical Proficiency
- Set the example
- Self-awareness
- Take care of people
- Make new leaders
- Commanders intent
- Culture and values
- Rehearsals and debriefs

- 1 Honest
- 2 Forward-looking
- 3 Inspiring
- 4 Competent
- 5 Fair-minded

Key Themes

- Integrity
- Technical Proficiency Law Number One
- Set the example
- Self-awareness
- Take care of people Law Number Two
- Make new leaders
- Commander's Intent
- Culture and values Law Number Three
- Rehearsals and debriefs

Integrity

- *Integrity is what you do when it doesn't matter, when no one will ever know what you did.
Integrity is more than what you do; it is who you are.*

John Russell III,
Captain USMC

President Russell Construction Services





FIRESTARTER
SPEAKING/CONSULTING

Integrity

- Trustworthy
 - Do what you say you will do
- Consistent
 - Make it easy for me to trust you
- Non-negotiables
 - Follow the procedures

Integrity

- Would your mother be pleased with the decisions you are making and the way you are behaving?

Technical Proficiency

- *One of the biggest challenges in leadership starts with people who have technical competence at the job they oversee, but cant let go of what made them successful to move forward.*

Ian Walsh
Capt USMC

Fortune 100 VP/Division Manager



Technical Proficiency

- Foundation of credibility
 - Do you know what it takes to do my job?
- Do you know how to do your job?
 - Success Triangle
- Can you help make my work go better?

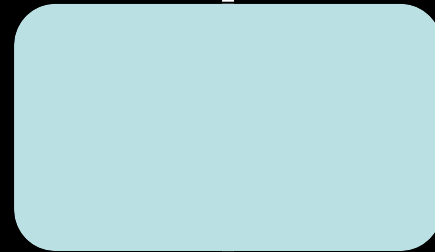
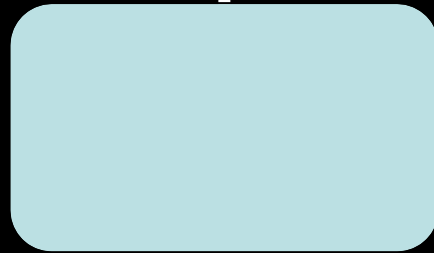
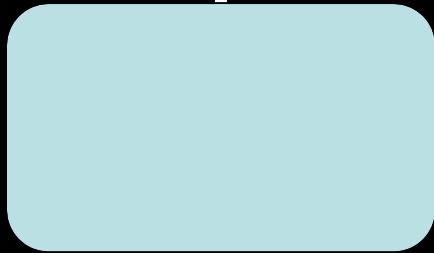
Set the example

- *Marines (employees) are already looking to you for a pattern and a standard to follow. No amount of instruction and no form of discipline can have the effect of your personal example.*

Guidebook for Marines



THE Boss



Set the example

- Inspiring Followers
 - Don't just tell me what you want
- Being a role model
 - Do as I say not as I do?
- Professionalism
 - How we do things here

Key Themes

- Integrity
- Technical Proficiency Law Number One
- Set the example
- Self-awareness
- Take care of people Law Number Two
- Make new leaders
- Commander's Intent
- Culture and values Law Number Three
- Rehearsals and debriefs

Self-awareness

- *Never stop learning. We should always look for ways to do things better and that looking starts inside ourselves.*

John McNally

Captain USMC

Fortune 500 Division Manager



Self-awareness

- Self-awareness
 - What are you good at?
 - What are you not good at?
 - What are your hot buttons?
 - What pushes your buttons?
- Personal Style
 - DISC, MBTI, HP, CPQ
- Situational awareness
 - What recipe for this one?

Take care of people

- *It helps when you know and use their name*

Trish Gibb

Lt Col USMCR

Law Enforcement Officer



Take care of people

- At work
 - Watch out for me please
- At home
 - I sometimes have personal issues
 - Whole people yield higher productivity
- For life
 - Alumni and recruiters

Make new leaders

- *You aren't any good if there isn't anyone to take your place*

John Ruocco
Major USMC



Key Themes

- Integrity
- Technical Proficiency Law Number One
- Set the example
- Self-awareness
- Take care of people Law Number Two
- Make new leaders
- Commander's Intent
- Culture and values Law Number Three
- Rehearsals and debriefs

Commander's Intent

- *It all goes back to trust. I need to give ownership. I tell them what I want to accomplish and then let them figure it out. Leave room for them to be creative when you can and they will surprise you with the results.*

Jimmy Lane
1St Lt USMC

FIRESTARTER
SPEAKING/CONSULTING

Commander's Intent

- Where are we going?
 - Why are we going there?
- How will we tell them?
 - What methods?
- Will they understand it?
 - Will it stick?

Culture and Values

- *The Marines are a big organization, but I always felt a sense that what I was doing mattered. I never felt lost. That started at boot camp, but it was reinforced along the way by the people I worked for*


Gene Peterman
Sergeant USMC

Fortune 500 Project Manager



Culture and Values

- Core values
 - What makes this place tick?
- Alignment
 - Do people here walk the talk?
- Recruiting
 - The science behind values

A photograph of a man in a wheelchair, seen from behind, at a parade. He is wearing a light-colored jacket and patterned pants. In the background, there are marching bands with American flags and buildings with signs like 'BANK OF AMERICA'. A semi-transparent text box is overlaid on the left side of the image.

The only
person
standing...
is the man
in a
wheelchair

A graphic design featuring a black background with a vertical strip of vibrant, abstract light trails in shades of orange, red, and purple on the right side. At the bottom right, there is a logo for 'FIRESTARTER' with a stylized fireball icon above the text.

FIRESTARTER
SPEAKING/CONSULTING

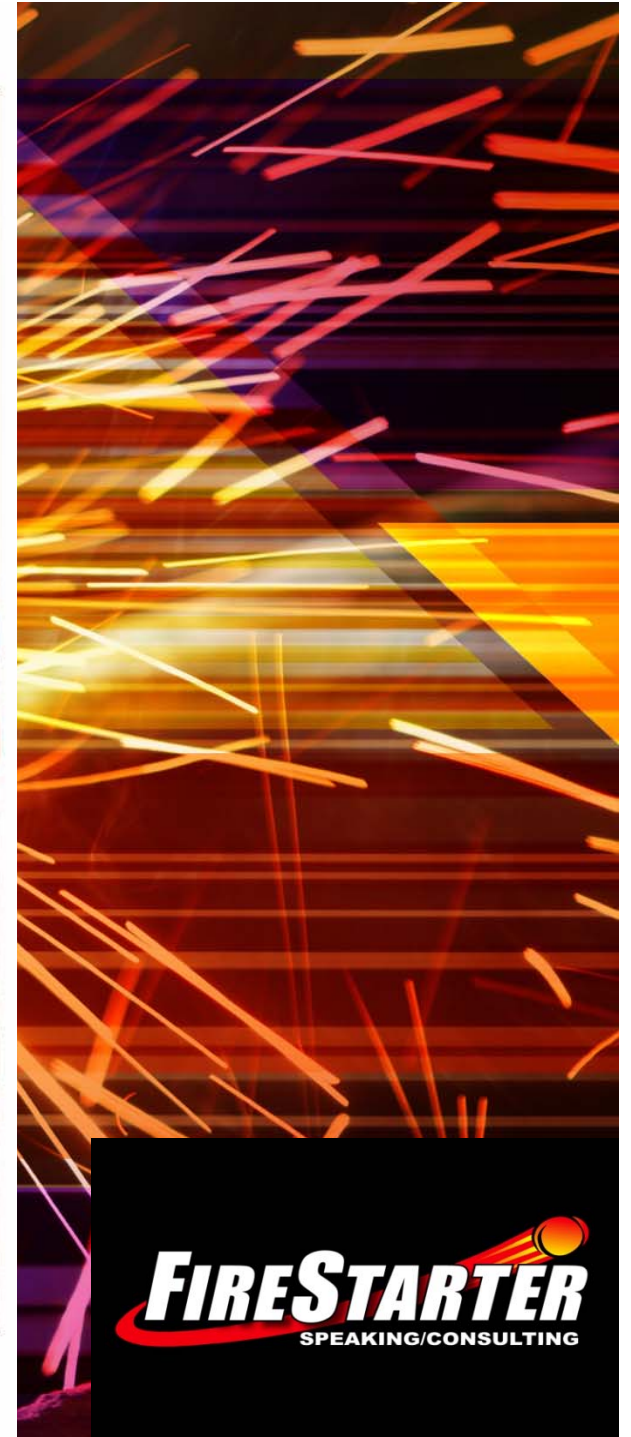
Culture and Values

- **DON'T** underestimate this.....

GENERATIONS OF VALOR



Pearl Harbor survivor Houston James of Dallas embraced Marine Staff Sgt. Mark Graunke Jr. during a Veterans Day commemoration in Dallas yesterday. Graunke lost a hand, a leg and an eye when he defused a bomb in Iraq last year. This week's images of U.S. troops in combat in Fallujah deepened the day's significance for many who attended tributes held in San Diego and across the nation. *Associated Press*



Culture and Values

- 50 to 70% of the culture of a group can be directly traced/attributed to the leader of that group

Rehearsals and Debriefs

- *The only way you can possibly get better at what you do is to talk about how you are doing. Too often we avoid these conversations since we don't want to hurt feelings. You will never get better that way.*

Clark Cox
Captain USMC



Rehearsals and Debriefs

- The foundation of success
 - If you have time to do it right the second time....
- Practice the way you play
 - All participate
- Quality and rankless debriefs
 - Plus/Delta

Action Planning

- What will you do as a result of sitting here today?

Questions??

- Wally Adamchik
 - wally@beafirestarter.com
 - 919-673-9499

