UNITED STATES MARINE CORPS
OFFICER CANDIDATES SCHOOL
TRAINING COMMAND
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LDR 2050
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FUNDAMENTALS OF MARINE CORPS LEADERSHIP

TERMINAL LEARNING OBJECTIVES.

1. Without the aid of references, demonstrate Marine Corps Core Values, at all times in accordance with MCRP 6-11B. (MCCS-CORE-1001)

ENABLING LEARNING OBJECTIVES.

1. Without the aid of references, identify the Marine Corps Core Value HONOR, in accordance with MCRP 6-11B. (MCCS-CORE-1001a)

2. Without the aid of references, identify the Marine Corps Core Value COURAGE, in accordance with MCRP 6-11B. (MCCS-CORE-1001b)

3. Without the aid of references, identify the Marine Corps Core Value COMMITMENT, in accordance with MCRP 6-11B. (MCCS-CORE-1001c)

4. Without the aid of references, identify the 14 leadership traits, without omissions and in accordance with MCRP 6-11B and the Marine Corps Manual. (MCCS-LDR-1015g)

5. Without the aid of references, identify the 11 leadership principles, without omissions and in accordance with MCRP 6-11B and the Marine Corps Manual. (MCCS-LDR-1015h)

6. Without the aid of references, select the purpose of the six troop leading steps, without omissions and in accordance with MCRP 6-11B and the Marine Corps Manual. (MCCS-LDR-1015i)

7. Without the aid of references, select what the acronym "BAMCIS" stands for, without omissions and in accordance with MCRP 6-11B and the Marine Corps Manual. (MCCS-LDR-1015j)

1. **LEADERSHIP TRAITS.** Leadership traits are the qualities of character that everyone possesses in some capacity. Good leaders have developed these qualities as strengths. A good way to remember the 14 leadership traits is by the acronym "**JJ DID TIE BUCKLE**".

a. **Justice**. Giving reward and punishment according to the merits of the case in question. The ability to administer a system of rewards and punishments impartially.

b. **Judgment**. The ability to weigh facts and possible solutions on which to base sound decisions.

c. **Dependability**. The certainty of proper performance of duty.

d. **Integrity**. The uprightness and soundness of moral principles. The quality of truthfulness and honesty.

e. **Decisiveness**. The ability to make decisions promptly and announce them in a clear, forceful manner.

f. **Tact**. The ability to deal with others with respect.

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

h. **Enthusiasm**. The display of sincere interest and exuberance in the performance of duty.

i. **Bearing**. The creating of a favorable impression in carriage, appearance, and personal conduct at all times.

j. **Unselfishness**. Avoidance of providing for one's own comfort and personal advancement at the expense of others.

k. **Courage**. The mental quality that recognizes fear of danger or criticism, but enables a man to proceed in the face of it with calmness and firmness.

l. **Knowledge**. The understanding of a science or an art. The range of one's information.

m. **Loyalty**. The quality of faithfulness to country, Corps, seniors and subordinates.

n. **Endurance**. An individual's mental and physical stamina measured by the ability to withstand pain, fatigue, stress, and hardship.

2. **LEADERSHIP PRINCIPLES**. Leadership principles are time tested and proven guidelines of leadership.

a. **Know Yourself And Seek Self Improvement**.

(1) Analyze yourself objectively.

(2) Have a definite goal and work to attain it.

(3) Capitalize on strengths and strive to overcome weaknesses.

b. **Be Technically And Tactically Proficient**.

(1) Seek a well rounded military education.

(2) Seek opportunities to practice skills.

(3) Keep abreast of current developments in the military community.

c. **Seek Responsibility And Take Responsibility For Your Actions**.

(1) Definition of responsibility: A duty or obligation for which you are answerable and held accountable.

(2) Have the courage of your convictions.

(3) Accept just criticism and admit mistakes.

d. **Make Sound And Timely Decisions**.

(1) Develop a logical and orderly thought process.

(2) When time and the situation permit, plan for forseeable events.

(3) Announce decisions in time to permit subordinates to make necessary plans.

e. **Set The Example**.

(1) Maintain your bearing.

(2) Maintain an optimistic outlook.

(3) Master your emotions.

(4) Share danger and hardship with your Marines.

f. **Know Your Men And Look Out For Their Welfare**.

(1) Concern yourself with the living conditions of your Marines.

(2) Encourage individual development and self-improvement.

(3) Ensure that channels of communication are kept open.

g. **Keep Your Men Informed.**

(1) When possible, explain why tasks must be done.

(2) Stop rumors by replacing them with truth.

(3) Keep your unit informed about current legislation and regulations which effect them.

h. **Develop A Sense Of Responsibility In Your Subordinates.**

(1) Operate through the chain of command.

(2) Tell your subordinates what to do, not how to do it.

(3) Let your men know that you will accept honest errors without recrimination.

(4) Assign personnel to positions in accordance with demonstrated or potential ability.

i. **Ensure That The Task Is Understood, Supervised and Accomplished.**

(1) Encourage subordinates to seek immediate clarification of orders they do not understand.

(2) Question your Marines to determine if there is a misunderstanding.

(3) Periodically inspect their progress.

(4) Exercise care and thought in supervision.

j. **Train Your Men As A Team.**

(1) Ensure training is meaningful and its purpose is clear to all members of the unit.

(2) Ensure that each subordinate leader knows and understands the members of his unit.

(3) Explain to each person his importance in the effectiveness of his unit.

k. **Employ Your Unit In Accordance With Its Capabilities**.

(1) Ensure the tasks assigned are reasonable.

(2) Assign tasks equitably among elements of your unit.

(3) Use the full capabilities of your unit before requesting assistance.

3. **CORE VALUES**. The Core Values are the backbone of the Marine Corps - they are what sets the Marine Corps apart from other services.

a. **HONOR**. The quality that guides Marines to exemplify the ultimate in ethical and moral behavior; never to lie, cheat, or steal; to abide by an uncompromising code of integrity; to respect human dignity; to have respect and concern for each other. The quality of maturity, dedication, trust, and dependability that commits Marines to act responsibly; to be accountable for actions; to fulfill obligations; and to hold others accountable for their actions.

b. **COURAGE**. Courage is the mental, moral, and physical strength ingrained in Marines to carry them through the challenges of combat and the mastery of fear; to do what is right; to adhere to a higher standard of personal conduct; to lead by example, and to make tough decisions under stress and pressure.

c. **COMMITMENT**. The spirit of determination and dedication within members of a unit that leads to professionalism and mastery of the arts of war. It is the ingredient that enables 24-hour a day dedication to Corps and Country; pride; concern for others; and an unrelenting determination to achieve a standard of excellence in every endeavor. Commitment is the value that establishes the Marine as the warrior and citizen others strive to emulate.

4. **TROOP LEADING STEPS**. The six troop leading steps comprise a logical thought process that aids in the planning for and execution of a given mission. The thought process assists unit leaders in making the best use of time, facilities, and personnel. The degree of consideration for each step varies with the mission and time available.

a. The acronym BAMCIS is used to guide the leader through the six troop leading steps. **BAMCIS** can be used in any situation, in either garrison or field exercises. The acronym **BAMCIS** stands for **B**egin planning, **A**rrange for reconnaissance and coordination, **M**ake the reconnaissance, **C**omplete the plan, **I**ssue the order, and **S**upervise.

(1) **Begin planning**. A leader should begin planning as soon as he is assigned a mission to accomplish.

(2) **Arrange for reconnaissance and coordination**. Reconnaissance is an investigation of a route or a specific area. This can either be done physically on the ground to be investigated or visually from a map.

(3) **Make the reconnaissance**. The next step is to make the reconnaissance. In some cases the leader may be unable to make a physical reconnaissance because of time constraints or to ensure surprise.

(4) **Complete the plan**. After completing the reconnaissance, the leader reviews the preliminary plan and decides on a course of action. The plan should be simple and should not endanger Marines or equipment any more than what is necessary to accomplish the mission.

(5) **Issue the order**. Before issuing the order, the leader should orient subordinates from a vantage point. If this is not possible, they should be oriented using maps, sketches, aerial photos or terrain models.

(6) **Supervise**. Supervise is the most important troop leading step. During this step the leader ensures the order is carried out as intended.

NOTES:

REFERENCES:

1.	Commandant's Statement on Core Values	ALMAR 008/03
2.	Marine Corps Manual	MCM
3.	Marine Corps Values: A User's Guide for Discussion Leaders	MCRP 6-11B
4.	Marine Rifle Squad	FMF 6-5