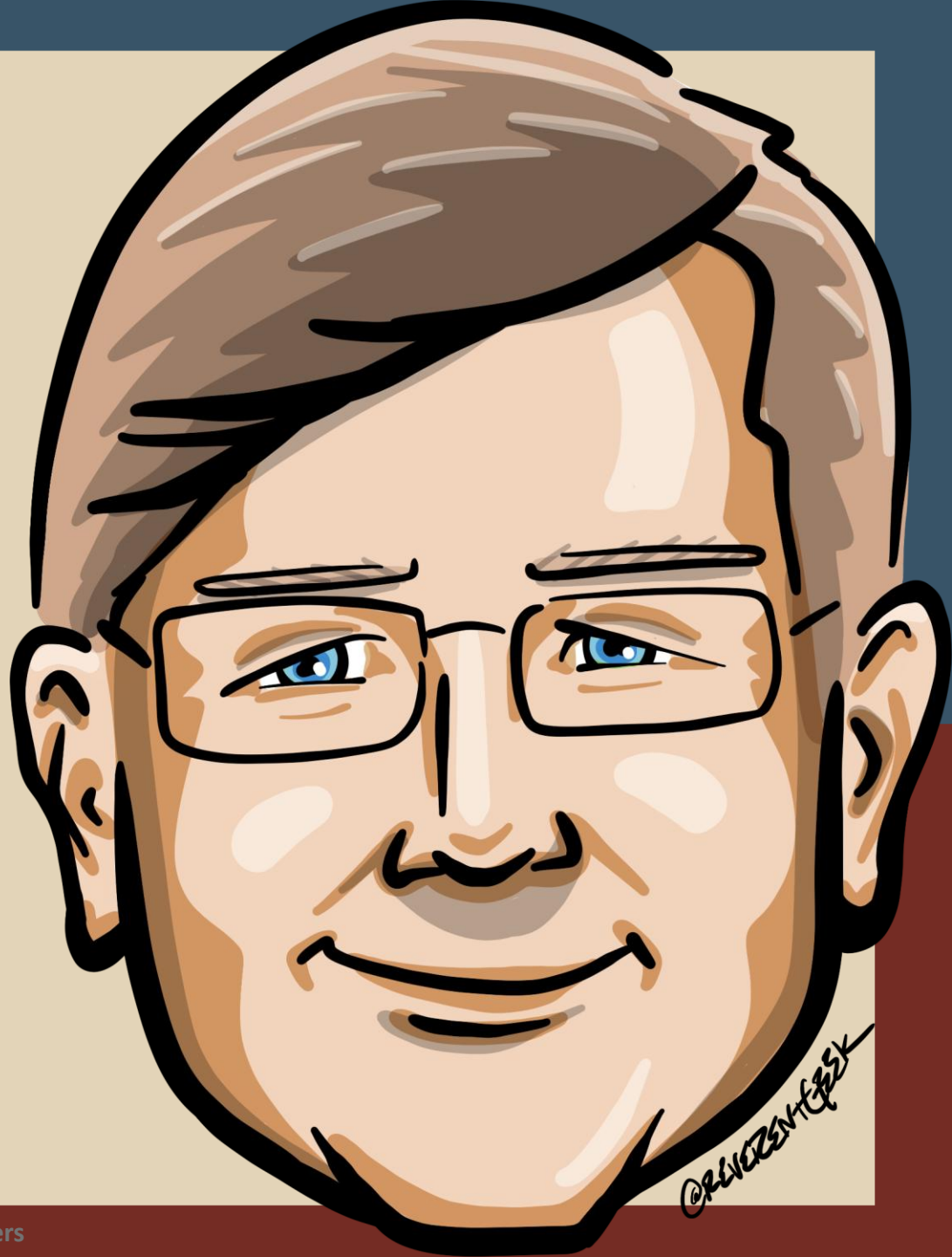
THE FEW, THE PROUD, THE LEADERS

MARINE CORPS PRINCIPLES FOR SOFTWARE TEAMS

CHAD GREEN

Who is Chad Green?

- chadgreen@chadgreen.com
- TaleLearnCode
- ChadGreen.com
- ChadGreen & TaleLearnCode
- ChadwickEGreen



Who is Chad Green?

- Leadership Positions
  - Senior System Architect
  - Director of Architecture
  - Director of Software Development
  - Service Delivery Manager
  - Product Delivery Manager
  - Project Manager
  - .NET Solution Architect
  - Technical Lead
- Community Involvement
  - Code PaLOUsa Conference Chair
  - Louisville .NET Meetup Organizer
  - Louisville Tech Leaders Organizer
  - Louisville Tech Ladies Co-Organizer
  - Code Louisville Mentor
  - Cincy Delivery Board Member

Who is Chad Green

United States Marine Corps Veteran

SOME PEOPLE SPEND AN ENTIRE LIFETIME WONDERING IF THEY MADE A DIFFERENCE. THE MARINES DON'T HAVE THAT PROBLEM.
— RONALD REAGAN

LEADERSHIP IS MORE THAN LEADING

JJ DID TIE BUCKLE
The Few, The Proud, The Leaders

JUSTICE

JUSTICE
Fair Allocation of Work

JUSTICE
Equal Opportunities

JUSTICE
Merit-Based Recognition

Transparent Decision-Making

Accountability and Consequences

The Few, The Proud, The Leaders

JUSTICE
Equitable Workload

JUSTICE
Unbiased Conflict Resolution
The Few, The Proud, The Leaders

Ethical Considerations

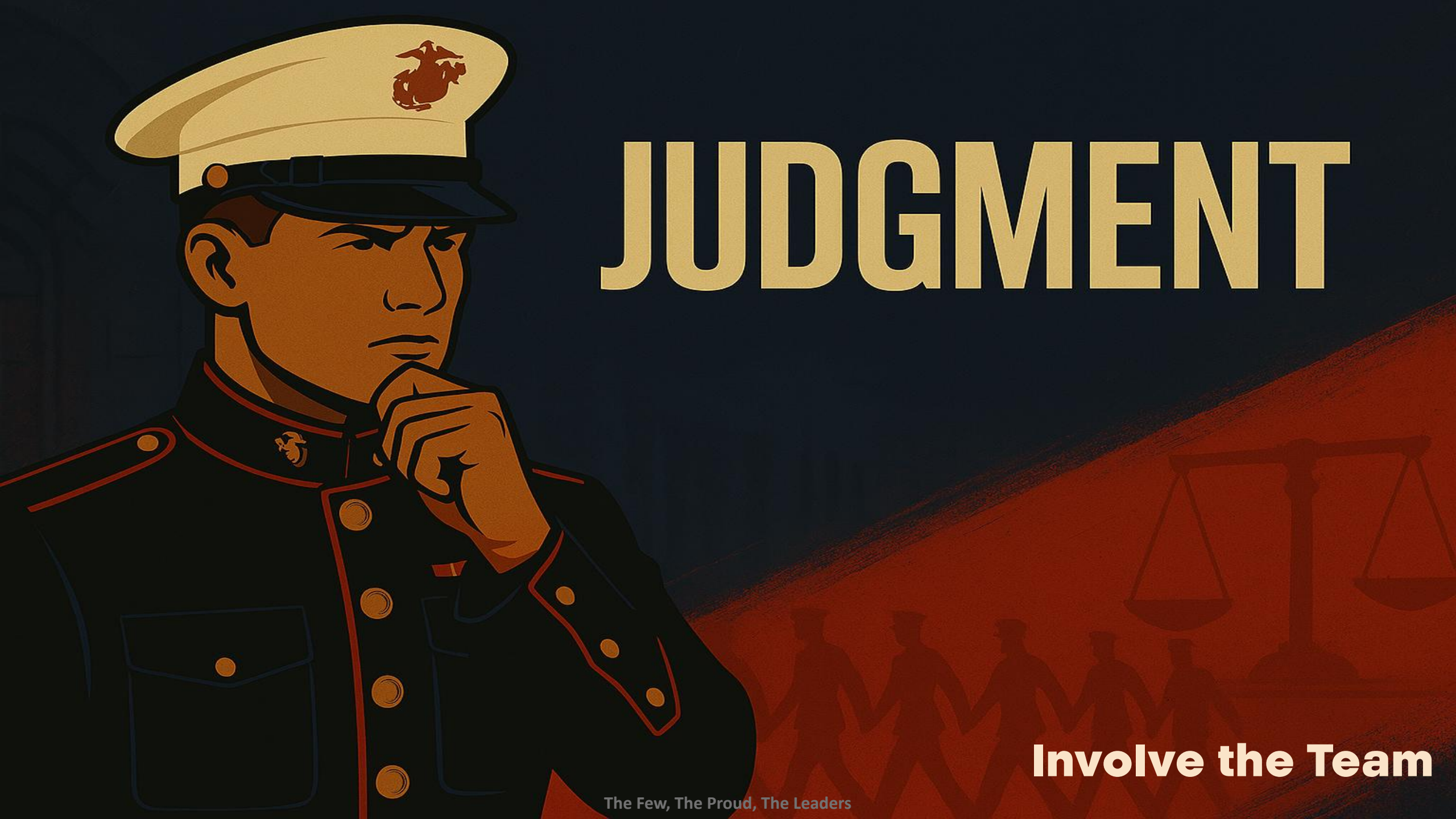
JUSTICE

JUDGMENT

JUDGMENT
Gather Information
The Few, The Proud, The Leaders

JUDGMENT
Analyze Options
The Few, The Proud, The Leaders

JUDGMENT
Risk Assessment
The Few, The Proud, The Leaders


JUDGMENT
Involve the Team

JUDGMENT
Balance Short-Term and Long-Term Goals
The Few, The Proud, The Leaders

JUDGMENT
Decisiveness
The Few, The Proud, The Leaders

JUDGMENT
Adaptability

JUDGMENT
Account for Trade-Offs

JUDGMENT
Consider Ethical Implications
The Few, The Proud, The Leaders

JUDGMENT
Communication
The Few, The Proud, The Leaders

JUDGMENT
Learn from Mistakes
The Few, The Proud, The Leaders

JUDGMENT
Continuous Learning

JUDGMENT

DEPENDABILITY

DEPENDABILITY
Lead by Example
The Few, The Proud, The Leaders

DEPENDABILITY
Consistency

DEPENDABILITY
Reliable Planning
The Few, The Proud, The Leaders

DEPENDABILITY
Accountability

DEPENDABILITY
Availability

DEPENDABILITY
Resource Management
The Few, The Proud, The Leaders

DEPENDABILITY
Problem Solving
The Few, The Proud, The Leaders

DEPENDABILITY
Adaptability

DEPENDABILITY
Quality Focus
The Few, The Proud, The Leaders

DEPENDABILITY
Follow Through
The Few, The Proud, The Leaders

DEPENDABILITY
Build Relationships

DEPENDABILITY

INITIATIVE

INITIATIVE
Encourage Creative Thinking
The Few, The Proud, The Leaders

INITIATIVE
Empowerment

INITIATIVE
Lead by Example
The Few, The Proud, The Leaders

INITIATIVE
Identify Opportunities

INITIATIVE
Risk-Taking

INITIATIVE
Problem-Solving Culture

INITIATIVE
Innovation Time
The Few, The Proud, The Leaders

INITIATIVE
Recognition of Initiative

INITIATIVE
Align with Goals
The Few, The Proud, The Leaders

INITIATIVE
Provide Resources and Support

INITIATIVE
Learn from Failure

INITIATIVE

DECISIVENESS

DECISIVENESS
Clear Vision
The Few, The Proud, The Leaders

DECISIVENESS
Gather Information

DECISIVENESS
Gather Information

DECISIVENESS
Prioritize

DECISIVENESS
Rapid Response
The Few, The Proud, The Leaders

DECISIVENESS
Analysis-Action Balance

DECISIVENESS
Consultation

DECISIVENESS
Risk Management
The Few, The Proud, The Leaders

DECISIVENESS
Long-Term Impact

DECISIVENESS
Adaptability

DECISIVENESS
Communication

DECISIVENESS
Consistency

DECISIVENESS
Decisive Confidence
The Few, The Proud, The Leaders

DECISIVENESS
Feedback Loop

DECISIVENESS

TACT

TACT
Respectful Communication
The Few, The Proud, The Leaders

Active Listening

TACT
Empathy

TACT
Constructive Feedback

TACT
Conflict Resolution
The Few, The Proud, The Leaders

TACT
Cultural Sensitivity

TACT
Balancing Critique
The Few, The Proud, The Leaders

TACT
Transparency

Privacy and Confidentiality

TACT
Personalized Leadership
The Few, The Proud, The Leaders

TACT
Considerate Decision-Making
The Few, The Proud, The Leaders

TACT

INTEGRITY

INTEGRITY
Lead by Example
The Few, The Proud, The Leaders

INTEGRITY
Honest Communication

Ethical Decision-Making

INTEGRITY
Transparency

INTEGRITY
Consistency

INTEGRITY
Respect for Others

Ethical Standards in Technology

The Few, The Proud, The Leaders

INTEGRITY
Adherence to Guidelines

Inclusion and Diversity

Integrity in Documentation

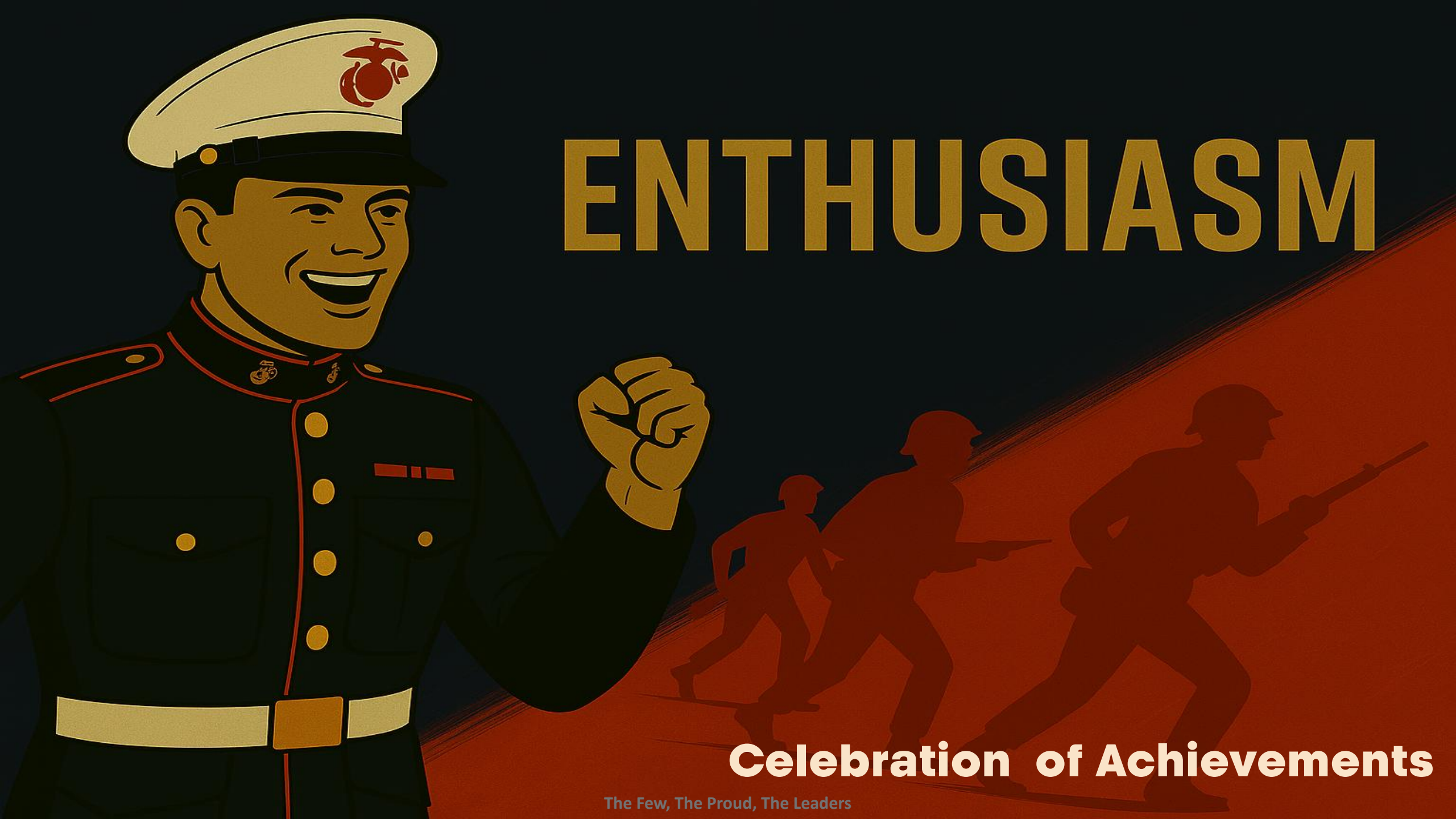
INTEGRITY

ENTHUSIASM

ENTHUSIASM
Passion for Technology
The Few, The Proud, The Leaders

ENTHUSIASM
Positive Attitude
The Few, The Proud, The Leaders

ENTHUSIASM
Inspire Creativity
The Few, The Proud, The Leaders


ENTHUSIASM
Celebration of Achievements
The Few, The Proud, The Leaders

ENTHUSIASM
Motivate and Energize

ENTHUSIASM
Open Communication

ENTHUSIASM
Personal Investment
The Few, The Proud, The Leaders

ENTHUSIASM
Lead by Example
The Few, The Proud, The Leaders

ENTHUSIASM
Learning Culture
The Few, The Proud, The Leaders

ENTHUSIASM
Listening to Ideas
The Few, The Proud, The Leaders

ENTHUSIASM
Energetic Meetings
The Few, The Proud, The Leaders

ENTHUSIASM
Flexibility and Adaptability

ENTHUSIASM
Public Recognition

ENTHUSIASM
Maintain Momentum

ENTHUSIASM

BEARING

BEARING

Confident Presence

BEARING

Professionalism

BEARING

Calm Under Pressure

The Few, The Proud, The Leaders

BEARING

Effective Communication

BEARING

Decisiveness

BEARING

Poise in Conflict

The Few, The Proud, The Leaders

BEARING

Empathy and Understanding

BEARING

Modeling Behavior

The Few, The Proud, The Leaders

BEARING

Grace Under Criticism

BEARING

Professional Development

The Few, The Proud, The Leaders

BEARING

Handling Ambiguity

BEARING

UNSELFISHNESS

UNSELFISHNESS
Support Team Growth

UNSELFISHNESS
Empowerment

UNSELFISHNESS
Share Credit

UNSELFISHNESS
Open Collaboration

UNSELFISHNESS
Prioritize Team Needs

UNSELFISHNESS
Selfless Service

UNSELFISHNESS
Team Goals Over Personal Goals
The Few, The Proud, The Leaders

UNSELFISHNESS
Servant Leadership
The Few, The Proud, The Leaders

UNSELFISHNESS
Embrace Diverse Perspectives

Conflict Resolution

UNSELFISHNESS
Prompt a Positive Culture
The Few, The Proud, The Leaders

Balancing Workload

UNSELFISHNESS

COURAGE

COURAGE
Embrace Innovation

Risk Management

The Few, The Proud, The Leaders

COURAGE
Stand Up for Values
The Few, The Proud, The Leaders

Difficult Conversations

The Few, The Proud, The Leaders

COURAGE
Adaptability

COURAGE
Champion New Ideas
The Few, The Proud, The Leaders

COURAGE
Accountability

COURAGE
Speak Up

Moral Courage

Balancing Stakeholder Interests

The Few, The Proud, The Leaders

COURAGE
Resilience

Inclusive Leadership

The Few, The Proud, The Leaders

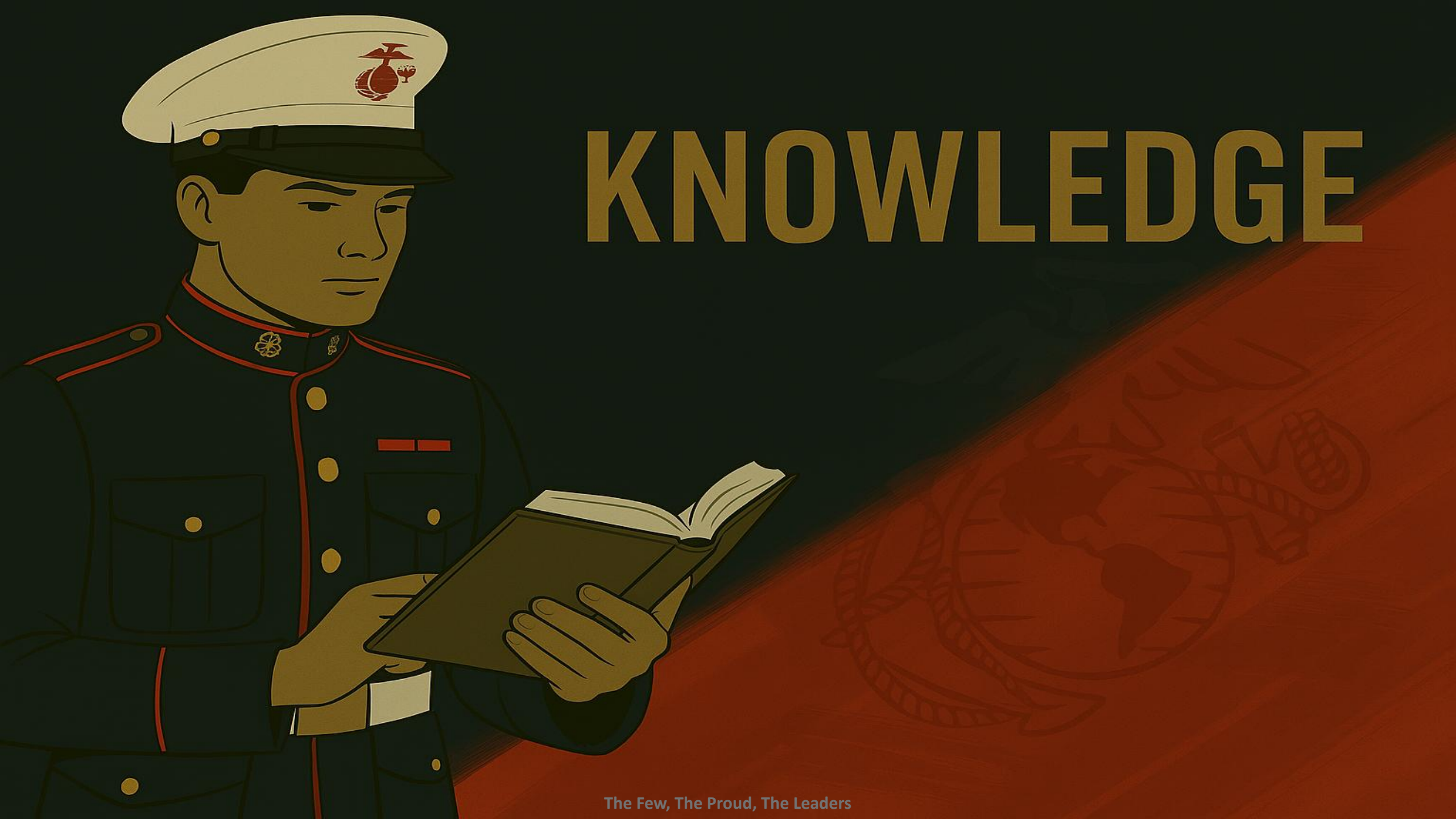
COURAGE
Transparency

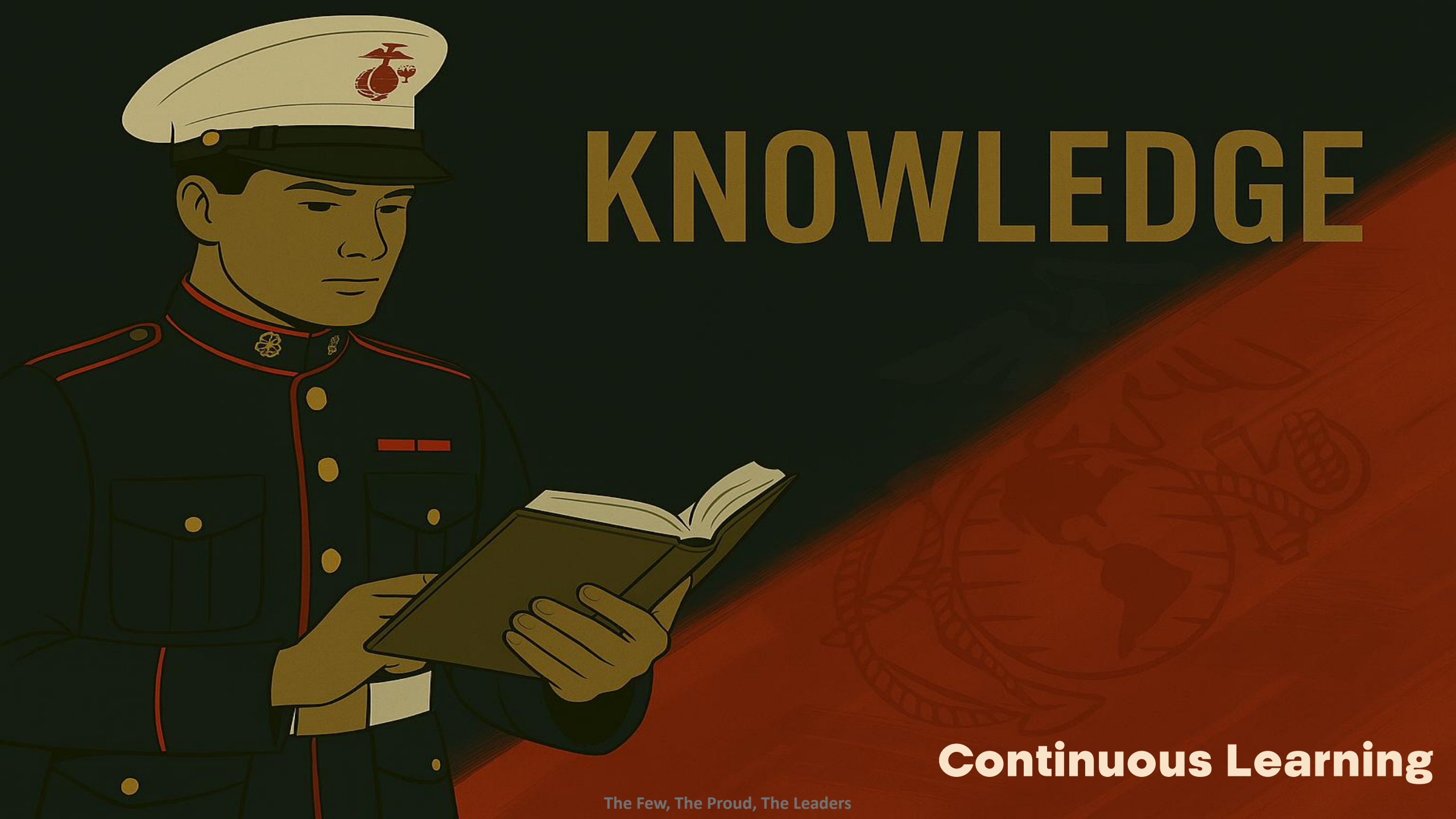
Supporting Your Team

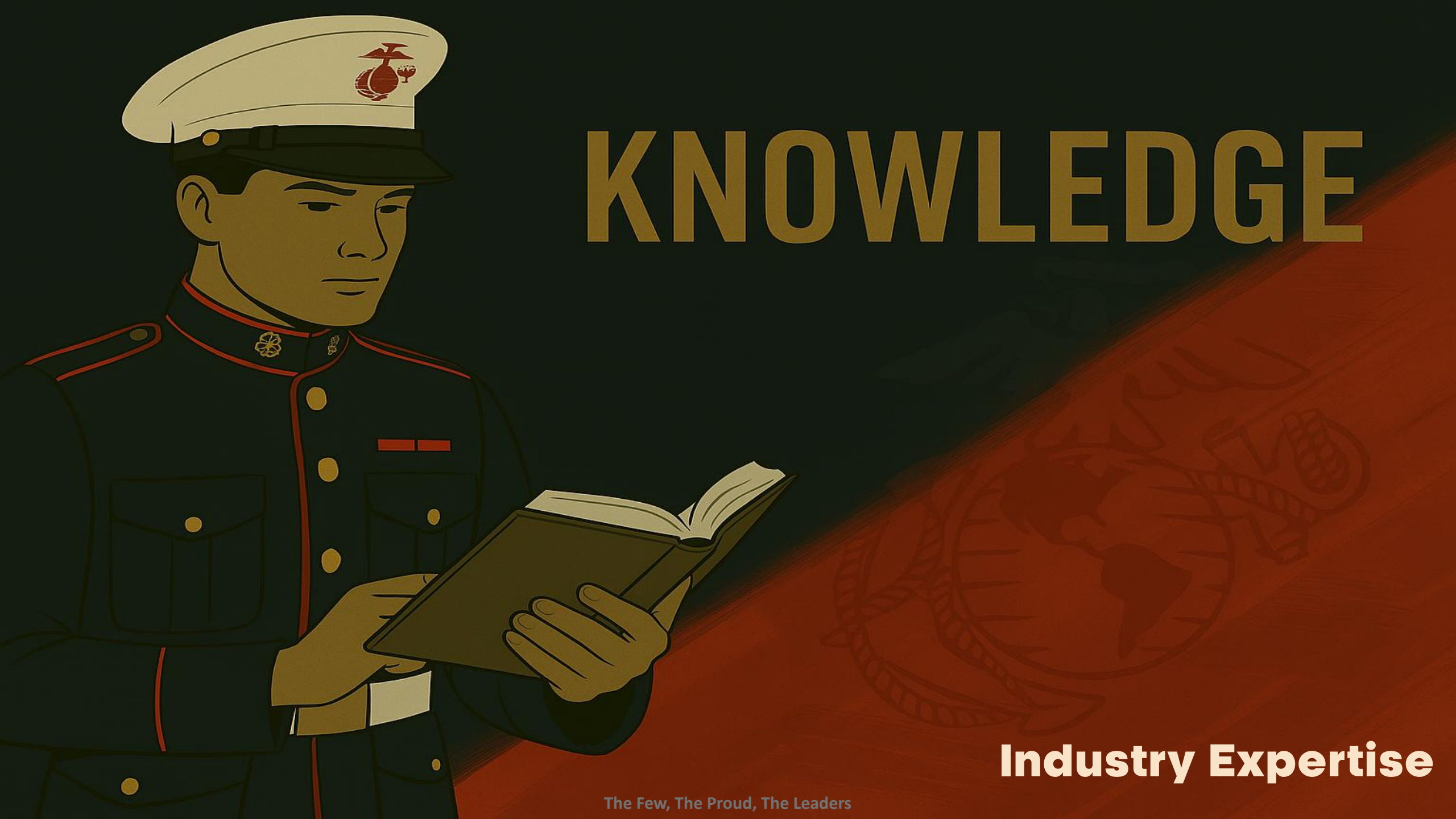
The Few, The Proud, The Leaders

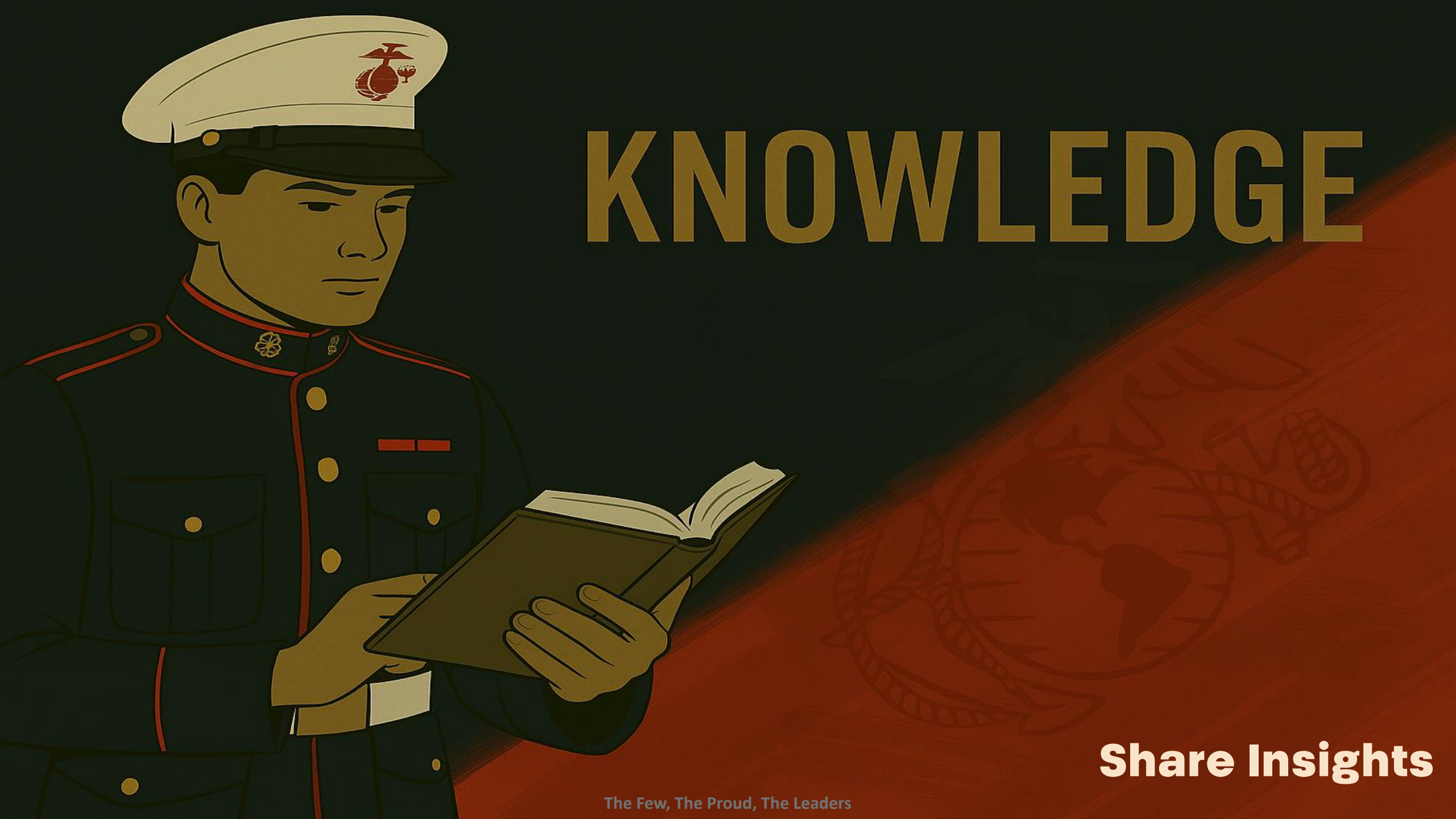
COURAGE
Lead with Conviction

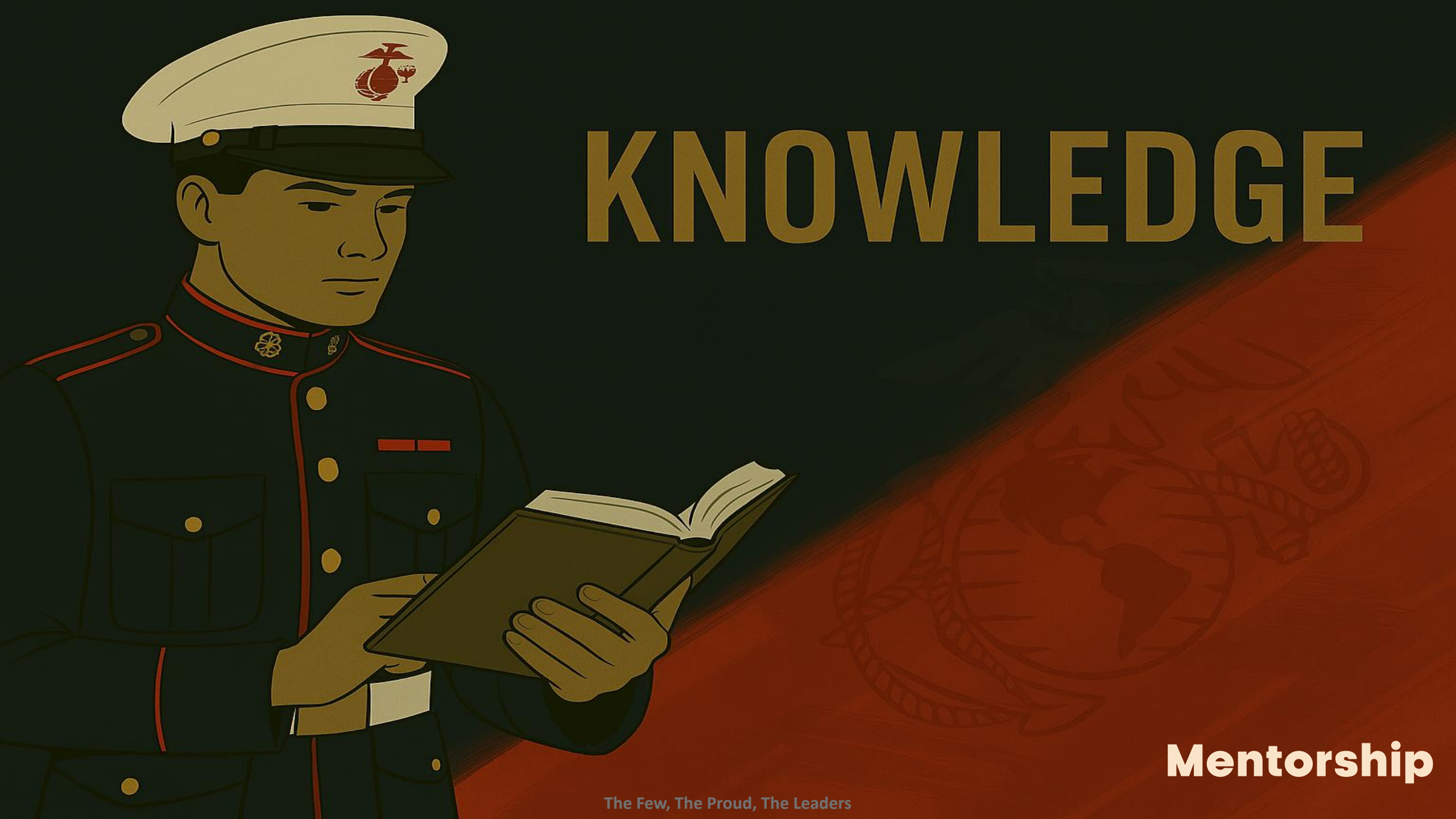
COURAGE

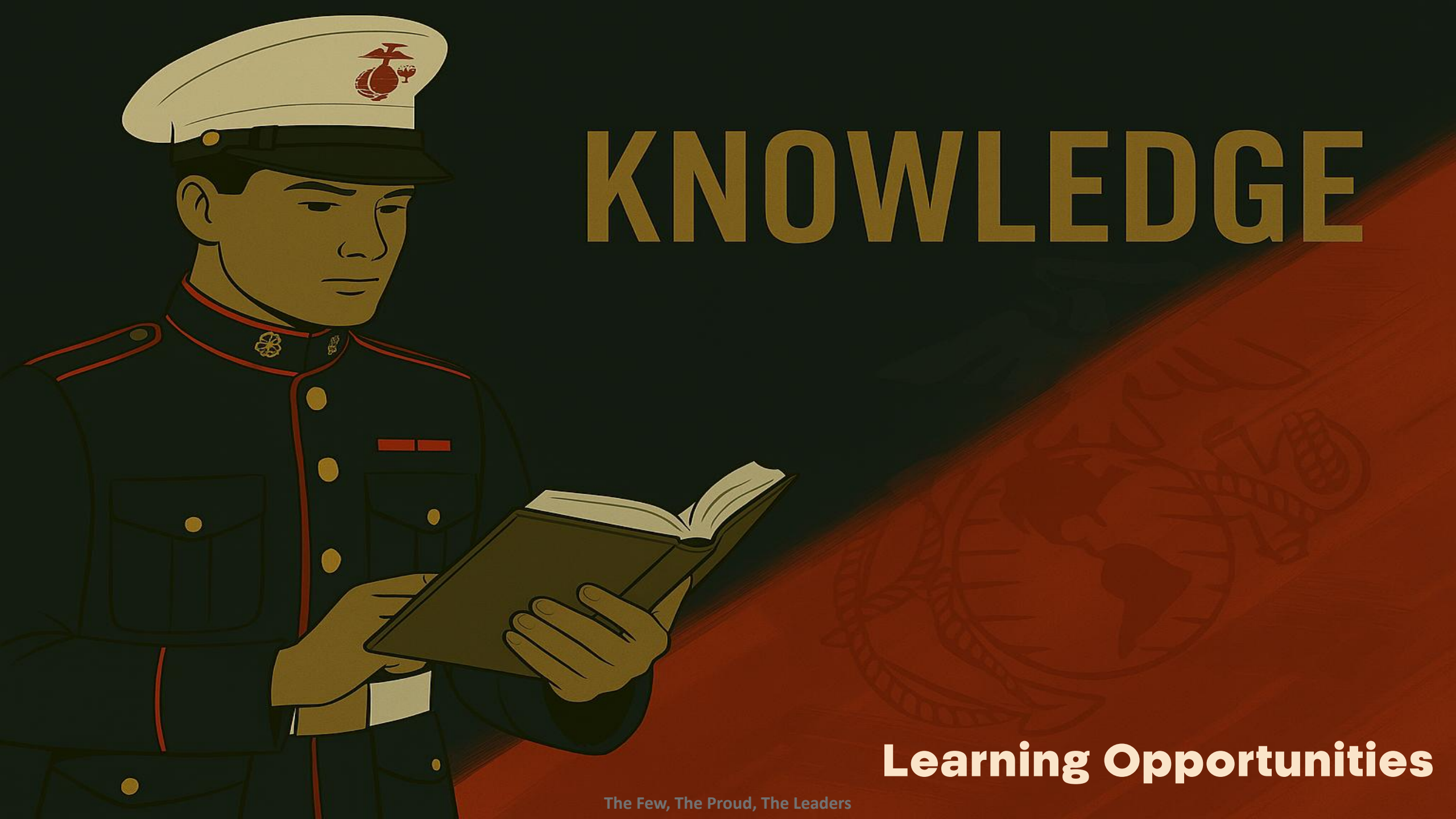

KNOWLEDGE

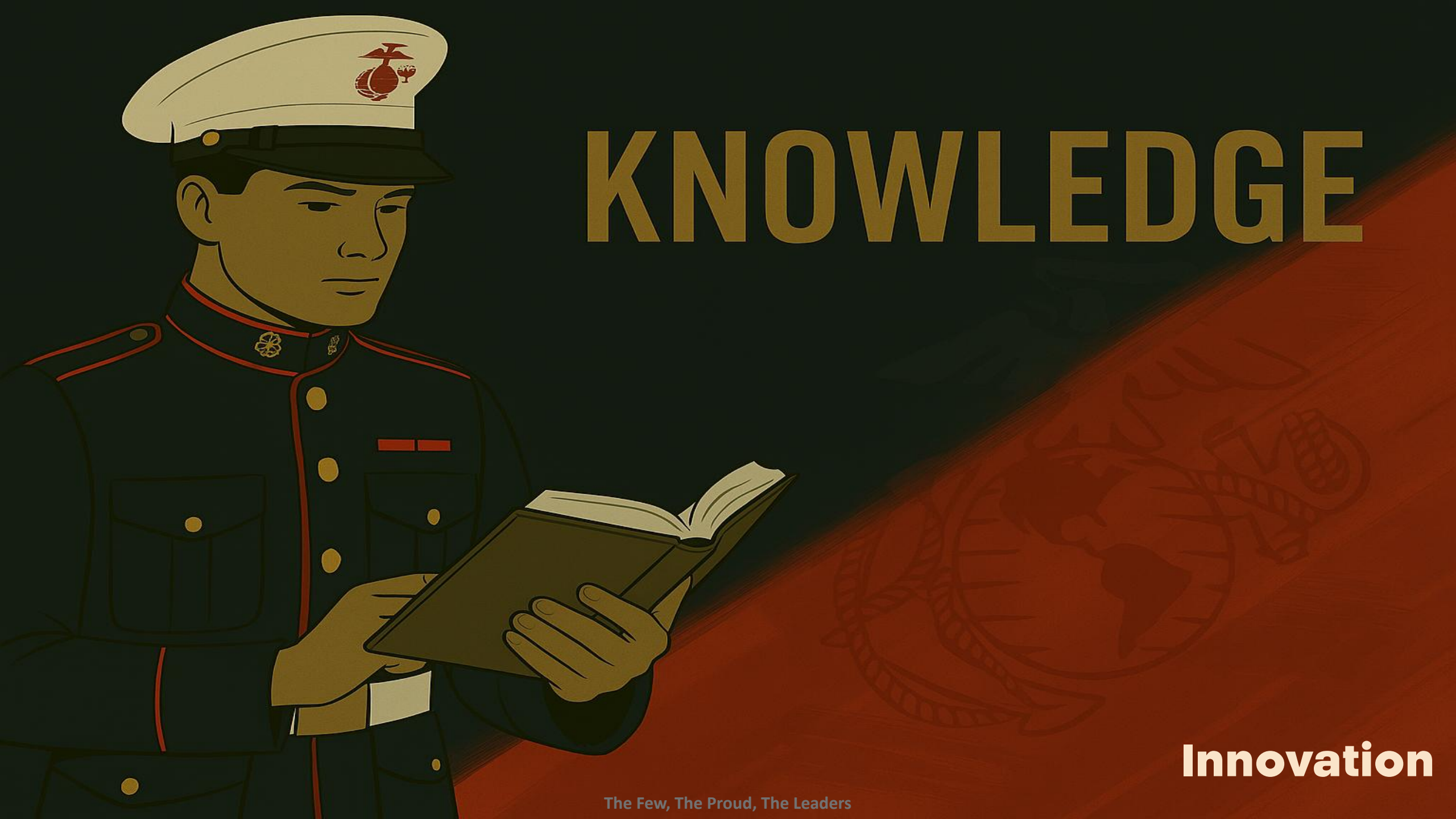

KNOWLEDGE
Continuous Learning

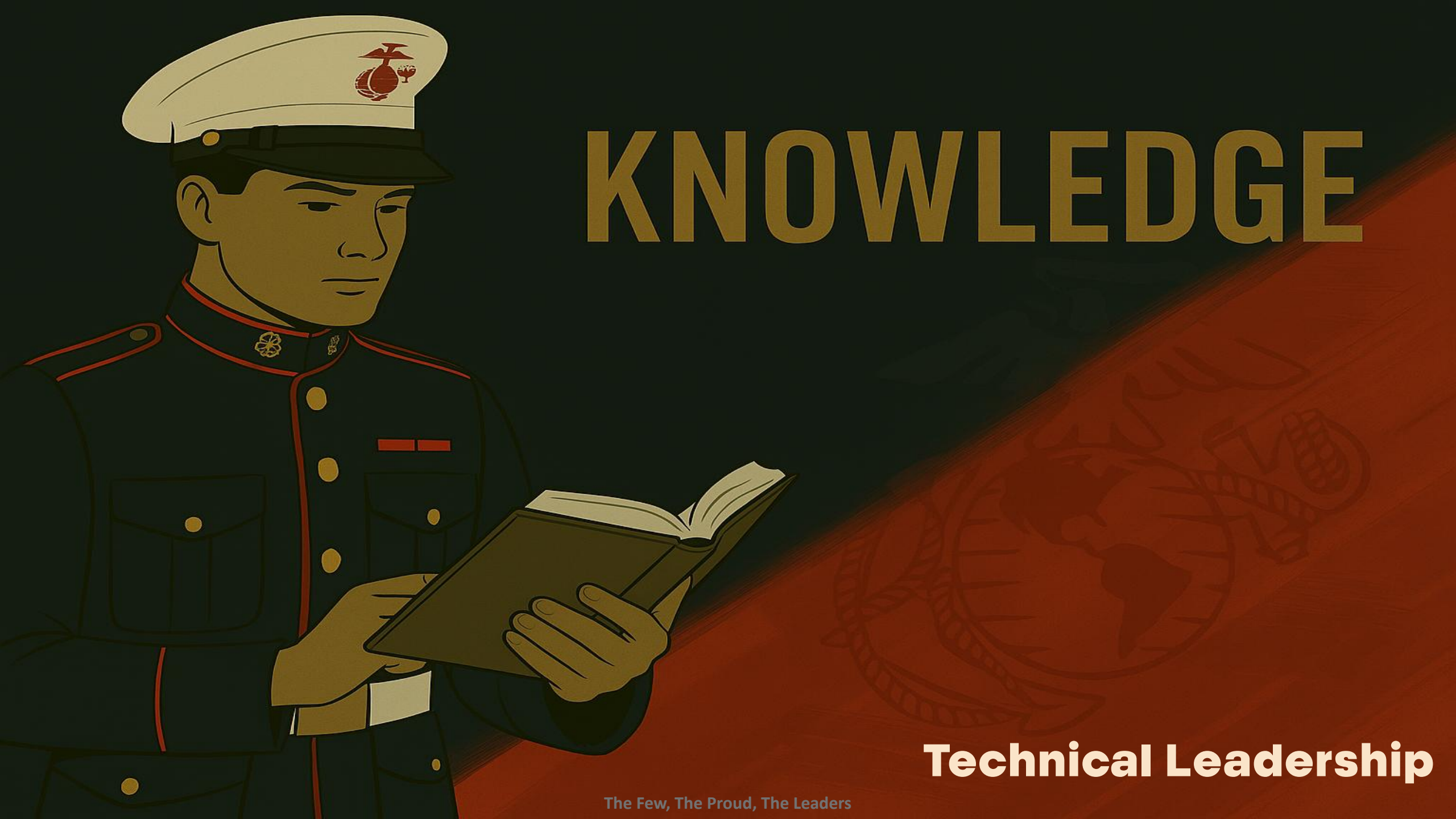

KNOWLEDGE
Industry Expertise
The Few, The Proud, The Leaders

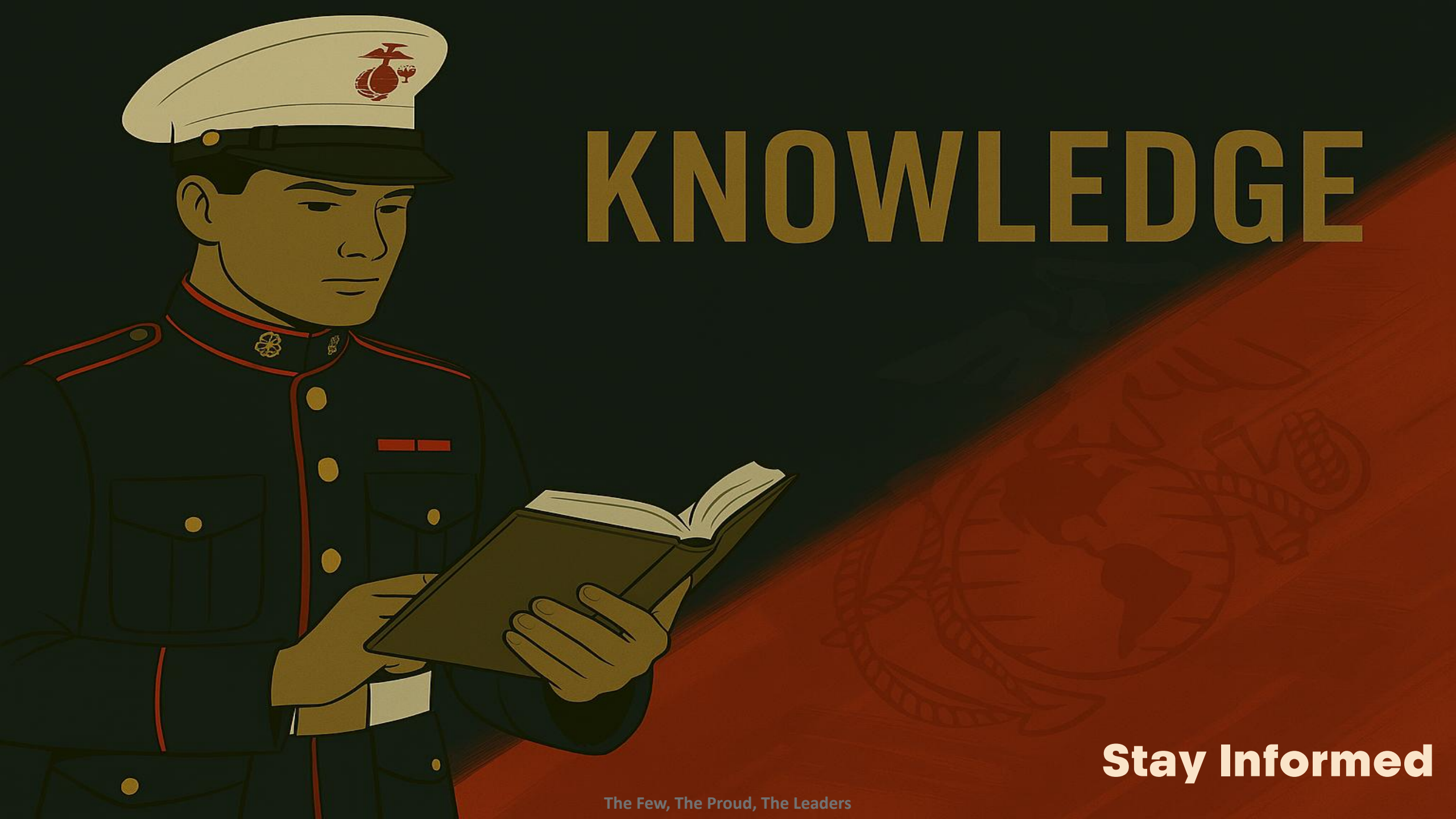

KNOWLEDGE
Share Insights
The Few, The Proud, The Leaders

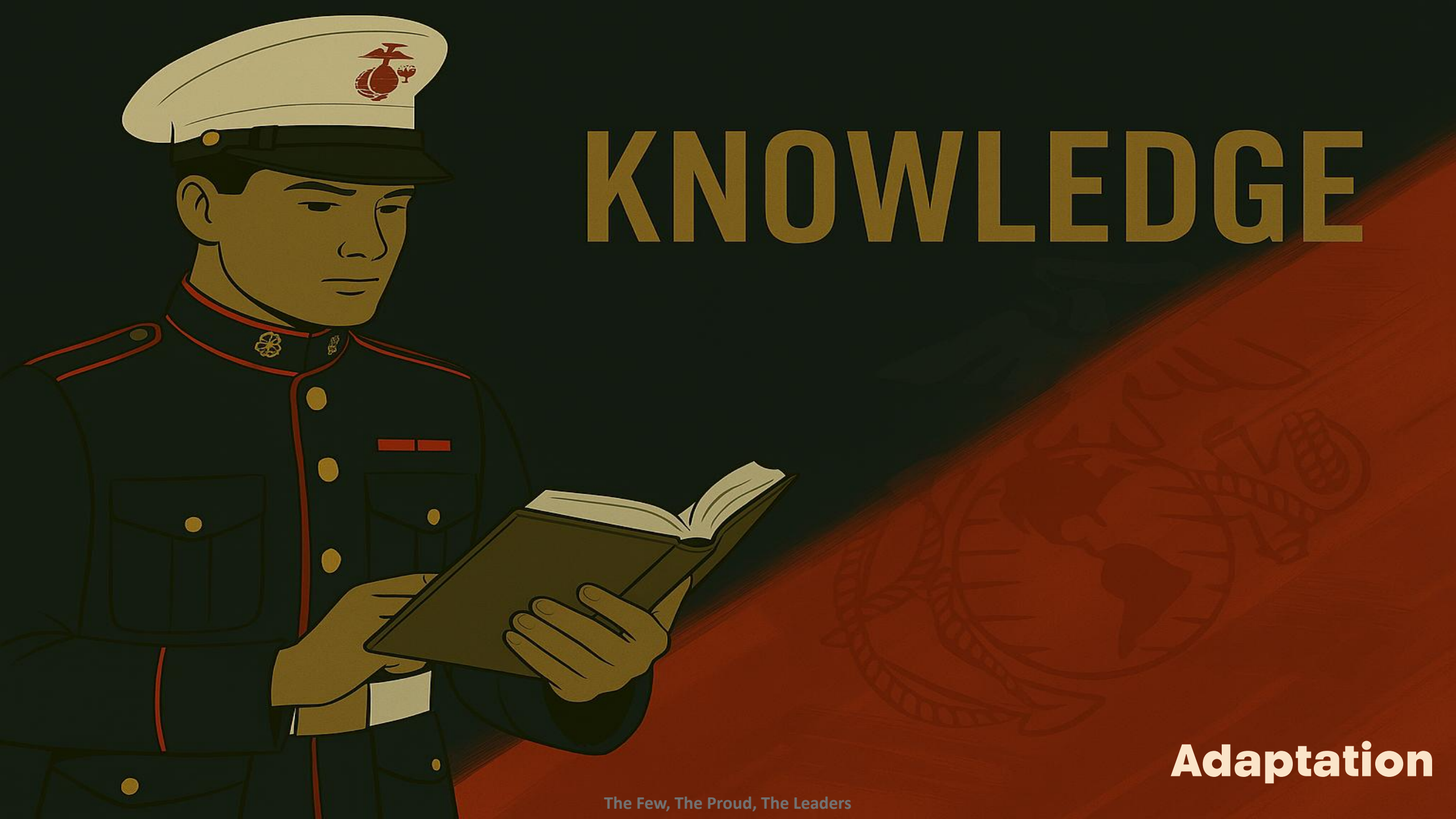

KNOWLEDGE
Mentorship
The Few, The Proud, The Leaders


KNOWLEDGE
Learning Opportunities
The Few, The Proud, The Leaders

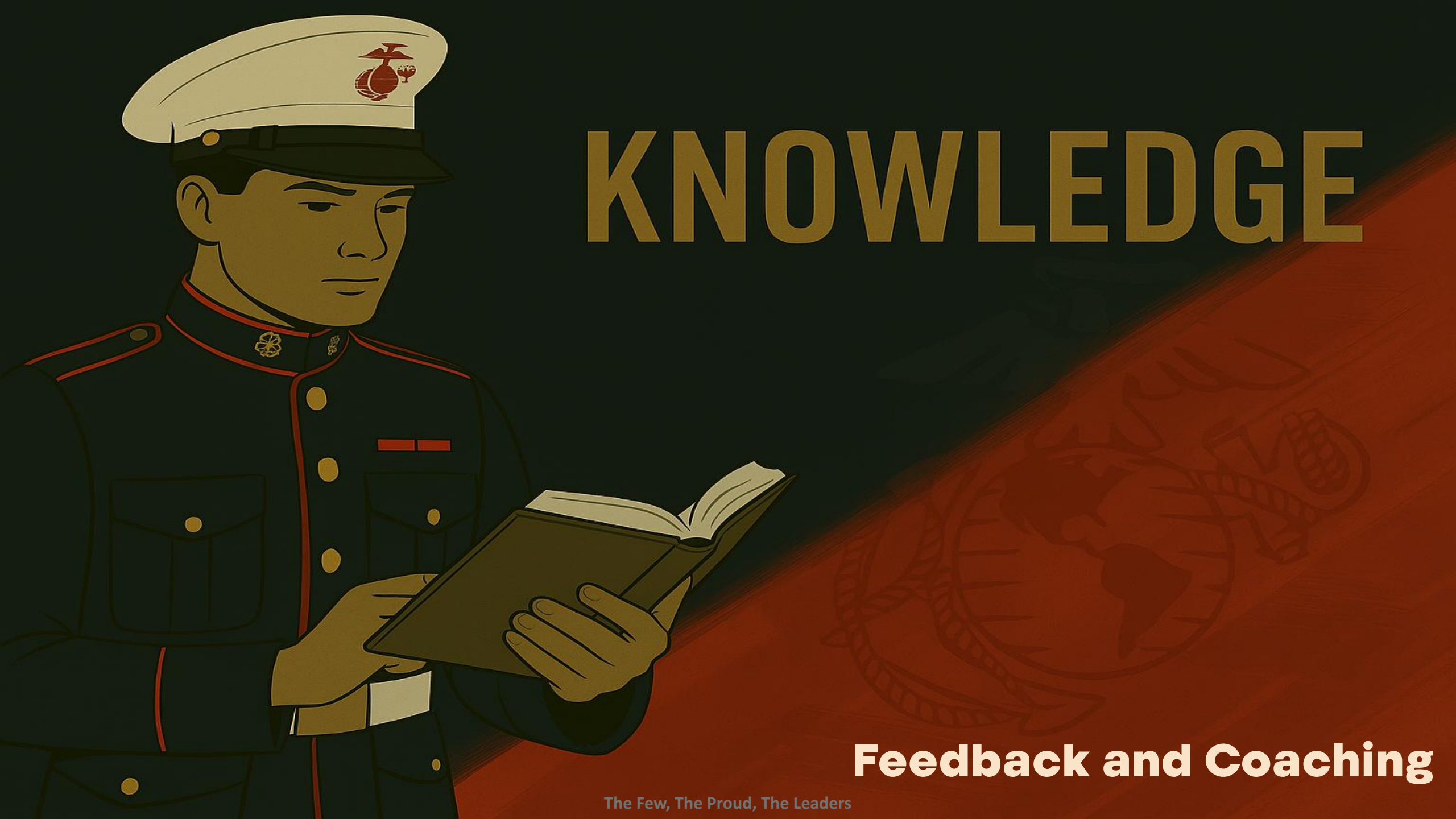

KNOWLEDGE
Innovation


KNOWLEDGE
Technical Leadership
The Few, The Proud, The Leaders

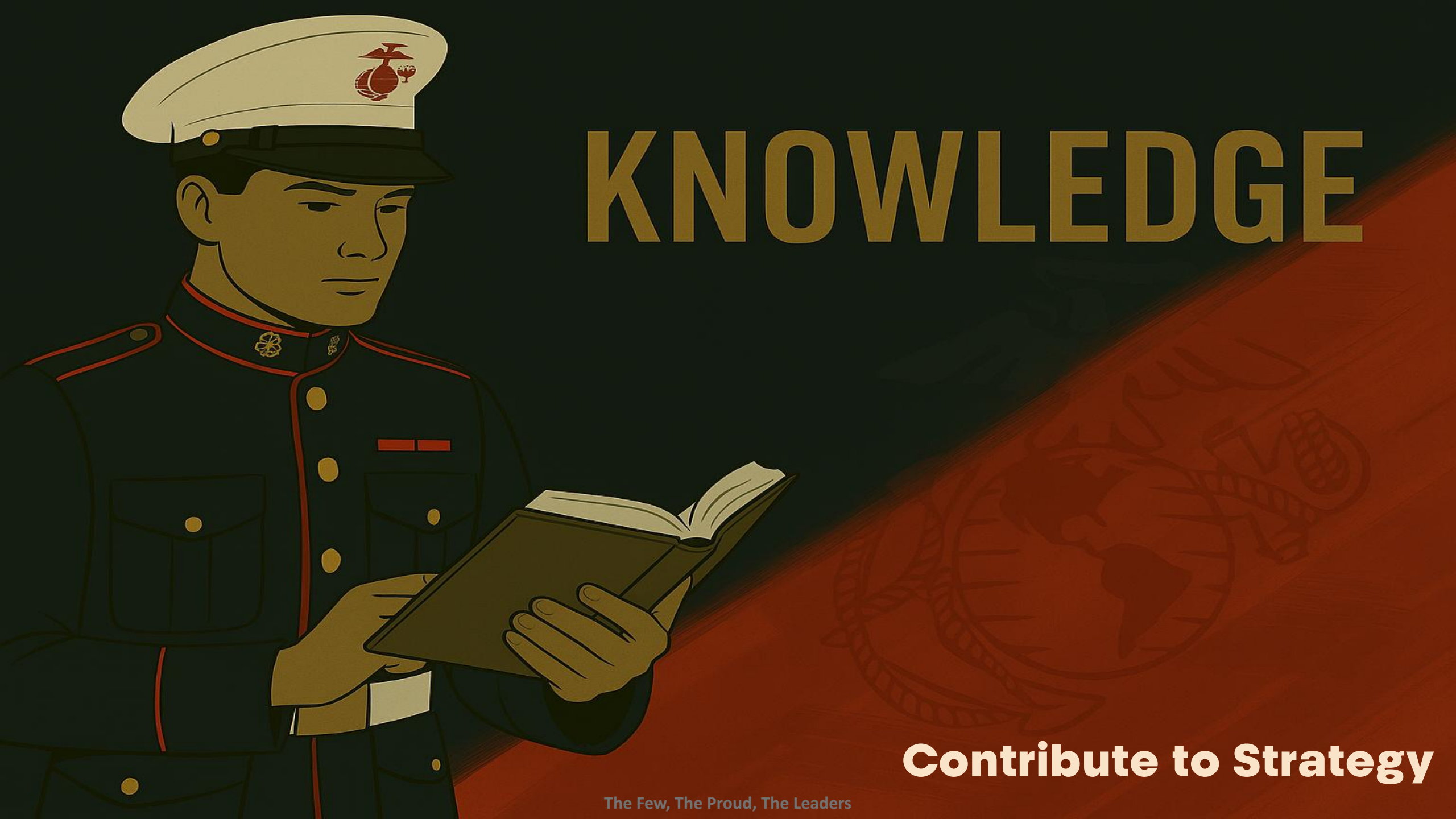

KNOWLEDGE
Stay Informed
The Few, The Proud, The Leaders

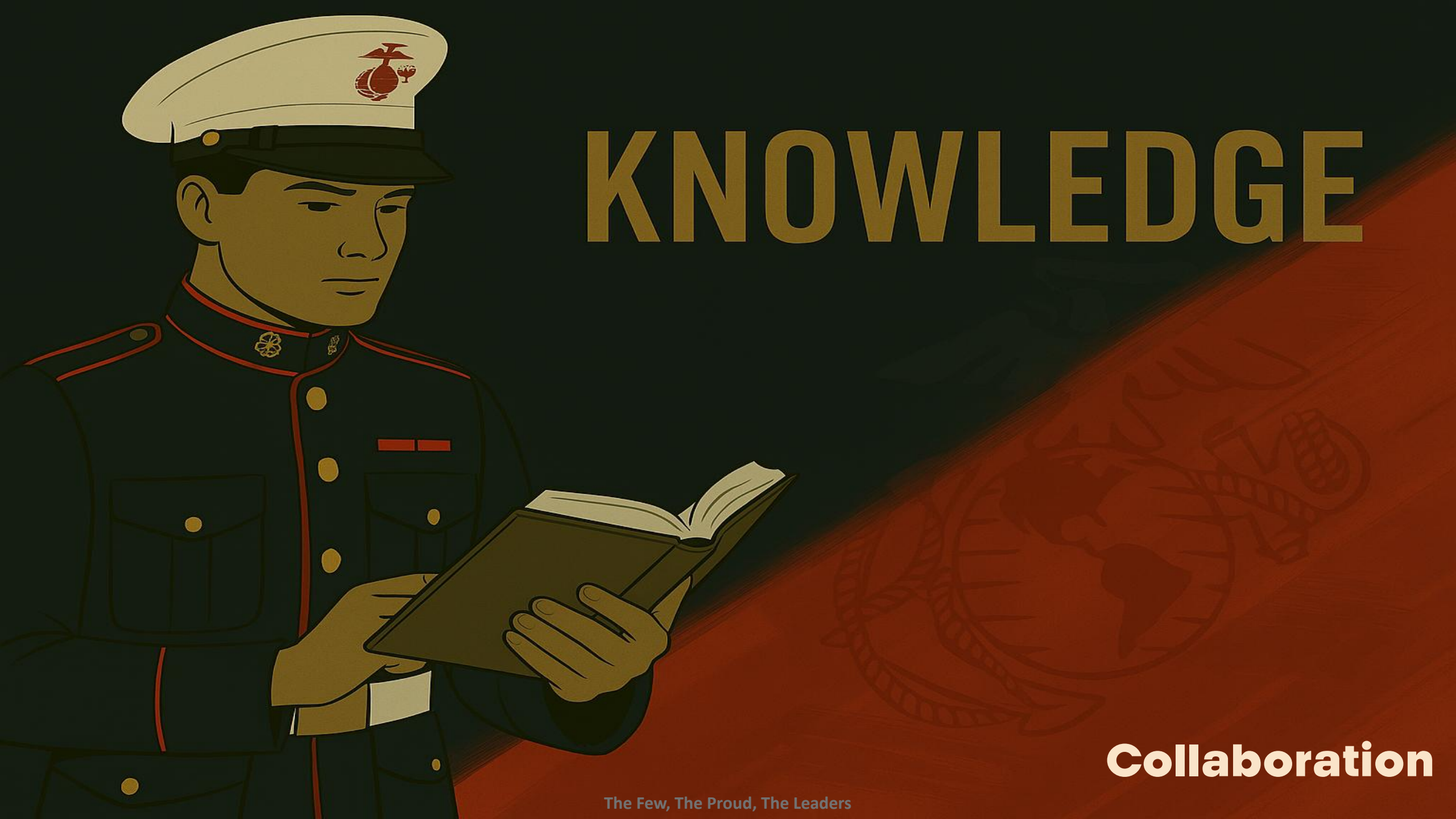


Adaptation

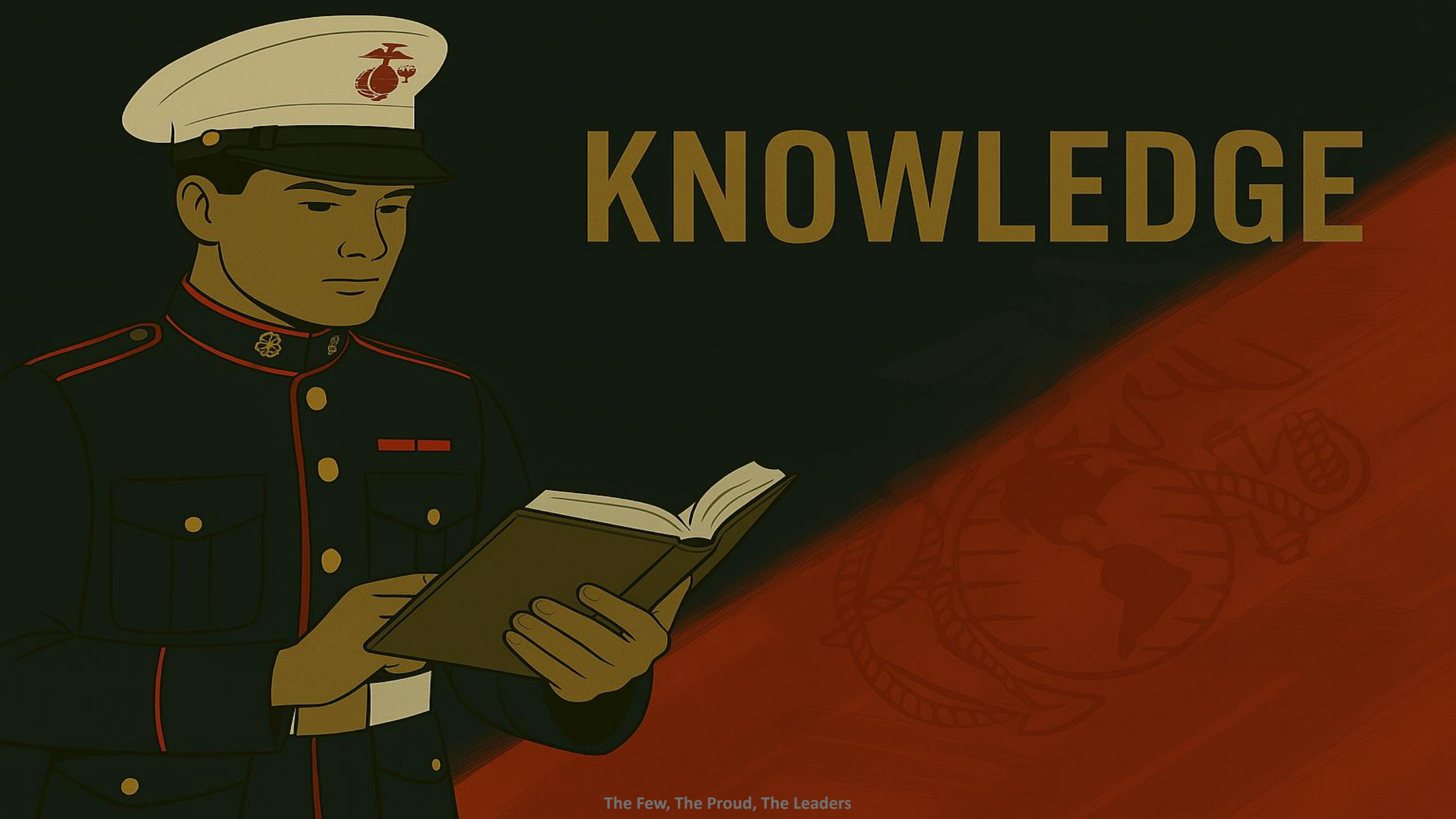


Feedback and Coaching


KNOWLEDGE
Contribute to Strategy
The Few, The Proud, The Leaders


KNOWLEDGE
Collaboration

KNOWLEDGE
Promote Learning Culture
The Few, The Proud, The Leaders


KNOWLEDGE

LOYALTY

LOYALTY
Build Trust

LOYALTY
Supportive Environment

LOYALTY
Advocate for the Team

LOYALTY
Open Communication

Collaborative Decision-Making

The Few, The Proud, The Leaders

LOYALTY
Conflict Resolution
The Few, The Proud, The Leaders

Recognition and Acknowledgement

The Few, The Proud, The Leaders

LOYALTY
Consistency

LOYALTY
Professional Development
The Few, The Proud, The Leaders

LOYALTY
Personal Connection

LOYALTY
Resolve Conflict

LOYALTY
Inclusive Culture
The Few, The Proud, The Leaders

Share Successes and Challenges

LOYALTY
Stand by Your Team
The Few, The Proud, The Leaders

LOYALTY

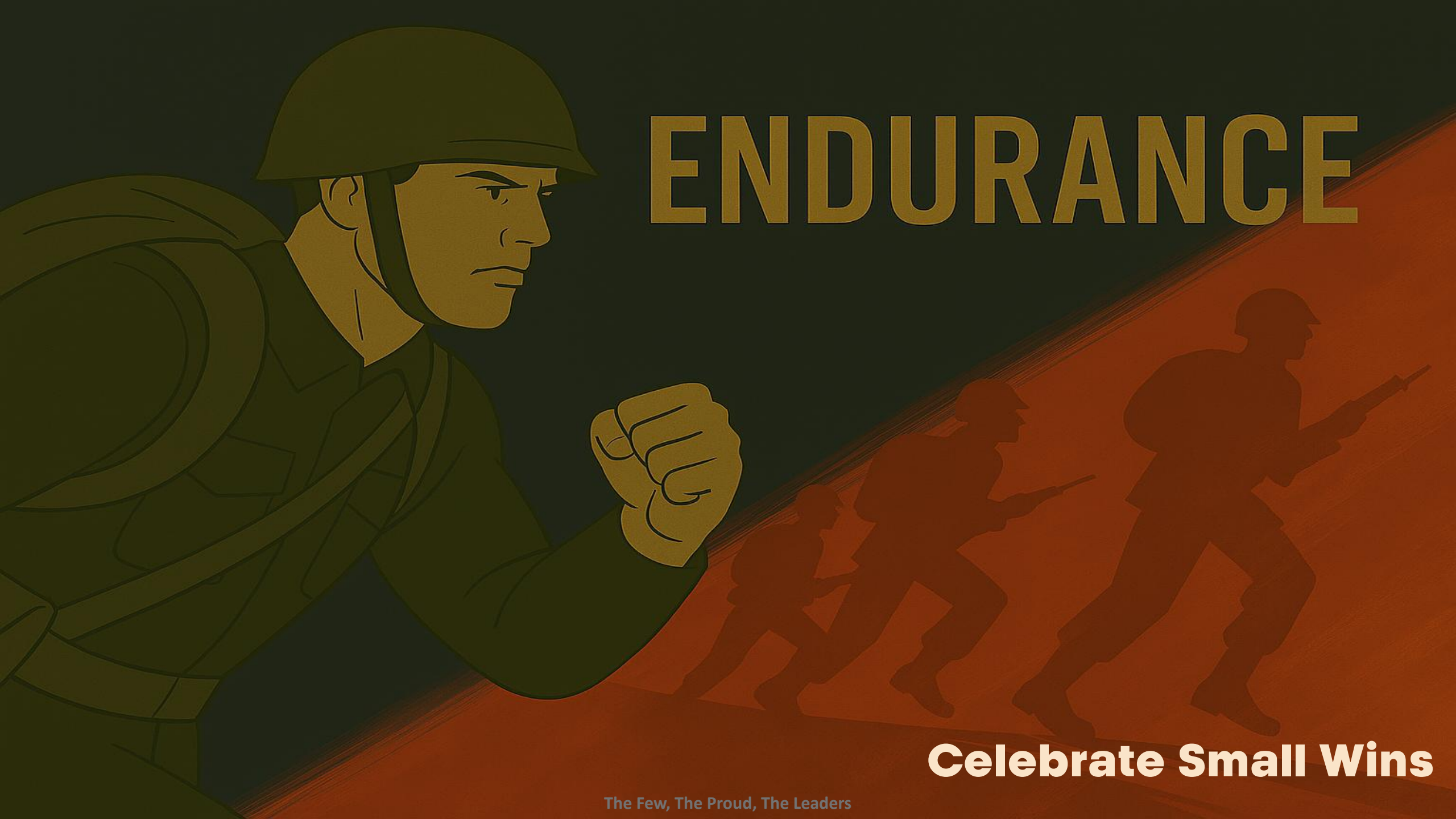
ENDURANCE

ENDURANCE
Resilient Attitude

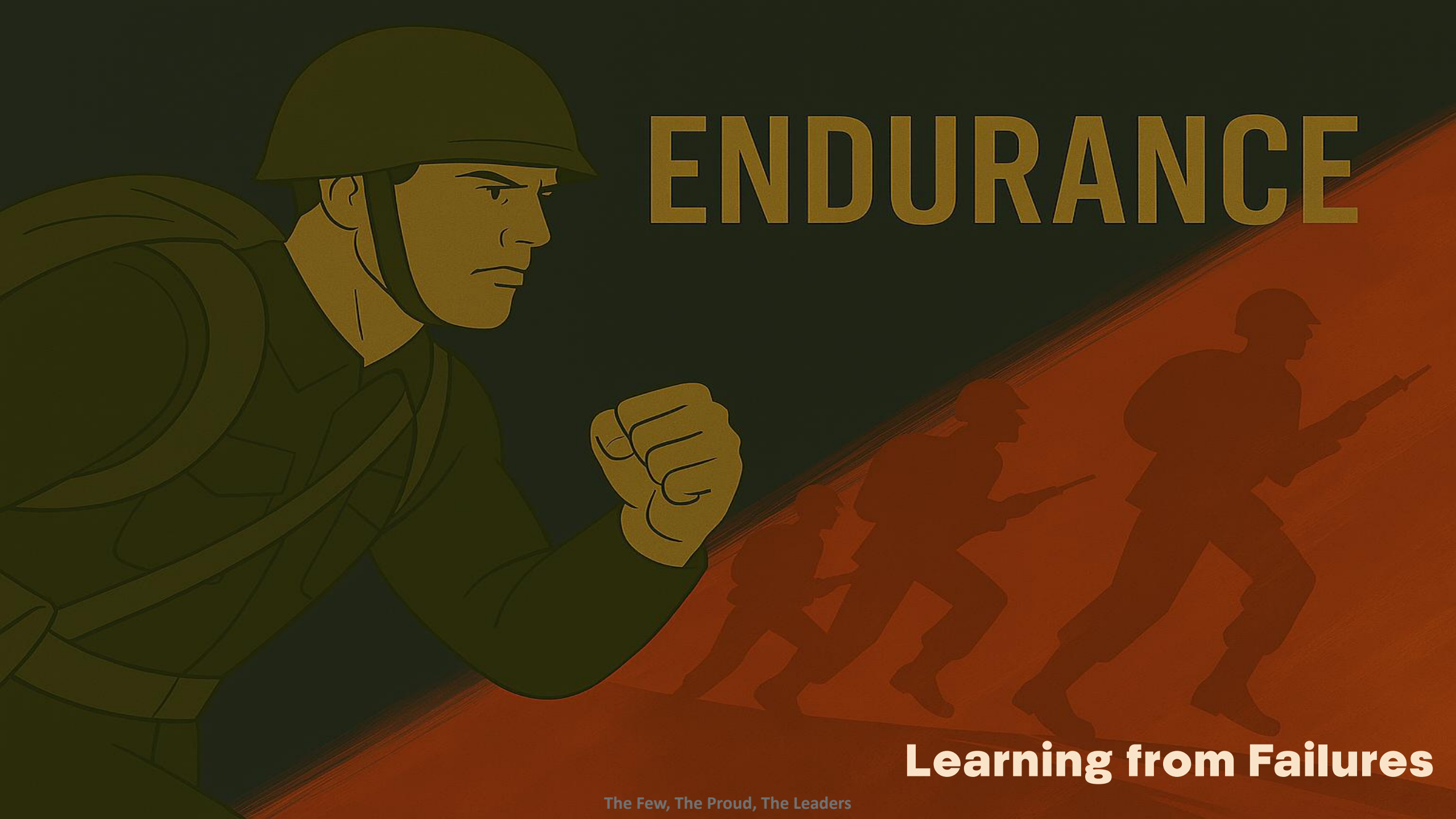
ENDURANCE
Lead by Example

ENDURANCE
Steadfast Support

ENDURANCE
Adaptability


ENDURANCE
Celebrate Small Wins

Effective Communication



Learning from Failures

Resource Management

The Few, The Proud, The Leaders

ENDURANCE
Maintain Perspective

ENDURANCE
Provide Clear Direction

ENDURANCE
Patience and Persistence

ENDURANCE
Team Unity

ENDURANCE
Responsible Risk-Taking

ENDURANCE

BOSS VS LEADER

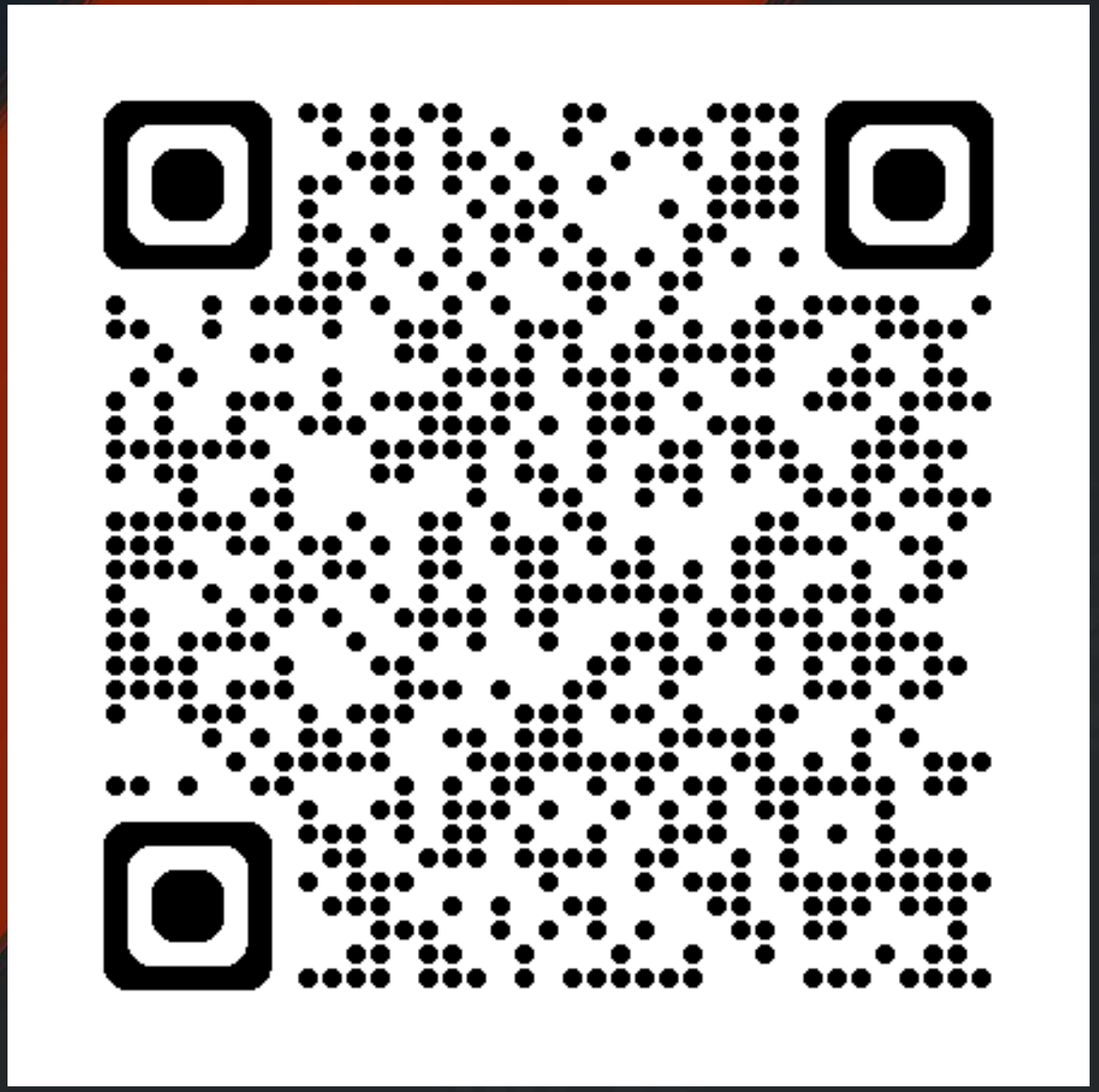
BOSS

- Drives employees
- Depends on authority
- Inspires fear
- Says, “I”
- Places blame for the breakdown
- Knows how it is done
- Uses people
- Takes credit
- Commands
- Says, “Go”

LEADER

- Coaches them
- On goodwill
- Generates enthusiasm
- Says, “We”
- Fixes the breakdowns
- Shows how it is done
- Develops people
- Gives credit
- Asks
- Says, “Let’s go”

ENDEX

Q&A

OVER AND OUT