

# Lejeune Leadership Newsletter

Marine Corps Civilian Leadership Development Program  
[www.mcu.usmc.mil/leadership/mccld/sitepages/home.aspx](http://www.mcu.usmc.mil/leadership/mccld/sitepages/home.aspx)

## A Benchmark for FY 2015

### Quote of the Quarter

**“All Significant  
breakthroughs  
are break—  
”withs” old ways  
of thinking”**

—  
**Thomas Kulm**

The Lejeune Leadership Institute's, Civilian Leadership Development Program (CLDP) program provides a 4 tier approach to civilian leadership development opportunities. The tiers consist of online courses via MarineNet, locally funded leadership development courses, Centrally Managed courses provided by the Graduate School, USA and the Lead Self Seminars.

The CLDP has been very successful during FY-2015 providing the Lead Self Seminar to 213 Marine Corps civilian participants in the following locations and offerings:

Camp Lejeune, 2 seminars, = 28 participants  
 Beaufort, 2 seminars, = 28 participants  
 Miramar, 1 seminar = 14 participants  
 Albany, 2 seminars, = 36 participants  
 New Orleans, 1 seminar, = 17 participants  
 HQ MC, 1 seminar, = 23 participants  
 29 Palms, 1 seminar, = 25 participants  
 Pendleton, 1 seminar, = 23 participants  
 Hawaii, 1 seminar, = 19 participants

The Lead Self seminar received overwhelming endorsements verbally and in end of course evaluations from civilian participants. The HRD-SAs at Camp Lejeune, Beaufort and Albany successfully facilitated the seminar without LLI, CLD personnel. While the other installations HRD-SAs assisted the LLI, CLD travel team with the facilitation.

The CLDP experienced drastic budgetary limitations during FY-2015 and we are thankful for the Human Resource Development Strategic Advisors' (HRD-SA) coordination, funding efforts for command support and implementation of the Lead Self seminar.

It is our intent to continue this momentum with continued support from installations through their Human Resource Development Strategic Advisors to reach more civilians with leadership development opportunities. We are sure that more installations will provide the seminar courses during FY-2016.

CLD locally funded leadership development courses to 1,039 Marine Corps civilians in FY-2015, and the Centrally Managed courses had 39 graduates from the Graduate School, USA.

Visit our website at <https://www.mcu.usmc.mil/leadership/SitePages/Home.aspx> for information on leadership development opportunities or contact your local HRD-SA representative for upcoming courses.

### LLI Leadership Development Tiers:

- Tier 1: Online Development Courses
- Tier 2: Local Area Programs
- Tier 3: Seminars
- Tier 4: Centrally Managed Programs

## Lead Self Seminars

The driving purpose of our mobile travel team (MTT) is to find and train facilitators that will provide leadership development opportunities utilizing the Lead Self seminar to the workforce in more locations and as often as possible.

Thanks to HQMC (ARHM—Nate Taylor) LLI's MTT provided the Lead Self seminar during September to 42 civilian Marines working at MCB Kaneohe Bay, Hawaii and MCB Camp Pendleton, CA.

Several key outcomes among seminar participants were a greater individual awareness of their leadership abilities and potential; increased confidence in themselves, actions needed to achieve excellence in their self-leadership, and a deeper personal understanding of leadership principles and traits within themselves.



The Lead Self seminar allows participants time to interact by sharing their leadership experiences during six sessions and the results are amazing and significant. Most significant was the degree of self-disclosure between participants resulting in group synergy and trust. One could actually see leadership development from session one, when everyone was measuring each other as friend or foe; to session six where friendships were confirmed and unguarded personal insights and feelings were shared. Student's genuine enthusiasm to continue modifying and implementing personal visions of "what do I want to be" was motivating to see and hear. The feedback from students was that though it appears easy to identify supporting goals with a realistic action plan to achieve one's vision, the doing is more challenging.

Through seminar discussions Marine Corps civilians learned that talking about work or personal experiences with others, was an important part of the learning that was gained by all. Participants present an overview of their learning during the last session, and in each seminar that has been provided, facilitator's witness that participants gained a renewing of self as a leader. The enthusiasm of the participants reaffirms the learning outcomes of the seminar. Seminar participants have stated overwhelmingly that the Lead Self seminar is critical to civilians of all grade levels and to their future service to the Marine Corps.