

Leadership Philosophy

Charles B. Grossimon, District Commodore:

- The First District, Northern Region will:
- Always be mindful of the U.S. Coast Guard Core Values of HONOR, RESPECT and DEVOTION to DUTY and incorporate it in all we do.
- As officers at any level, we will set a good example of leadership in appearance and in the way we act.
- Be a leader but maintain humility.
- Maintain a line of open communications.
 1. Be ready to hear all sides of all issues.
 2. Have that difficult conversation.
 3. Be respectful of opposing views. Value the advice of those who have gone before.
 4. Keep members at all levels informed via reports or Q&A, whenever possible.
- Promote Diversity
 1. Maintain a culture of inclusion and mutual respect for all members.
 2. Value the diverse backgrounds our members bring to our District.
- Strive to improve ourselves
 1. Encourage training at all levels. Be open to members training needs.
 2. Continue to strive to improve District Training (DTRAIN) Leadership Development Academy (LDA) and Sector Training (STRAIN).
- Encourage personal growth amongst members but hold people accountable.
 1. Empower those in positions to make their own decisions and place trust in those decisions.
 2. Encourage members to grow by encouraging them to keep on learning.
 3. Promote ascension to higher office.
- Be respectful of our members' time and commitment levels.
 1. We are unpaid volunteers who are here to serve.
 2. Enjoyment, satisfaction and reward are our "pay".

3. Be honest about time conflicts.
 4. Value all those who give as much or as little of their time.
- Recognize and give credit where it is due.
 1. Simply, credit goes to whoever did the work.
 2. Applaud those who have worked hard and have done well.

Leadership Definition

- As leaders we motivate our teams to achieve their ends, remembering we serve the people we lead by being empathetic, inspiring, a good mentor and always striving for improvement.

Becoming a Leader:

Characteristics of a good leader

- **Strong Communication Skills.** A leader needs to be able to communicate well with the shipmates who are doing the work.
- **Passion & Commitment.** Enthusiasm for the mission. When you are excited, your shipmates become excited.
- **Positive Attitude.** A positive attitude is contagious.
- **Innovation.** Think outside the box.
- **Collaboration.** Include others in your decisions and planning.

Semper Paratus