

# Leader Development

## All In, All Good, & All for One

### *My Personal Leadership Philosophy and Principles*

*Rear Admiral Tim Gallaudet, Ph.D.,  
U.S. Navy (ret)*

#### All In

Effective leaders must have total commitment to their organizations, mission, and people. This requires a principle of selfless service that engenders in those they lead trust, loyalty, and a similar willingness to put mission before self. This doesn't just mean a capacity to put in long hours or perform at a high level. It also means learning everything possible about the organization, its employees, its history, and every potential way it can be advanced – then putting it into action.

- **Ethic of service:** Put other people and higher ideals before yourself.
- **Sense of purpose:** Know the mission, how to do it well, and why.
- **Commitment to excellence:** Strive every day to learn more and be better.

#### All Good

One of the most powerful leadership principles is having a positive attitude. There is a popular saying: “mean people suck” – and mean leaders are even worse. Workplace environments adopt the attitude of leadership, and toxic leadership is obvious and palpable where it occurs. Positive leadership inspires people to succeed in the hard and difficult assignments by instilling confidence and a belief that their contributions are valued. It does not mean avoiding realistic, critical assessments. Rather, it involves finding a way to yes.

- **Be Inspirational:** Constantly and positively communicate, be transparent and be accessible.
- **Keep your perspective:** Have fun and maintain a work-life balance, both for yourself and for the important example it sets.
- **Managing a crisis:** Don't treat everything as a crisis, but when one occurs, learn from it.

#### All for One

The best leaders promote teamwork and team spirit. They demonstrate every day their sincere belief that everyone in the organization is as important as the other. They embrace the concept that the word “TEAM” is defined as Treat Everyone As Members. They foster an organizational culture where “all are for one, and one is for all.”

- **Show humility:** Respect all teammates for their unique talent, perspective, and contributions.
- **Lead up, down and across:** Seize the opportunity and privilege to positively influence everyone at every level in the organization.
- **Promote diversity and inclusion:** Acknowledge in your words and actions that your team is a winning team because not every player is a quarterback.

# All In











# All Good



National Weather Service Training Center - Kansas City, MO  
IDSS Deployment Boot Camp  
August 27 – 30, 2019



**Front Row:** Idamis Del Valle Martinez (WFO Sacramento, CA); Tim Troutman (WFO Riverton, WY); **Megan Taylor (Instructor)**; Kristen Cassady (WFO Wilmington, OH); Bianca Hernandez (WFO Phoenix, AZ); Lara Pagano (Weather Prediction Center); Andrew Ansorge (WFO Des Moines, IA); **Denise Balukas (Instructor)**

**Middle Row:** Eddie Zingone (WFO Anchorage, AK); John Cannon (WFO Gray, ME); Lindsay Tardif-Huber (Alaska Region HQ); Mitchell Gaines (WFO Binghamton, NY); Rob Megnia (WFO Lake Charles, LA); Aaron Mayhew (Southeast RFC); Nicole Peterson (WFO Pocatello, ID); Brian Garcia (WFO Monterey, CA); **Brent Pesel (Instructor)**

**Back Row:** **Jerry Griffin (Instructor)**; **Doug Streu (Instructor)**; Ken Kleeschulte (WFO Guam); David Levin (WFO Juneau, AK); Jonathan Thornburg (WFO Twin Cities/Chanhassen, MN); Luigi Meccariello (WFO Amarillo, TX); Sam Lashley (WFO Syracuse (Northern Indiana), IN); Mark Fox (WFO Amarillo, TX); **Dave Cokely (Instructor)**; **Ryan Difani (Instructor)**







# All For One



















***Thank you!***