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Necessary Attributes for Transitioning Military Leaders

Amanda Lavalley

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Qualities of a Leader



- Having virtues that include intelligence, decisiveness, dedication, loyalty, integrity and selflessness are at the core of military ethos.
- The military presents leaders with a variety of scenarios that test their ability to make sound decisions under duress.
- Leaders are also in a position to set the example and influence followers. They must earn trust and loyalty amongst their teams to build cohesion.

Challenges Faced by Leadership



- Leaders in both the military and private sector often face the same challenges.
 - Organizational operations/performance
 - Managing/motivating subordinates
 - Personal leadership
- Leaders who have had prior military leadership experience are more likely to push back when overtasked.
- Delegation also leads to developing others and improving confidence in the team. A leaders success can be measured in the success of those they lead.

Summary



- With only about one in five military members serving the full 20 years to retire, the remaining 4 out of 5 will need to find work in the private sector.
- Identifying military leaders who have demonstrated a commitment to duty and service, a willingness to share the risks and a history of professional development are good indicators that they have the skill set to promote the same in the private sector.
- Future research that would supplement this project would be to collect data from private sector organizations who have placed prior service members into leadership roles. Then analyze the difference in those that transition successfully and those who were not as successful.