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Stand Your Ground: Building Honorable Leaders the West Point Way

Evan H. Offstein

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West Point is the ideal laboratory for studying the dynamics of character, honor, and leadership: first, it operates a comprehensive honor education and enforcement program that has been subjected to rigorous Congressional scrutiny; second, it builds all of its academic, athletic, and military programs on this bedrock of honor. As a result, West Point invests heavily in mentoring, training, and evaluation to ensure the leadership and character development of its 4,000 cadets. From Civil War General Robert E. Lee to astronaut Edwin E. Buzz Aldrin to basketball coach Mike Krzyzewski, West Point has groomed leaders whose contributions far exceed the successful management of their immediate charges. By illuminating the principles by which West Point teaches leadership, *Stand Your Ground* not only provides a unique tour behind the scenes at this revered institution, but, more generally, imparts lessons of honor and character-building that can be adopted by any aspiring leader.

Management professor and West Point graduate Evan Offstein approached leaders at the U.S. Military Academy and the Department of the Army with two primary questions: (1) How does West Point develop its leaders?; (2) Can other individuals and organizations apply these methods effectively? Two years later, after conducting extensive on-site research at West Point and with business leaders in a variety of industries, he offers unprecedented access to the process of leadership development at West Point, and practical insights that can, indeed, be applied in any type of organization that strives to operate on the principle of integrity.

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