



# Xraised Features Phobos Security CEO Nick Lawless on Leadership, Discipline, and Resilience in High-Stakes Environments

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## A Deep Dive into Modern Leadership

Xraised, the online show spotlighting industry pioneers, recently hosted an insightful interview with Nick Lawless, the Founder and CEO of Phobos Security, Lawless Leadership, and Owner and CEO of CPS1. Known for his career in the U.S. military, high-stakes tactical inspections within the Department of Homeland Security, and leadership insights from the White House during COVID, Lawless shared his vision on what true leadership means in today's volatile business climate.

Lawless describes leadership as clarity under chaos, anchored by his framework of the 3 D's: direction, discipline, and decisiveness. He explained that executives are not there to shield teams from the storm but to teach them to sail through it.

## Discipline: The Anchor in Chaos

Throughout the conversation, Lawless emphasized discipline as the foundation of effective leadership. Drawing from his investigations at DHS, he explained how unwavering standards prevented corruption from undermining the mission. In his role as a father and CEO, discipline continues to serve as a guiding force: no dithering, no excuses, just action.

"Success is boring," Lawless explained. "It comes from preparation, standards, and the discipline to do the work even when it's not glamorous."

## Resilience: Reinventing Through Adversity

Lawless also underscored resilience as an irreplaceable trait. After being medically discharged from the Army, he was forced to reinvent himself—a pivotal lesson that resilience is not just about survival but about transformation. He believes that in business and life, setbacks are

inevitable, but resilience is what makes leaders unbreakable.

“Take the hit, kill the ego, and show up every day,” Lawless said. “That’s the formula—ugly, simple, undefeated.”

### Trust: Forged Through Action

For Lawless, trust is not demanded but earned. He explained that in government agencies and in his own company, trust was built not through speeches but through scars, consistency, and refusing double standards. He makes it clear: he will never ask his team to bear risks or workloads he himself would not carry.

“Trust isn’t built in words,” Lawless concluded. “It’s built in scars. My people know I won’t quit on them.”

### Advice for Aspiring Executives

Addressing aspiring leaders, Lawless urged them to forget social media illusions of leadership as prestige. Instead, he painted a raw picture: sleepless nights, carrying burdens, and making decisions under pressure. His mantra: if you are chasing perks, leadership will crush you; if you are chasing mission, leadership will forge you.

“Heavy lies the crown,” Lawless reminded. “If you’re not willing to bleed for your people, you’re not ready to lead.”

### Watch the Full Interview

The full interview with Nick Lawless is now [available on Xraised](#). His bold, no-nonsense take on leadership, discipline, resilience, and trust provides executives, entrepreneurs, and aspiring leaders with a framework to thrive in chaos.

For more about Nick Lawless and his work in high-stakes protection and risk management, visit Phobos Security or CPS1. For more about his leadership philosophies and insights visit his Instagram: @lawlessops, or go to NickLawless.com.

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