



Command Philosophy

***Mission First, Marines Always.
Always Faithful.
Always Ready.
Together a Team.***



Marine Cryptologic Support Battalion has an outstanding reputation as the premier Service Cryptologic Component here at the National Security Agency/Central Security Service (NSA/CSS) as well as one of the finest units in the Marine Corps Intelligence, Surveillance and Reconnaissance Enterprise (MCISR-E). We will sustain and build on that reputation with four foundational concepts --- Mission First, Marines Always. Always Faithful. Always Ready. Together a Team. This document outlines my philosophy of command and provides my initial guidance on how I will lead this organization.

Mission First, Marines Always. You have heard this concept before, but I view it as much more than a catchy phrase -- it must be how we approach everything we do. Our mission to train, employ, and deploy Marines in order to conduct signals intelligence, information assurance, and national-tactical integration activities that satisfy NSA/CSS, Marine Air-Ground Task Force (MAGTF), and joint force intelligence requirements is our sole purpose of existence and we must have an unwavering commitment to its accomplishment. At the same time, the key to accomplishing that mission is our people -- individual Marines. Our Marines are the most important resource and we must always maintain a selfless commitment to their welfare. I expect our leaders to deliver involved, professional, respectable, accountable and unselfish leadership to every Marine, every day. First and foremost, Marines accomplish the mission and without fail we always take care of our own.

Always Faithful. Faithful to our Core Values, Leadership Traits, Leadership Principles and our Oaths of Office -- these are our standards and they are non-negotiable. You are a Marine 24/7 --- there are not separate off-duty standards, there are only Marine Corps standards. I charge each member of this battalion to review and recommit yourselves to these enduring principles that define who we are as Marines. Always be faithful to who you are -- a United States Marine.

Always Ready. In 1952 the 82nd Congress mandated the Marine Corps be "the most ready when the Nation is least ready." Although this battalion is not a deployable unit, we all are deployable for individual and small unit deployments. We must be ready to go at a moment's notice to any clime and place. Training readiness, individual readiness and family readiness are each critical elements of being ready. Commit to improving and maintaining readiness and be mission ready -- ready to go tonight.

Together a Team. Although geographically dispersed with companies and Marines spread across eight states and five countries, together we are one battalion and one team. Each element of this battalion has different roles and functions but none are more or less important than the other. We cannot reach our full potential unless we work together as a team. Of course we are part of the NSA/CSS Team, but remember that teamwork applies external to the battalion and this agency as well --- we are also part of the MCIA team, MCISR-E Team and the greater Marine Corps Team. You are expected to work together as a team --- as a battalion and as a mission partner. Take pride and ownership in your work, look for ways to make things better than you found them and look for opportunities that benefit our teams. Together your individual and our collective efforts will enable us to excel and build upon the outstanding reputation this battalion has earned.

It is truly an honor and a privilege to serve as your Commander. I am convinced that MCSB is the premier unit here at NSA/CSS and within the MCISR-E. However, times are changing -- NSA's mission has evolved and continues to with the establishment and maturation of U.S. Cyber Command, instability in our world is the new normal and these things are occurring all in a time of declining fiscal resources. It will not be easy -- but nothing worthwhile ever is. Success requires your commitment to these foundational concepts and to our enduring principles and with that commitment we will be successful as Marine Cryptologic Support Battalion.

M. R. Challgren
Lieutenant Colonel
United States Marine Corps
Commanding