

## COMMAND PHILOSOPHY



I am extremely proud and honored to be a member of Company A, Marine Cryptologic Support Battalion and work alongside you as your Company Commander. Company A has a distinguished history dating all the way back to the 1960's and its origin in Adak, Alaska. Over the years the operational tempo, mission, and structure of Company A has changed significantly, but its success has held constant due to the hard-working, dedicated, and resilient Marines of this Company. Even though we are the smallest letter company within the Battalion, our vast responsibilities encompass the entire globe 24 hours a day, 7 days a week. This responsibility is entrusted to us, and we will never fail to meet our obligations and accomplish the mission at hand. The priorities below are the principles and values that I will hold you to which will enable us to function as the premier fighting force that we are a part of.

**We are a Winning Team** - This winning team has been formed by blood, sweat, and tears and molded through technical and operational experiences within the SIGINT community. Our team shares a bond that is cohesive in nature demonstrating and executing the highest qualities of discipline, competency, and motivation. We are a team that works **TOGETHER**, each and every one of us needs to be proficient in our daily duties and pick up the slack in times of need. We are a team here to help each other grow and succeed. If you need help ask, as learning can only occur if you are willing to step outside of your comfort zone and make mistakes. I encourage you all to make mistakes, but most importantly learn from them to make yourself and this Company better. We can only be a "Winning Team" if we trust each other and that is why we will foster a climate of trust from the top to the bottom of the chain of command.

**We are Always Ready** – Toughness, flexibility, and job proficiency are all vital qualities that we must possess in order to be mission ready and mission capable at a moment's notice. These traits need to be constantly refined through uncompromising physical and mental routines that demand our best each and every day. All of these qualities directly correlate to an individual's discipline which in turn positively affects company discipline and readiness. One of our biggest challenges is to maintain our fighting edge through successful training as well as family readiness. Mission readiness through training is very important but family readiness is essential in the successes of our Company, as both will ensure that we are professionally, physically, and mentally healthy.

**We Develop Leaders** – It is our job as Officers, SNCO's, and NCO's to develop our own leadership styles as well as facilitate the growth and leadership of our subordinates. One of the most valuable and non-negotiable attributes of a leader is integrity, as I will accept honest mistakes for the sake of learning and growing, but a breach of a Marines integrity will not be tolerated. We are a family and will continue to refine our leadership styles. Doing the right thing when no one is looking is contagious and is a standard that each and every Marine will be held to. We need to constantly challenge our peers and subordinates physically, mentally, and professionally, which in turn will foster an environment for learning and shared success.

The center of gravity of this Company is **YOU!** We cannot accomplish the mission without working together, taking care of one another, and holding each other accountable. The reputation of Company A for technical expertise and mission support from the national to tactical level is widely known and respected throughout the Intelligence Community, and is a standard that we will hold each other to each and every day. Semper Fidelis!

NICHOLAS P. VARCASIA  
Captain, United States Marine Corps  
Commanding Officer, Company A