



Captain Thomas K. Dioguardi
Commanding Officer
H&S Company
Command Philosophy



Family Readiness: I understand everyone's service to the Marine Corps is limited. Family readiness contributes largely to a service member's overall readiness. Always strive to prioritize your family, but never forget that our mission as a Marines Corps is why we're all here; it is OUR mission, and we will accomplish it together. That said, if situations or events at home require your attention, or are detracting from your ability to perform your job, just reach out through your chain of command, or let me know. You have my word that I will do everything I can to accommodate you and your family. Take care of your Marines and they will accomplish the mission every time.

Physical Fitness: First impressions are everything, and the first observation anyone can make is based on your physical appearance. Maintaining the highest physical standards of the Marine Corps will only enable you as a leader of Marines. As a member of the United States Marine Corps, I believe it is your duty and responsibility to remain as physically (and functionally) fit as possible. Physical fitness is an expectation. Creating a repeatable, scalable, modular, and educational approach to physical fitness will be a cornerstone of our time together; avoiding injury and building physical and mental toughness through intelligent yet rigorous planning will be our bid for success. We are here to learn from one another, better one another, be better for one another. The harder we push ourselves as individuals will allow us to push each other as a team, bettering OUR unit for the rigors and unknowns of our responsibilities as Marines.

Personal Study and Professional Military Education: We owe it to ourselves and our Marines to provide the best leadership, mentorship, and guidance that we can. Ensure that you are, and continue to remain the technical expert within your field in this unit and beyond. Continue to hone and expand your knowledge, both professionally and personally. Strive to challenge the mind like the body; it will only widen the breadth of your capabilities and increase your performance in your duties. Your progression must include PME, and to neglect this vital aspect of development can prove fatal to both the scope of your personal and professional growth and success. Learn, re-learn, educate, repeat; you should always be in a position to learn; either a new way to do something you know, or be taught something you didn't. .

Professional Conduct: It is my expectation that your personal appearance, demeanor, actions, and dedication to your duties are performed in the utmost professional manner. Hold yourself and our Marines to the high standards of the Marine Corps 24 hours a day, 7 days a week. You must and you will respect others always.

Honesty and Communication: Bad news does not get better with time. I ask you to be brutally honest with me in all aspects of your job, and mine. If something happens (good or bad), I need to know. Discussing the truth in a timely manner will yield results that are in the best interest of everyone involved. I cannot make decisions, or truly fight for your case or cause if you do not communicate with me openly and honestly about it. We owe it to our Marines to communicate effectively, often, and succinctly as much as humanly possible. I believe in an "open door" policy, but I also respect and believe in the "chain of command"; understand the differences of those two.

Quitting: You do not have the luxury of the choice to quit; you can never quit. You lost the option in your life to quit when you raised your right hand, and donned the uniform you wear. The American people expect us to win as Marines, and you will. I believe that mindset is everything, and I cannot stress this to you enough. Again, the expectation is that you win, and you will find a way to win always. In your darkest most trying times, always remember that YOU can do anything for 5 minutes, and WE will find our true strength and resilience within ourselves and through one another.

You can expect from me confident leadership by example; I trust my SNCOs and NCOs, and care for all Marines with fairness, buffered by firmness. I will be the first to tell you when I am wrong, and believe in open, two-way communication as a key to success. I am ambitious, and I demand and require your very best efforts, but never forget that we as Marines must always place a premium on our people: if you truly take care of our Marines with affection, empathy, and decisiveness, they will accomplish the mission every time. It is my honor to be your Commander, and I look forward to working with each and every one of you.