



UNITED STATES MARINE CORPS

COMPANY H
MARINE CRYPTOLOGIC SUPPORT BATTALION
7700-7 POTRANCO ROAD
SAN ANTONIO TEXAS 78251

IN REPLY REFER TO:
CO
29 JUL 2016

From: Commanding Officer
To: All Hands
Subj: COMMAND PHILOSOPHY

1. I believe that successful units are born of trust, cohesion, and a mastery of basic skills. My philosophy is best described by these fundamental beliefs:

Command Climate – All success or failure flows from this and it exists at all levels of command. Leadership, regardless of rank, is the essential base of a positive or negative command climate. In my opinion, the best way to approach this is to apply the basic leadership principles and understand that this company is no different than a team or family. Ultimately, leaders should treat everyone with dignity and respect which is the first step in being a good Marine and person.

- I believe a good unit is a family and the climate is set from the top-down. Units with positive command climates (competent leadership, open communication, swift attention to problems, and most importantly concern for the Marine and their family) thrive while those with poor climates (rumors, limited info flow, in-fighting, distrust) crumble.
- I believe in “big boy rules.” Every Marine in the company is an adult and will be treated like one; to include, being held accountable for his/her actions or lack thereof.
- I believe in counseling (both positive and negative). Every Marine, regardless of seniority, should expect to receive counseling’s on a regular basis. Be a mentor and guide your Marines, I will not tolerate anything else!

Cohesion – Average talent and great teamwork will always outperform great talent and average teamwork.

- I believe in unit formations, PT, and shared hardship. Unit cohesion begins at the lowest level which is the cornerstone of the Marine brotherhood. Cohesion must also exist with service counterparts and the mission we support with NSAT.
- I believe in our customs and courtesies. Personal appearance, grooming, courtesy and respect directly reflect on us as a unit and your ability to distinguish yourself as part of the finest military service in the world.
- I believe in leadership presence in our workspace, barracks, and common areas. If leaders are anxious about what they might find or see, or Marines are fearful of who might show up then we’re doing something wrong.

Mission – Our focus is winning in combat.

- You are the most critical part of Company H’s ability to support MCSB and NSAT. Remain proficient in your daily requirements and never hesitate to ask for help. Take care of yourself and seek guidance from your leadership if you feel anything is impacting your ability to perform your daily tasks.
- I believe in standards; they apply to our performance and conduct as a unit, individual, and work section. Training facilitates mission accomplishment and it is always done to standard and remediated if necessary.
- Attention to detail is paramount in mission accomplishment and essential in every action we perform. Whether we are planning a morning PT session or performing a mission related task, our ability to cover all bases is a key factor that sets us apart from the other service branches and gives us the advantage over an adversary.
- Do not underestimate your ability to support the warfighter. The actions you perform directly support the warfighter and safety of this nation. The skills and knowledge you gain here will exponentially support you in the future but are imperative to the safety of this nation. MCSB and Co H directly impact national to tactical level decisions and operations; this is one of the most unique and awesome missions in the Marine Corps! Take advantage of your time with Co H; learn from your experiences and never lose sight of the mission.

2. “We go to war or could be supporting a crisis tomorrow.” That attitude should never be far from our thoughts. MAGTFs are always forward deployed and often on short tethers which could send our fellow Marines into hostile situations. Embrace the NSAT missions you support as their safety and this nations safety rely on it. I am honored to lead the Marines of Co H and look forward to this journey.

R. D. REAGLES