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Philosophy of Command

The nation expects Marines to perform. We are here because there is a job that needs doing. We will meet mission by training, performing, and taking care of one another. To succeed in today and tomorrow's operating environment, the Corps does not need mindless machines. We need warriors who are resilient, intelligent, and of unimpeachable character. My command philosophy is designed with the goal of maintaining a high operational tempo and decentralized command and control. Specifically—we will build every Marine within the company into a leader who is capable of executing commander's intent and who will thrive with uncertainty and friction in the fog of war.

TAKE OWNERSHIP.

I understand that you are pulled in many directions here. Embrace the challenge, find efficiencies, and be involved in both Marine and agency life. Practice self-mastery and find peace in the chaos.

I expect all Marines to take ownership of their piece of this company. This starts and ends with me as the CO. I take personal responsibility for everything that takes place within the company. I must and will earn your trust every day. I will do this by being personally accountable, and will hold myself to the absolute highest standards of conduct, honor, courage, and commitment. You can trust that I will hold all subordinates accountable for their performance and conduct, and that I will be firm, fair, and impartial.

I expect you to do the same. This starts with the small things. I trust you to do the right thing. I trust that when you say you will do something, that you will do it. I trust that you will keep your honor clean and represent the brand, and I expect that you will act with ethical behavior at all times. By demonstrating to me your trustworthiness in the small things, increased responsibility and influence will come. Don't rest on your laurels. Seek-out opportunities to lead and to take-on additional responsibility—including the tasks and jobs nobody else wants to do. I notice initiative.

BE READY.

We will be combat ready when we are individually and collectively trained, proficient, and medically, financially, spiritually, emotionally, and physically fit. This is the standard. Leaders at all levels are responsible for the readiness of their Marines. Leaders will supervise, mitigate, and relentlessly pursue a high degree of readiness for all Marines in their charge. Whether you are deploying or not, Marines are expected to be the most ready when the Nation is least ready.

BOLD... WIN.

You are on my team. Be competitive. You should want to be the best Marine in the best squad in the best platoon in the best company in the best battalion. Now go make it happen.

BRAVE... TO ERR IS HUMAN.

I believe General Patton's maxim that "a good plan violently executed now is better than a perfect plan executed next week." Be bold in your decision making and violent in execution. I do not have a zero-defects mentality and I do not micromanage. Seek guidance, but do not let a fear of failure paralyze your decision making. Leaders will build resilience within the ranks by giving subordinates opportunities to think critically and to learn from failure.

BENEVOLENT... KEEP THE FAITH.

We have all experienced personal and professional hardships. We will preserve the force and prevent mishaps and tragedy through active and involved leadership, mentorship, and mitigation of risk. Don't be the one who doesn't speak up when you or your battle buddy could use some help.

I will not tolerate actions which break faith with fellow Marines, the service, the nation, or fellow mankind. You will uphold the personal dignity of your fellow man at all times, both on and off duty. There is no room in the company ranks for the toleration of sexual harassment, sexual assault, equal opportunity violations, or drug abuse.

"Quell the storm and ride the thunder."

BOLD

BRAVE

BENEVOLENT