



UNITED STATES MARINE CORPS
1ST BATTALION, 3D MARINES
3D MARINE DIVISION, III MARINE EXPEDITIONARY FORCE
MCBH, KANEHOE BAY, HI 96863

IN REPLY REFER TO:
1500
agg
12 Jul 19

From: Commanding Officer
To: 1st Battalion, 3d Marines

Subj: Command Philosophy and Guidance

1. Our battalion is a professional warfighting team and I will treat it as such. We must **employ our strengths and work hard to defeat our weaknesses**. Each of you makes a unique contribution to our combat effectiveness. **This battalion fights and wins on the shoulders of our squads and headquarters sections**. The proficiency of our squads and sections and their ability to operate independently are the keys to our success.

2. We are an organization that operates at the tip of the spear and at a very high tempo. We fight in the hasty realm of combat 90% of the time. Only 10% of what we do is deliberately planned. Therefore, we must **excel in our immediate action and battle drills and must have implicit communication** within our teams, squads, and platoons.

3. My expectations of you will be realistic and practical. I expect you to be **brilliant in the basics!** Know and perfect the fundamental skills required of your job within our team. Be able to kill targets, maneuver as teams, and communicate. Be passionate about fire and movement. If you can do that well, you can do anything. Each Marine needs to be able to carry their load, make sound and timely decisions with little sleep, and fight with tenacity after closing with the enemy. The mean to these ends is **physical fitness**. It is my responsibility to know our battalion's capabilities and expand them through training. I will never give you a task that you are not capable of accomplishing. Therefore, the words "I can't" or "I won't" will **not be tolerated** in this battalion. Your greatest strength lies in the fact that you are United States Marines and will **never quit in the face of adversity**. This is what separates you from other less professional, less feared warriors in the world.

4. **All Marines make mistakes**. This is how we learn and grow as warfighters and as individuals. When we falter, we must work twice as hard to improve and not repeat the same mistakes. The actions we cannot tolerate are those which intend to do direct harm to our brothers and sisters in arms or violate our tactical ethic and rules which regulate our actions in combat.

5. Leaders in this battalion earn their credibility by performance and results of their units. All Marines are charged to **teach something and learn something everyday**, whether it be a warfighting or general life skill.

6. Lastly, remember that you are brothers in arms. **Take care of each other**. We have enough Marines with individual talents in this battalion to always accomplish the mission in a professional manner. Let's work towards squaring away our battalion. The better and more professional we are, the more autonomy we will have. No one is in a better position than us to identify and **correct our own weaknesses** so let's not give anyone else the opportunity.

7. Your time in this team will be relatively short, but you will remember it for the rest of your life. **Give your all, have fun, and let's make some great memories together**.


A. G. GOURGOU MIS



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Subj: How We Fight and Win

1. A Lava Dog fights with tenacity! He or she knows his or her weapon inside and out and it is an extension of their body.
2. A Lava Dog knows the plan and is **capable of deciding and acting on commander's intent** alone. The ability to operate on commander's intent in a C2 degraded environment has never been more critical.
3. Marines and leaders are always **ready to fight with the team the equipment they have**.
4. 1st Battalion, 3d Marines will create operational success by maintaining **transition momentum**.
 - a. Be ready to move.
 - b. Planned triggers/staging.
 - c. Anticipate future requirements and friction points. Think several steps ahead (especially critical for all six functions of logistics and for communications).
 - d. Leaders must position themselves at the decisive point where they can best assess and effect actions.
 - e. Everyone must know the plan (especially the why).
 - f. Be ready to capitalize on success and exploit opportunities at all times.
5. **Lethal and non-lethal fires** must be pre-planned and support (without gaps) everything we execute across the entire spectrum of operations.
6. The battalion COC must be light and agile (IAW par. 4d above).
7. Companies must communicate laterally during operations as much as they do with the battalion.
8. When the time is right, we must be unrelentingly lethal and ensure decisive success.