

Commander's Role – I am:

- Responsible to the CG and the Marine Corps for everything the Regiment does or fails to do and for ensuring we are ready to FIGHT TONIGHT.
- Responsible for ensuring deploying units have the resources, leadership, and support to accomplish the assigned mission and to support our families.
- Responsible for enforcing standards while simultaneously listening and fostering professional development.

Commander's Intent:

3D MARINES is a highly trained, cohesive, disciplined, and capable unit that accomplishes the mission. A team of teams that recognizes and respects the contributions each Marine and Sailor brings to the organization, and makes better Americans in the process.

My Overarching Leadership Philosophy:

- Good and demanding training is the best form of troop and family welfare.
- Develop Subordinates; Value your subordinate's success over your own.
- Prepare for war.
- Have a clear vision and clear standards.
- Leadership traits and principles work.
- No drama; Keep the long view in mind.
- Be competent and ethical.
- Set a Positive Climate.
- KISS
- It's all business; learn to listen, be open to criticism.

Guidance to Leaders:

Know what the Corps and our subordinates expect from us:

- Make your unit prepared to fight tonight; be prepared, be inspiring, be relevant
- Lead by example.
- Provide timely, honest feedback; everyone wants to improve.
- Provide predictability in schedules; Foster "balance".
- Develop yourself and develop your subordinates.
- Follow: Support the Corps and the Unit by being as good a follower as you are a leader.
- Treat them as adults, Lead/Coach/Counsel for the mission but also for life.

Guidance to All Hands:

Know what the Corps and I expect from you:

- Internalize and display uncompromising Character.
- Critically analyze challenges and make Ethical Decisions.
- Maintain Mental, Moral, Spiritual and Physical Fitness of self and Unit.
- Recognize and Seize Responsibility.
- Accept and Demand Accountability.
- Possesses Professional Will and Humility.
- Strengthen and Inspire Others.
- Execute within Authority.
- Speak and Act with Authority.
- Exudes Optimism and Enthusiasm.


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