



Commanding Officer, Headquarters Battalion
Command Philosophy

Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit.

- Aristotle



As the only forward deployed division in our Corps, 3d Marine Division demands an unmatched level of commitment; we must be ready on a moment's notice to be employed across the spectrum of conflict. Headquarters Battalion is central to the Division's success and a **Warfighter Mindset, Readiness and Core Values** are central to Headquarters Battalion. It is my responsibility to help you achieve excellence in Headquarters Battalion, as well as in your careers and personal lives. To do so, I offer the following six maxims that have guided actions and decisions throughout my career. These define who I am, how I think, and serve as the framework for my Command Philosophy. These will guide how I command and are my expectations of all members of Headquarters Battalion.

1. Maintain a Warfighting Mindset.

- Understand that every Marine is, first and foremost, a Rifleman.
- Emphasize training in peace to ensure excellence in combat.
- Never shy away from the opportunity to lead.
- Get to know and take care of each other.

2. Readiness of body, mind, character, and equipment.

- Physical fitness is the gateway to achieving excellence in all aspects of your life.
- Your mind is a muscle that will atrophy if not regularly exercised.
- Integrity is the backbone of a strong character – never compromise it!
- Responsible use and upkeep of our assigned equipment and resources is critical to battlefield success.

3. Be professional in everything you do – Guided by Core Values

- Professionals are guided by our Core Values of Honor, Courage, and Commitment.
- Treat everyone with dignity and respect.
- Do what's morally right – always.
- Marines do not stop being Marines when they're off duty – maintain moral awareness.

4. Share your knowledge with others.

- Know your mission, Military Occupational Specialty, and your people.
- Knowledge and information are powers that must be shared.
- Think like a subject matter expert, but talk like a layman.
- Flat communication is essential to keep the Battalion running smoothly.
- Learn the systems and processes of the organization and use them to gain time and space.

5. Be a problem solver, not a problem finder – Take Initiative.

- You are empowered to solve problems as they arise at your level.
- When presenting problems to a higher level, offer a solution.
- Figure out how to get to "Yes" by focusing on purpose and intent.

6. Accept responsibility for the bad, share praise for the good.

- How you respond to making a mistake is often more important than how the mistake was made.
- Our business is a team sport - we cannot achieve excellence without the help of others.
- The more you recognize people for their efforts, the more they will support yours.

Semper Fidelis,

Matthew R. Nation
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