

From: Commanding Officer, Field Medical Training Battalion-West, Camp
Pendleton, CA

To: Distribution List A

Subj: COMMAND PHILOSOPHY

1. I'm proud and honored to be assigned as your Commanding Officer and be a member of this outstanding team! My philosophy for the Command outlines what is important for this organization and serves as a guide for all our actions. In the absence of other guidance, always fall back on this Command Philosophy for direction.
2. This Command exists to train Fleet Marine Force Corpsmen and equip them with the skill-sets to provide emergent and lifesaving care to Marines both in garrison and combat. It is imperative that the professional staff of Marines and Sailors assigned to this Command also learn and grow as leaders, professionals and mentors-I will ensure this occurs. WE have the awesome responsibility of training our replacements. Take great pride in who you are and what you do.
3. **PROFESSIONALISM.** WE have the distinct privilege to mold, mentor and develop the students entering our hatches. WE will do this by innovating at all levels and leading with the highest degree of integrity, professionalism, initiative, proficiency and maturity. Training will be rigorous with uncompromising standards. WE will empower our students, motivate them and ensure the FMF Corpsmen WE produce are Devil Docs that **YOU** would be proud to serve with in any capacity.
4. **GET OUT AND DRAW FIRE-LEAD!** Leaders get paid to make the hard calls. I am empowering you to make decisions and lead. If you find yourself in the position where you feel you should act then do so; make a prudent/calculated decision based on information available and follow through. Be prepared to look the Triad in the eyes and explain honestly what you did and why. WE will support you even if you make mistakes; as long as you are honest and believe you acted in the best interest of the Command.
5. **THIS IS NOT A ZERO DEFECT ORGANIZATION.** WE have nothing to hide at this Command. When mistakes or problems occur, report them immediately. I want to know and WE will deal with situations head on.
6. **WE** are always being observed. Service reputations are earned over time but can be destroyed in seconds. WE will set the example every day and always do what is morally, ethically and legally right.
7. **IT'S NEVER ABOUT THE ROLE - IT'S ALWAYS ABOUT THE GOAL!** Great leaders don't set out to be a leader, they set out to make a difference in other people's lives. Be safe, stay humble and have fun motivators!


J. J. BAILEY