



**UNITED STATES MARINE CORPS**  
MARINE CORPS DETACHMENT  
NAVAL SCHOOL EXPLOSIVE ORDNANCE DISPOSAL  
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MARDET  
27 Jul 21

From: Commanding Officer, Marine Corps Detachment, Naval School Explosive Ordnance Disposal  
To: All hands

Subj: COMMAND PHILOSOPHY POLICY LETTER



Marine Detachment NAVSCOLEOD is the World's premier EOD training command. We are tactically proficient, and strategically minded; we think inclusively and act deliberately which sets the example and shapes the future of every new EOD Marine. The Marine Corps only assigns the finest Marines to the EOD mission, we will ensure these Marines are expertly trained to professionally execute any mission on which they may be called.

Leaders develop leaders. NCOs are the backbone of our field so we must continuously inspire them to achieve new levels of excellence. The NCOs in training look to each Marine instructor as the experienced EOD technician who has been there and done that. Do not remain content to live off of your past experiences. Use your career defining deployments and experiences to be an insightful teacher and inspirational mentor. These NCOs in training will reflect your levels of professionalism and motivation so ensure you set the right example.

You must be approachable and compassionate but decisive. It is your responsibility to ensure the well-being of our most precious asset – the individual Marine. This is a training command so if a Marine cannot maintain focus we need to know why. Once the Marine has failed a test or been removed from the school is too late. Knowing the individual Marine can prevent academic failure caused by external influence. Every Marine graduated through this school ensures sustainment of the force and capitalizes on resources spent by the Marine Corps. Your success as a leader and the student's successful completion of their academics ensures the continued success of our Corps.

Detachment staff will be given the opportunities available for personal growth and development. Take the initiative to expand your knowledge through MOS related schools and college. It is important for you to maintain momentum during this time away from the fleet so that you don't fall behind your peers concerning changes and advancements within EOD. I highly recommend attending the EOD Advanced Training Center's supervisor and chief courses.

We have been given the tremendous opportunity to actively participate in an education program designed to thoroughly prepare young men and women for one of the most dangerous and rewarding jobs in the United States Marine Corps. These preparations provide a solid foundation upon which is built a career of service to others in a proud and honorable profession. Believe in what you know, believe in what you do. The staff of this command has the honor and privilege to educate and train the future of our Marine Corps' EOD community. Take every opportunity to prepare these Marines for what they will face in the future.

Semper Fidelis,

  
D. E. PILCHER