



# Some Guidance and Intent From The New Guy



# Bottom Line



- A Note on Change
  - Not always easy...or accepted...but inevitable
  - Be prepared, be flexible, and don't take it personal
- The Mission
- The People
- The Equipment
- Safety / ORM = Risk Mitigation is Prudent Planning and Part of Every Activity



# How the boss operates



- The Little Things
  - **Intent:** Continuous – I will endeavor to provide written guidance...however...I will use all means necessary...
  - **The Staff:** Everything is planning! The executive arm of the Commander's will; frequent interaction (vertical, lateral, back and forth), due diligence, mutual support, teamwork, trust, focus on the customer(s); dedication to mission accomplishment and looking after our people...ANTICIPATE!  
DON' T FORGET WHO RUNS THE STAFF!
  - **Officers, SNCOs and NCOs:** Why our enemies should fear us.
  - **Communication:** Many, many means..."A face to face is always better than a phone call...is always better than an email..." We must strive to be efficient, concise and precise in our communication.
  - **Familiarity Breeds Trust:** You'll hear this again.
  - **Equipment:** We pay a lot of money for it for a reason. Take care of it and wear it like it was meant to be worn...I expect leaders to enforce this. It saves lives.
  - **You and Your Marines:** Take care of yourselves (moral to physical - sleep, PT, reflection, etc) and, perhaps more importantly...Take Care of Each Other.



# Everyone's Cause



- Officers...SNCOs...NCOs:
  - Responsibility
  - Accountability
  - Special Trust and Confidence



# Unit Responsibilities



- To the needs / taskings of HHQs (all of them!)
- For the welfare of the Marines and their families
- Marine Corp policies, programs, ideals and culture
- The American Public – Perception is everything!



# “Two Years From Now”



- The Artillery and Fire Support Experts
  - Technically
  - Tactically
  - Focused On Producing The Best Marine
- Command Climate: Accountability, Promotes Leadership, Encourages Initiative, and Champions Our Corps' Culture and Values
- A Reputation That We Are Professional, We Look After Our Marines, Their Families and Our Equipment
- The Type of Unit People Want to Come To!