

## HMLA-469 Command Philosophy



All Commanders have certain principles that form the philosophy they consider vital to command. These core principles guide Marines on how we fight, lead, and take care of one another. My philosophy is straightforward and forms the framework for all future operations, whether in combat or during training.

### ***Ready when Called:***

- ***Tactically and Technically Proficient***
- ***Physically and Mentally Fit***
- ***Families Resilient and Ready***
- ***Standard Bearers of Marine Corps Tradition***

***We Attack with Vengeance!***

**Ready when Called:** We are a Warfighting unit. Our Mission is to support the MAGTF Commander by providing offensive air support, utility support, armed escort, and airborne supporting arms coordination, day or night under all weather conditions. Let there be no mistake that being effective Warfighters is our primary goal. Never forget the Mission - to fight and win. In order to be effective Warfighters we must be:

**Tactically and Technically Proficient:** Hope is not a method; plan in detail, execute ruthlessly, and gather lessons learned. We will focus on and train to our Mission Essential Task List (METL). We will set and train to standards in every aspect of our Mission. We must continually develop leadership in each skill; train your Marines. Our equipment is vital to Mission success. Without our Warfighting instrument, we have no Mission. Everyone in this squadron has a stake in our maintenance program and must contribute. We must evolve. Stagnation kills, both tactically and intellectually. We must adapt to the circumstances presented before us. We must anticipate changes and evolve our tactics and procedures to stay ahead of emerging challenges.

**Physically and Mentally Fit:** More than ten years of sustained combat and a future requiring specific HMLA mission skills for years to come reinforces that our challenges will exist for the foreseeable future. We must be physically fit; ready for the harsh conditions in Afghanistan, the Pacific, or wherever the nation may send us. We must be equally mentally fit; intellectually evolving in our tactical or technical fields, mentally focused on the mission or task at hand, and mentally prepared for the inevitable separation from family and friends.

**Families Resilient and Ready:** As Marines and Sailors, we know how much our family members have sacrificed to support our service to our nation - ***WE MUST NEVER TAKE THAT FOR GRANTED!*** Resilient families are better able to balance life stressors. Ready families are better prepared for family separations and ever-changing life events. No one has all the answers, but we must all know where to find help and assistance. Our families are an essential part of our team and must have the support they need so that we are better able to focus on our Mission. Our operational tempo will remain high for the near future, and we must do everything possible to strengthen all elements of our team.

**Standard Bearers of Marine Corps Tradition:** We must uphold the ethos of the Marine Corps which we profess to serve. As Marines we embody a life where integrity, loyalty, honor, selflessness, and courage guide our daily lives. We take care of one another and our families. We treat every Marine with dignity and respect. We lead, on and off duty. Leadership, at each and every level, forms the backbone of effective Marine Corps units. Leaders must foster belief - in the Mission, the unit, their training, SOPs, and each other. Without leadership, we have no cohesion, and without cohesion, we have no fighting force. Every Marine has responsibility and every Marine must lead.

These core principles guide how we as a squadron will move forward. We must never forget that we are Warfighters in a nation at war. We must honor those warriors who have served before us and be mindful of those that will follow. Together we will not only succeed, but excel in the difficult missions that lie ahead and continue to build upon the Vengeance lineage and history.



Lieutenant Colonel Richard D. Joyce  
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***"Attack with Vengeance!"***