



UNITED STATES MARINE CORPS

MARINE AIR CONTROL GROUP 38
3D MARINE AIRCRAFT WING, FMF
PO BOX 452051
SAN DIEGO CA 92145-2051



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8 Jun 23

From: Commanding Officer
To: All Hands

Subj: COMMAND PHILOSOPHY

Commander's Intent. This document communicates my philosophy on command, leadership, and command climate offering some insight into what is most important to me. It is only through a shared sense of purpose and focus as it relates to all aspects of being, leading, training, and educating Marines that we will continue our command's tradition of professional excellence. I expect every member of MACG-38 to read and practice this philosophy.

We are G.U.A.R.D.I.A.N.S.

Good Person. Every Marine has a responsibility to be a good person. Marines do not lie, cheat, or steal. Personal character is critically important. Whether we realize it or not, our character is defined by the decisions we make every day. We should always strive to do what is right. Remember that Marines are public figures and we are all held to the highest standards. Every Marine is obligated to uphold our Corps values of honor, courage, and commitment. I expect you to make good decisions. Never do anything that would embarrass you, your family, or MACG-38.

Unselfish. Strong teams are comprised of unselfish people. The greater your rank and responsibility, the more selfless you must be. By earning the title Marine, we have all chosen a profession of noble service to our country and our Corps. We will carry that selfless devotion into our workplace every day and demonstrate it through our actions. As leaders, we will devote our time, attention, and talent/experience to lead, mentor, teach, and train our fellow **Guardians**. Doing so will strengthen our team.

Attitude. A positive attitude is infectious. Pride yourself in being a positive person even when the going gets tough. We all suffer through ups and downs in our journey as Marines and in life, but we are never alone. We can get through anything together. Make every attempt to remain positive in all that you do. Focus your energy on our Marines and the mission and don't waste your time worrying about the things that you cannot control.

Responsibility and Accountability. With authority comes responsibility and accountability. We cannot delegate this responsibility to anyone else. If you are in charge, supervise your Marines in the execution of their task or mission. Leadership is a contact sport. Don't be afraid to get your hands dirty. You will be held accountable for your actions (or inactions), your subordinates, and your equipment. As leaders, we don't make excuses. Be responsible and inspect frequently without over managing your people.

Discipline. Our character must be strong enough to stand in the face of adversity. Character is habitual and your habits have been formed over the course of your life. If you haven't already established good habits, make every attempt to do so. Good habits make for an efficient Marine. Do not allow yourself to be lazy and discipline yourself to never cut corners. Anything worth doing is worth doing right. I believe that in most cases each one of us knows the difference between right and wrong. When you are faced with a decision, think before you act, be disciplined, and always do the right thing. Our MACG-38 calling card is our discipline and it is an absolute imperative!

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Initiative. The best Marines have a bias for action; they take charge and accomplish things on a regular basis. I expect every Marine to take initiative in the absence of orders. Don't just wait to be told what to do. Idle time is wasted time that is lost forever. Take advantage of every minute of every day. Guardian leaders are engaged and proactive, not reactive. Positive engagement helps prevent unnecessary stress and friction. Do not be scared to make the tough decision - stand up and be counted! I do not foster a zero defects mentality. We all make mistakes. Honest mistakes/mistakes of commission are welcome and you should always learn from them. We should be humble enough to realize that nobody is perfect and have the desire to fix our discrepancies and overcome our shortcomings in order to accomplish the mission. Mistakes of omission, character, or safety will not be tolerated.

Always Ready. As professional Marines, we pride ourselves in being "always ready". Proficient Marines are ready Marines. Learn as much about your job as you can and cross train when time permits so that you can make the biggest possible impact on the mission. Do not be a victim of your comfort zone. Take pride in our ability to operate in every clime and place under any condition. Do not hide behind your excellence in a particular area. Attempt to operate outside your comfort zone as much as possible so that you can grow as a person and as a Marine. Be the type of leader that is sought after because of your proficiency and earn a reputation as a "go to" Marine that always accomplishes the mission.

Never Silent. Effective communication up, down, and laterally within the chain of command is essential to our success. Information sharing is a critical part of our job as Marines. As the situation becomes more dynamic, the importance of communicating effectively increases exponentially. Ask yourself regularly:

What do I know?

Who needs to know it?

Have I told them?

We must work well as a team and make informed decisions. In order to accomplish this, our leaders must have good situational awareness at all times. Keep our Marines informed and remember that bad news doesn't get better with time. Every Guardian should work towards implicit communication throughout their chain of command to increase efficiency. Use your chain of command and communicate with your assigned buddy regularly.

Safety. Being a Marine is an inherently dangerous profession and every single Marine is important to our mission. We will train and execute safely in order to avoid unnecessary accidents and injuries. While suffering combat casualties is an unfortunate part of our profession, having a Marine seriously injured in peacetime is preventable in most situations. I expect each member of MACG-38 to institute the buddy system 100% of the time regardless of your duty status. Look out for your fellow Guardians because these same Marines will be on your right and left flanks when we are called upon to go into harm's way.

MACG-38 is not just a unit, we are family. Accordingly, I will foster a family environment. If you need help, never hesitate to ask your fellow Guardians - they will always be there for you. Treat everyone with dignity and respect, just as you wish to be treated. I will not accept hazing, discrimination, or otherwise demeaning behavior. This type of conduct is the hallmark of the ignorant and the unprofessional, not United States Marines. In conclusion, our unit has a long and proud history. Take pride in our legacy and guard our professional reputation. **We are G.U.A.R.D.I.A.N.S.**



J. P. QUINTER
COL USMC