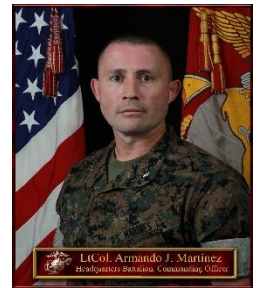




COMMAND PHILOSOPHY

Genuine camaraderie is the hallmark of unit cohesion. It can only be achieved through each individual fulfilling their part while maintaining a goal of "the team" performing efficiently and effectively in the pursuit of success.



I want our team to be successful in everything we do professionally, academically, and personally. Each Marine, Sailor and Federal Civilian of Headquarters Battalion is critical to the success of our dynamic team. I expect us to remain focused on our Core Values, the mission, and the health and welfare of our unit and family members. We are accountable to uphold the highest standards and expectations set forth by the service members who have left a legacy, our senior leaders, the American public, and ourselves. To do this, we will:

Build the team... Begin with the end in mind. Focus on the mission, objectives, and the intended results of your actions. Be kind; be humble. We are diverse, and relationships are an integral part to working as a team. Collaborate with counterparts across the staff, our higher and adjacent, and your peers and mentors across the enterprise. Become a professional in your art, but understand the roles of the rest of the team, so we can leverage the work of others to complement our mission. Know who and when to ask for assistance.

Improve the team... Be creative and innovative. Think about how we can do our job better with the resources we have. Be a team player, and seek out opportunities to take initiative and implement continuous improvements. Consider risk, but do not be afraid to fail early or fail often, so we can continue to learn and improve. Explore different approaches to how we might accomplish routine tasks and always propose a solution when identifying a problem. Do not assume we have all the facts; validate our assumptions. Provide a climate that encourages change, diversity of thought, challenges the status quo, and empowers our team members at all levels to make decisions.

Hold the team accountable... Exhibit pride and take ownership. The team is stronger when we can rely on each other to be honest and trustworthy, to have integrity and make ethical decisions, and to sincerely perform to the best of our ability. Never waiver in what we know is morally right. Be customer focused, and take the extra time to consider alternatives, practice safety and sound judgement, and ensure we are providing the best service. Be fair and just in the treatment of others, and treat everyone with the respect and dignity they deserve.

Incentivize the team... Provide opportunities for team members to excel. Engaged leadership that fosters teamwork will bring out the best in individuals, but also the team as a collective. It is equally important to recognize the small accomplishments as it is to rejoice in the large feats. Encourage unity of effort, and find excitement in the success of others through our team-focused approach.

I am committed to creating an environment that allows you to grow physically, mentally, and spiritually. It is a privilege and honor to serve alongside each of you. We must work as a team in pursuit of our success. Think mission first, people always. Challenge yourself; challenge the team.

Lieutenant Colonel Armando Martinez
Commanding Officer, Headquarters Battalion
Marine Air Ground Task Force Training Command
Marine Air Ground Combat Center