



COMMANDING OFFICER'S COMMAND PHILOSOPHY

Mission: H&S Bn MCIPAC-MCB Camp Butler provides administrative, training, and disciplinary support for personnel assigned to H&S Bn MCIPAC-MCB Camp Butler and affiliated organizations in order to increase operational and functional effectiveness, administrative simplicity, and utility. I expect everyone to dedicate themselves to professional and personal excellence in order to meet our mission.

Success starts with a Positive Command Climate:

- **People:** Our priority is our people and their families. Never let your passion for excellence exceed your compassion for each other. Take care of them. A mistake is understandable but a lack of discipline is not. Set the example.
- **Communication:** Professional timely communication focused on information sharing. The 5 W's plus a recommendation is essential for sound communication.
- **Trust:** Assured reliance on the character, ability, strength, or truth of someone. Your words and actions are your bond. The level of trust translates into the unit's speed of action. High trust equals reassurance while low trust equals distrust. Create trust in all of your actions.
- **Innovative:** A new idea, method, or device that can be leveraged to address challenges in our organization. An innovator is not a dreamer but an individual who wants to make positive changes in his/her section or unit. Innovation starts at the lowest level and flows to the top.
- **Empowered:** To be given the authority and responsibility to act at the appropriate level. An empowered individual understands the commander's intent and executes tasks supporting that intent for the betterment of the unit.

Success is enhanced with a Balanced Excellence:

- Mission accomplishment. Deliver the finest products and exceed expectations.
- Be brilliant in the basics and an expert in your profession.
- Expect greatness through dedication, quality and hustle.
- Value individual's time, do not squander or abuse their time.
- Make safety an active component of everything we do on and off-duty.
- Maintain precise administrative and physical accountability.
- Relationships, communicate in all directions so that all members of the unit and those outside the organization see and understand what we are doing.
- Fix the problem, do not be an impediment to the solution.
- Hold each other liable for behavior 24/7.
- All of our actions are moral, legal, and ethical. Set the example... ALWAYS!

Bottom line - we must "*Demand the Best*" - from ourselves, our superiors and our subordinates! Thank you for all that you do for H&S Bn MCIPAC-MCB Camp Butler, the Marine Corps, and the Nation.

Semper Fidelis,

T. A. Pecina
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