 

**1st Battalion, 8th Marines**

**Command Philosophy**

My Command Philosophy is intended to support and enable the way the Beirut Battalion fights. It is the fundamental mindset I want every Marine to exemplify in everything we do to give us the **P.O.W.E.R.** to win. It is a collection of attributes all winning teams demonstrate. These attributes serve to establish the culture I want on our team.

1. **P** – Be **P**roficient and know your business:

-Keep the main thing, the main thing. The main thing that we do is to prepare ourselves, our team, and our families for combat. Training, administration, maintenance, readiness, family and team building events are all focused on preparing for and delivering excellence in combat.

-Know your job. Don’t confuse efforts with results. This is a results only business.

-Work to prepare your mind, body, and spirit for combat. Build a team of teams that is focused on winning in combat. Zero defect mentalities will not be used. Well thought out, justifiable, and pure intentioned boldness and daring will always be rewarded. Inherently, mistakes will happen. Progress and growth do not happen without mistakes. Better to learn from mistakes as a result of initiative and boldness, rather than taking no action at all.

-Mission tactics and decentralized control will enable us to generate the tempo of operations we desire and to best cope with the uncertainty, disorder, and fluidity of combat. Always take action to improve your position, continue to develop the situation, seek to achieve freedom of action, establish a position of advantage, exploit the enemy’s vulnerabilities, dominate the battlespace and win. Possess a bias for action and be your own reinforcements.

1. **O** – Keep an **O**ptimistic mindset:

-Maintain a positive, optimistic, and winning attitude in everything you do. Take action, and do everything with initiative and aggressiveness. War is a human interaction making behaviors like fortitude, perseverance, boldness, optimism, and esprit so essential to dynamic teams.

-Winning begets winning. The key differences between winners and losers are: The winner has a plan, the loser has an excuse. The winner says, “Let me help,” the loser says, “that’s not my job.” The winner sees something wrong and fixes it; the loser sees something wrong and procrastinates.

-Apply the tenets of Maneuver Warfare to all you do. By exercising the concepts of commander’s intent, mission type orders, implicit communications, decentralized control, and omitting the “zero-defect mentality” in our daily routine, we will foster a command climate in which initiative, boldness, creativity, and optimism will flourish.

1. **W** – **W**ork hard and work as a team in everything you do to succeed:

-Give 100% to everything you do. If it is worth doing, it is worth doing to the best of your ability. The result of hard work is success, feeling fulfilled and proud so can you can hold your head high. Success comes before work only in the dictionary.

-It doesn’t matter who gets the credit. You’d be amazed at what you can accomplish when you don’t care about who gets the credit.

-Get flat and fast, share best practices, stay proactive, and look out for the Marine to your right and left.

1. **E** – Build **E**sprit de corps everyday:

-The prime factor in a successful fighting unit is esprit de corps, which is simply Marines taking care of one another and playing their positions, so as never to let each other down and hurt the team.

-Take care of your Marines, Sailors and their families. Combat is a team sport. Every Marine and Sailor is a building block of our combat power.

-Practice leadership by example and leadership by walking around, they are contagious. As a leader, position yourself at the point of friction to reinforce success and prevent failure. That requires getting comfortable being uncomfortable.

-The history of this Battalion is long, distinguished, and full of examples of Marines who gave everything. We are the keepers of 1st Battalion, 8th Marines’ reputation and history, and will continue our proud legacy by representing those heroes’ sacrifices through our vigilance and tenacity. Hold high the torch.

-Every Marine, no matter how new, has a role to play on our team. On the battlefield, when men are dying, time in service has no value. At the same time, every Marine, from Private to Commander, has to earn his position and continuously improve every day. Know your Marines and employ them to the best of their abilities.

1. **R** – Be **R**espectable, accountable, and maintain discipline:

-Do the right thing, regardless if anyone is watching. Treat all Marines and Sailors with dignity and respect.

-Fundamental to victory in combat is the development of our battlefield character – being decisive in an uncertain environment, following the decision through with disciplined violence of action and keeping our honor intact. “A man of character in peace becomes a man of courage in war.” This requires humility and respect for others – our brothers and sisters in arms, the people we protect, and the enemy we will defeat.

-Marines of action are accountable and answerable for their actions. Take pride in your personnel, equipment, facilities.

-Another major factor of success to any fighting unit is discipline in all activities at all times. Consistency, firmness, respect, and justice are the roots of discipline. It is obtained through the diligence of all leaders insisting that things be done right and living it by their own example. Discipline must define our every action – how we fight, how we prepare for combat, how we wear our uniforms and gear, maintain and account for our personnel and equipment, and adhere to rules and regulations – everything. A disciplined individual is an excellent infantryman and a disciplined unit is a formidable team. Discipline will make us hard to kill.

 **Semper Fidelis**

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