



## HEADER

OFFICE

06 July 2017

### MEMORANDUM FOR RECORD

SUBJECT: Policy Memorandum – Command Philosophy

1. I am honored to serve as your commander. My goal is to foster a climate that maintains the success this battalion has earned. My core command philosophy, outlined below, is the first step. It will guide me in leading this battalion and should be considered my base guidance to all.
2. My expectations for all cadre are Professionalism, Expertise, Empathy, Responsibility, & Leadership (P.E.E.R. Leadership).
3. Live the creeds; Soldier, NCO, Ranger. Lead and instruct by example. Soldiers are always observing, whether you notice it or not.
4. Students are our Soldiers while attending training. Treat them as such; train them hard, treat them with respect, and invest in their success.
5. Attrition will happen naturally, we will not induce it. Training will always be outcome based and grounded in safety. Commander involvement and cadre expertise are the hallmarks of effective training.
6. Evaluating a standard is objective; leadership, coaching, teaching, and mentoring require empathy and subjectivity. Know the difference and be agile.
7. Risk management is critical and complacency is unacceptable; commanders are directly responsible and safety is a primary duty for all. I will underwrite risk through the composite risk management worksheet, it is a commander's contract with me.
8. Maintenance and supply discipline are integral to training and readiness. We will not fail due to lack of either.
9. Actively manage the triad of professional, personal, and family requirements to care for yourself, your Soldiers, and Families in order to maintain physical, emotional, and spiritual wellbeing and readiness.
10. Have fun while serving here. I will do my best to foster a climate that promotes professionalism and personal satisfaction.

JOHN E. DOE  
LTC, IN  
Commanding