

Leadership Philosophy

Mission First, People Always

Marines, Sailors and Civilians at all levels, from commanders and supervisors to the newest member of the Command, must understand that we are here to accomplish a mission and that mission comes first. It is part of the ART of being a leader, however, to recognize the direct connection between mission accomplishment and personnel welfare; I understand this and all of my officers, civilian leaders, staff NCOs, and NCOs must understand this as well. It is also part of the art of leadership to exercise courage, especially moral courage, in distinguishing between what Marines, Sailors and Civilians WANT versus what they NEED.



The Philosophy of 5-4-3-2-1

This philosophy was passed down to me from one of my mentors, Major General T.S. Jones and over the years I've adopted it as my own. The benefits I have derived from this philosophy are the same benefits I believe each of you, and the Command as a whole, can achieve.

5 Words: "All Men are Created Equal" - The opening of the Declaration of Independence written by Thomas Jefferson in 1776, states: "We hold these truths to be self-evident, that all men are created equal." This idea expresses the very basis of American Democracy, it is one of my core beliefs, and it will be practiced by all in this Command. I charge my leaders - officers, civilians, staff NCOs, and NCOs - to ensure all members of the Command have the OPPORTUNITY to succeed and to reach their full potential no matter what their race, religion, sex, nationality, or natural abilities.

4 Words: "In the Beginning God" - Every Marine, Sailor and Civilian believes in something, regardless of religious orientation. Developing those spiritual beliefs meets a basic need common to all members of this Command - a need that, along with the mental and physical aspects of professional development, results in individuals who are emotionally prepared to meet the challenges of our service. I charge all my leaders with encouraging their Marines, Sailors and Civilians to practice their faith and/or pursue their beliefs in a search for truth and self-enlightenment. We have a base Chaplain charged with this mission and with continuing to develop the Command Religious Program in an effort to foster and support that search.

3 Words: "I Love You" - What we do as Marines, Sailors and Civil Servants requires love of family, country, and Corps. We consider those Marines, Sailors and Civilians around us as being our extended family, especially while deployed. Just as with our family at home, it is often difficult to show the patience, kindness, unselfishness, truthfulness, and endurance necessary to maintain this love. This love is a conscious choice made and maintained regardless of the actions of others who may be selfish or cruel. I challenge all of us to make this decision and, more importantly, maintain that decision throughout our duties, regardless of the difficulty. This love has moved Marines and Sailors over the past 236 years to lay down their lives for their fellow service members. My hope is that none of us have to make this supreme sacrifice but my expectation is that all of us use the power of our love for one another to carry us beyond our perceived limitations to accomplish great things.

2 Words: "Commitment; Courage" - Our Core Values of Honor, Courage, and Commitment are equally valuable but, without the principles of commitment and courage, we will never obtain honor, which is the reputation and moral identity of you, your section, and the Command as a whole. I expect all personnel in this Command to be committed to having the courage to practice honor. In practical terms, this translates into being committed to making the right decisions for the right reasons at the right time and having the courage - the moral courage - to do so when the decision is difficult or unpopular.

1 Word: "Humility" - We joined the Marine Corps to be one of "The Few, The Proud", not one of "The Few, The Humble" yet humility is the most important principle we must practice. While pride is part of being a Marine, Sailor or Civil Servant, we need to remind ourselves that we entered the military and/or Civil SERVICE - meaning each of us was seeking an opportunity to serve others (our country, family, etc.) and not just ourselves. This was our first step toward humility - the willingness to place others above ourselves. And this is what makes humility a strength and not a weakness - looking out for the interests of our fellow Marines, Sailors, Civilians and the interests of the Command requires commitment and courage, love, faith, and a sense of purpose, all of which have been discussed above. Humility serves the critical function of connecting us to one another and allowing us to trust in each other's abilities, especially when it makes us realize our own limits. Through this process we gain honor, wisdom, truth, and unity. I challenge each of us to humble ourselves so we can more effectively serve our Marines and Sailors, our peers, our families, our country, and our Corps.



A handwritten signature in black ink that reads "Donald J. Davis".

DONALD J. DAVIS
Colonel, U.S. Marine Corps
Commanding Officer

