

To: Field Medical Training Battalion-East Staff

Subj: COMMAND PHILOSOPHY

1. Purpose. To lay out the expectations, philosophy and way ahead.
2. Mission. The primary mission of this command is to train Navy Medical Department personnel and Religious Program personnel in the knowledge, skills and abilities necessary to successfully serve and support the United States Marine Corps. This requires all personnel working together as one dedicated team with a single focus of being the premier Fleet Marine Force training facility. Achieving success depends on the following:
 - a. People. The success of the mission requires a well respected, well led and highly motivated staff that understands - Mission first, people always. As a diverse command it is critical to capitalize on this diversity to continuously make the command stronger. The role of the Commanding Officer and leaders is to support, mentor and guide all personnel in each respective career path. Show respect, support and treat all staff and students with dignity regardless of rank or position. Maintain personal integrity at all times by holding to the core values of Honor, Courage, and Commitment. This command will have zero tolerance with regards to discrimination, harassment, hazing or assaults; sexual or otherwise.
 - b. Communication. Communication is vital to any organization. Bad news does not get better with age. Always utilize the proper chain of command and ensure it is notified of any significant incident or situation at the earliest possible chance. This will help mitigate the outcome and determine the best solution for the command and personnel concerned.
 - c. Pride and Professionalism. Take pride - Always. The actions of this staff, and specifically the instructors, carry with them incredible gravity and greatly affects the students each day they are onboard and are far reaching long after graduation. With public service comes public trust. The conduct of every staff member, both personally and professionally, needs to reflect that public trust by showing respect for self, respect for others and responsibility for all actions.
 - d. Work hard and make a difference but have fun doing it. Having fun boosts the morale of the staff and students and helps make coming to work worthwhile. A good sense of humor is important in building personal rapport, a spirit of cooperation and esprit de corps. The hallmarks of an excellent command are taking care of self and everyone else: Sailors, Marines and civilian personnel. Maintaining a good balance between work and personal life ensures the job not only gets done today but prevents future burnout.
3. Expectations. Seek excellence in every way and in everything that is done. The orders of Training Command will be carried out and each member is an essential part of attaining that goal. The success of this command depends on its people, its integrity and its pride and professionalism. With this as our standard, we will succeed.


D. T. CLONTZ