



Marine Unmanned Aerial Vehicle Squadron 3  
(VMU-3)



## Commander's Philosophy

15 April 2016

**Mission First.** Since 1775, Marines have answered our nation's call to arms and performed magnificently from Belleau Wood to Marjeh. A common trend amongst these warriors is that in spite of danger and often insurmountable odds against them, they performed bravely and accomplished the mission. We must do the same when called to war by our nation.

**Troop Welfare.** We are in the business of people. Take care of our Marines, Sailors, and their families. They are our greatest, irreplaceable asset.

**Readiness.** Readiness today wins fights tomorrow. Our readiness must reflect a unit that is able to fight and win on short notice.

**Honor, Courage, Commitment.** Remember and adhere to our Corps values and keep your honor clean.

**Pride.** Take pride in your work. It is a direct reflection of you. Be proud to be a Marine in appearance and deed. You are part of the finest fighting force in the world.

**Initiative.** Be bold and daring. Good ideas come from everyone. Do not be afraid to tactfully speak your mind or take a chance. Think creatively for better ways to do things, both at the unit and within your MOS. Positive change can be affected by anyone!

**Common Sense.** Common sense is an uncommon virtue. The simplest solution is often times the best solution. If it makes sense, do it.

**Respect.** We are all on the same team. A team that permits its members to disrespect each other does not succeed. I have no tolerance for discrimination against race, sex, sexual orientation, or religious preference, and neither should you.

**Tolerance.** We all make mistakes. We must learn from our mistakes and the mistakes of others and try not to make the same mistake twice. Know the difference between a mistake and a crime.

**Teamwork.** Always share your idea with someone else before you act on it. What sounds good to you may not be the best course of action. We owe it to our fellow Marines to work together and not let our Marines and Sailors fail in any endeavor.

**Professionalism.** We need to be the resident experts on all things UAS related. We will set and uphold the standard for excellence amongst the operating forces and within the VMU community. We should always be looking for ways to improve our MOS, train Marines to the highest standard, increase our knowledge and improve ourselves. This will only occur if we first understand our weaknesses and strengths and we seek self improvement. Not only will we seek to improve ourselves as VMU Marines, but as warfighters operating within a MAGTF and a Joint/Coalition Task Force.

**Fun.** I want you and your family to enjoy being a part of this unit and the Marine Corps team.

**Fitness.** I expect you to be physically fit, prepared for the rigors of combat, and off of weight control.

**Information management/communication/organization.** Everyone has a different method to operate. Find one that works for you. We will not miss deadlines, communicate poorly inside or outside of this command, or be disorganized. Always follow up important emails with a phone call or face to face visit if time permits.

**Safety.** Safety is a combination of a well thought out plan and leadership and supervision. If you see an unsafe situation developing, stop it. A tactically sound plan is inherently safe. This is true on and off duty.

**Leadership.** Treat Marines like grown adults and the majority will perform like grown adults. The NCOs are the strength of this unit. Encourage them, train them, mentor them, and let them lead. Find a mentor and be a mentor to someone.

**Culture/History.** Engage your mind before your weapon. Today's battles will be won by intelligent decisions and careful considerations of the environment, culture and history of the area we are operating in.

Semper Fidelis,

LtCol Wayne Phelps  
Commanding Officer  
VMU-3