



Commander's Philosophy And Expectations

Commanders should strive to lead in a manner that capitalizes on the lessons learned during their years of following others. Our Marines and Sailors need commanders not comrades. They deserve NCOs, SNCOs, and Officers who will be actively engaged and demonstrate strong leadership not "likership".

The following acronyms highlight the expectations of all personnel.



What to expect from Squadron Leaders & your Commanding Officer:

LEADERSHIP BY EXAMPLE: Squadron Leaders will not demand tasks that they would not, could not, or have not previously accomplished.

ENTHUSIASM: We have the greatest jobs in our Corps; Squadron Leaders will be enthusiastic and passionate about our mission and the care of our Marines and Sailors.

ACTION: Squadron Leaders will attack and boldly act in periods of uncertainty. They will thrive in chaos. There will be a sense of urgency in all we do.

DEMANDING: Squadron Leaders will uphold the Orders, Directives, Standards, and Traditions of our Corps. Our discipline has always set us apart from others.

What is expected from all Marines and Sailors of HMM-265:

HELP OTHERS: We will always be there to help those in need. We will actively seek creative solutions in times when our support is limited. We will find a way to say "yes."

EVERYTHING COMBAT: Our focus is preparing and training for combat. As Individual Augments, Detachments, a Squadron, or an ACE we must be operationally, administratively, physically, and emotionally ready to answer our Nation's call.

RESPECT: We will respect each other, our families, and our host & partnering nations. We will respect our enemies by never underestimating their abilities or motivation.

OUT OF THE BOX THINKING: All shall strive to see their role in the broader picture. All will constantly seek new and creative solutions to working and fighting more effectively.

ETHICAL BEHAVIOR: Do what is right, because it is right. It is just that simple...

SUPPORT FOR FAMILIES: We will support our Marines as they care for their families. Families are not part of our mission; they are the reason for all our missions.

D. M. MARSH
LtCol USMC
HMM-265 Commanding Officer