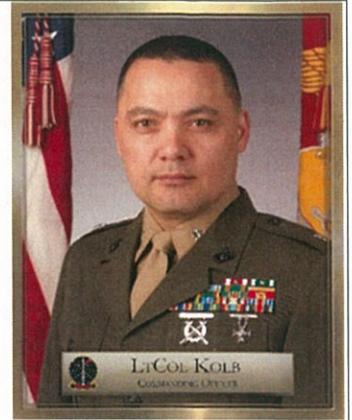




Command Philosophy

Individual Marines are the bedrock of our Marine Corps, and our most important responsibility is leading these Marines. The study of leadership is broad and complex, but if there is one word to sum up a good leader, it is a leader who cares.



Competence

Leaders who CARE need to know their job and help Marines learn theirs. Individual Competence creates synergy that enhances unit readiness. All leaders have an obligation to their Marines to develop their own and their Marines' potential to the maximum extent possible, in all aspects. Competence ensures readiness, confidence, trust, innovation, and success. **When we don't know what to do, we do what we know.** Competence embraces PME, MOS training, and individual growth as a US citizen. We have an obligation to shape and influence all aspects of their life, to include the 6Fs: fidelity, family, fighter, fitness, finances, and future. Competent Marines are complete, well-rounded Marines.

Action/Accountability

Leaders who CARE take Action and hold themselves and their Marines Accountable. Marines who CARE are not afraid to fail; they have a bias for Action, they innovate, and they take responsibility for the inevitable, well-intentioned mistakes. The Marine Corps prides itself on its Accountability. **We are all Accountable--to ourselves, to our family, to our unit.** Accountability includes having the moral courage to act: To be willing to make decisions, to do without being told, to communicate both the good and the bad, to consider outcomes of action and accept only appropriate risk, to stand up for that which is right, and to accept responsibility when things go wrong.

Do the Right thing

Leaders who CARE do the Right thing. We set the example in how we treat others, in how we act, and in what we do. When making choices, **choosing to do the Right thing is the Right thing to do.** We are all on the same team, and we treat our teammates with the respect they deserve. Each and every MACS-4 Marine, Sailor, and family member is a valued member of the command and should be treated with dignity at all times. Doing the Right thing morally, ethically, and professionally sets the example for others to follow.

Excellence in all we do

Leaders who CARE do not settle for the status quo, "good enough" is not good enough. In everything we do, in everything we accomplish as a team, we strive for Excellence. While the 80% solution may be the best solution based on a resource constrained environment, exceed expectations and strive for Excellence in all we do: MOS proficiency, unit and individual readiness, taking CARE of Marines, innovation. . . **MACS-4 sets the example in all we do.**

J. G. KOLB

Lieutenant Colonel, USMC

Commanding Officer, Marine Air Control Squadron 4