



Marine Aerial Refueler Transport Squadron 152

Commanding Officer

Command Philosophy



Community, Readiness, Professionalism, and Balance;
Sumo Marines, Sailors, and families;
Always Ready Together!

➤ Community

-VMGR-152's **center of gravity** is our **people**. We draw our strength from the collective efforts, skills, and hard work of our Marines, Sailors, families, and supporting agencies. We forge our unit strength through teamwork and our teamwork is fortified through hard work, trust, and camaraderie.

-Mission accomplishment is enabled by the efforts and actions of our Sumo community. Our Marines, Sailors, and families form the foundation and serve as a vital link to our team. We must protect and take special care of every member of our unit to ensure continued success. Our Tenets:

-**Embody Servant Leadership**. Live it, do it. Train our Marines and Sailors as a team and push them to excel. Always give them your best and mentor them in everyday life.

-**Nurture inclusivity**. Each person in our community has a unique skillset and acts as a vital key to protect us against the gaps in our armor; do not leave anyone off of our team.

-**Know your Marines and Sailors**. You are entrusted with their lives and well-being. Do not let them or their families down.

-**Take care of the entire person and our families**. Strive to build a sound mind, body, and spirit. Train every aspect of your being as you would train your body. Build resiliency through training. **Care for and build the family**. Without the family, the individual member is not whole. We must continue to focus on the health of our community by ensuring each member and family is supported.

➤ Readiness

-Readiness enables our ability to accomplish the mission every day. Our success relies on our ability to maintain a high level of **operational readiness, aircraft readiness, personnel readiness, and material readiness**. Although readiness has its peaks and troughs, we continue to work through the challenges together to ensure we are mission ready. As Sumos, we are forward deployed and ready to support our nation's battles. We must be prepared to take the fight to the enemy; we must train to win; and we must keep a mission focus while ensuring our Marines, Sailors, and families are prepared.

➤ Professionalism

-**Train to fight as professionals**. We will **maintain** our **discipline** by upholding our values of **honor, courage, and commitment**:

-**Maintain the standards, stay disciplined, and be professional** in everything you do. This includes Marine Corps' standards, uniform standards, aviation standards, and leadership standards. Maintain the Sumo Standard!

-**Plan** early, plan often, plan for contingencies, and remain flexible in execution.

-**Know your job well** and be ready to execute. Train to fight, be ready to step up to the next rank/job, and know your expectations.

-**Communicate** up, down, and horizontally. Your plan is only as good as your communication plan. Know how to reach higher, adjacent, and subordinate units within the chain-of-command. Keep your Marines, Sailors, and families informed.

-**Be bold and willing to make aggressive decisions** but do not accept unnecessary risk. Accept risk at the appropriate level and always accept responsibility for your actions.

-**Set the example** in everything you do. Do the right thing all the time. Make sure your actions match your words.

-**Leave our unit a better place than when you joined it**. Harness innovation and look for efficiencies in your work. This unit is ours; take care of it, have pride in it, and always strive to make it better.

➤ Balance

-**Work-life balance is crucial**. Proper balance is the key to a healthy life and career. Strive for personal and professional balance and demonstrate ideal balance to your Marines, Sailors, and families. There will be occasions where the mission requires prioritization of work, but there will also be time to give more time back to personal life and family. Strike the right balance and understand that burn-out is a threat; be able to identify it and make changes to realign the scales. We need to maintain a healthy balance for our community to thrive.

I am honored to serve as your Commanding Officer. Together we will continue to uphold the outstanding Sumo legacy of operational readiness, aviation excellence, Marine Corps distinction, and the Sumo Standard. Semper Fidelis.

J. M. PALMER

Lieutenant Colonel, United States Marine Corps
Commanding Officer