



VMU-3 Phantoms Command Philosophy

12 June 2020



For we serve in a Corps with no institutional confusion about our purpose: To Fight! To Fight Well!

-Gen Jim Mattis

Hopefully you don't see the "Command Philosophy" title and subconsciously or otherwise, decide this is just going to be another well-intentioned, but platitude filled document and therefore not worth your time. Gen Mattis' quote is about as clear and concise a purpose statement imaginable and it serves as the cornerstone of our command philosophy for the VMU-3 Phantoms. With that in mind, here's what the SgtMaj and I want you to know.

First and foremost, we need every single one of you, every single day, on duty! Regardless of what it is you do, from the commanding officer, to an admin clerk, to a maintainer turning a wrench, we need you, your Corps needs you, your nation needs you...fulfilling your obligation as a Marine! Your contribution, no matter how big or small as you may see it, is so very, very critical, every single day. **DON'T EVER FORGET THAT.**

What we expect from you is, just be a Marine...ALL the time. Live up to the ideals and standards that have been defining who you are since the first moment you realized you wanted to be a Marine. Do your duty. Make yourself, your family, your country and all the Marines who have gone before, proud!

One of my favorite quotes is President Theodore Roosevelt's "The Man (or Woman) in the Arena" from his Citizenship in a Republic speech. *"The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again..."* Point is, mistakes mean you're trying, they aren't an evil thing or something to fear and the fact that you have the fortitude to attack the problem **AGAIN** is the true measure of success. It would be easy to do the same old, same old, day after day, but where would that get us? And just remember, moral and ethical errors **DO NOT** an honest mistake make, EVER...PERIOD!

Our nation's leadership is dealing with profound and epic threats; what you do every single day, regardless of what that is, gives them the maneuver space, and quite frankly the confidence, to deal with the challenges they face. What you do matters. What this Squadron does, matters. So, Phantom Marines and Sailors...do your duty to the absolute best of your ability. Do the right thing, all the time...you know what this is – you don't need me or anyone else to tell you.

Our Corps is at a pivotal point in time as we adopt transformational new forms of technology and capabilities and divest of legacy capabilities. With the Marine Corps' focus shifting to the Pacific, the Phantoms will be front and center. What the future holds we do not know other than it will be different, it will involve us, and we will be at the tip of the spear. Regardless, of what the future holds, certain things remain constant...we are standing on the shoulders of giants who have gone before us. We wear the cloth of one of the most storied war fighting organizations in the recorded history of mankind. We have earned the right to wear the EGA for the rest of our lives...our solemn challenge going forward is to deserve it, **EVERY DAY!** We are **your** command team – Commanding Officer and Squadron SgtMaj. We've got your back...just be a Marine, do the right thing! And remember, when you protect what you've earned, by extension you bring honor to yourself, the Phantoms, and your Corps.

Let's get to work ensuring the legacy of this great squadron, our fabled Corps and our unstoppable democracy, of which you are such a vital member!

Semper Fidelis,

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