



## Marine Wing Support Squadron 172 Marine Aircraft Group 36

### COMMANDING OFFICER'S LEADERSHIP PHILOSOPHY



My philosophy of leadership is simple: excel at the basics of Combat Service Support and Aviation Ground Support. Excellence in the basics translates to combat effectiveness. We must be excellent at many things, vice being perfect at one thing. Pay attention to the little things and the big things will take care of themselves. Attention to detail in things we do and creating common sense procedures will ensure mission accomplishment, even in a resource constrained environment. To accomplish this balanced excellence, we must use involved leadership to train, set standards, and care for our Marines and Sailors.

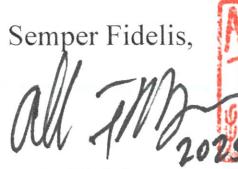
**Realistic Training:** Start with yourself. Strive to understand the capabilities and limitations of your unit (personnel, equipment, and training). Read to gain a strategic, operational, and tactical knowledge of the world and domestic events. Familiarize yourself and organization with your war time mission and tie all training to your Mission Essential Tasks (METs). Strive to get yourself and your subordinates to appropriate MOS and PME schools. I expect all Marines and Sailors to seek creative methods to train your organization.

**Set Standards:** Set the standard for your Marines and Sailors and then challenge them mentally, physically, and morally to reach that standard. Never be satisfied with the status quo, our enemies constantly change their tactics – we must stay ahead of them.

**Care for your Marines through positive and involved leadership:** Know your Marines and Sailors; know their families; know their true limits; know when they need a pat on the back; know when they need a kick in the pants; know when they need a help-up. Take time to understand the families of your Marines and Sailors, each is different and may need some assistance. Make sure that your Marines and Sailors who desire to stay “Marine” or “Sailor” are as competitive as possible. Likewise, those who have chosen to depart our active ranks also need assistance. These departing Marines and Sailors will be a reflection of the Corps for the rest of their lives, let’s ensure that they return to society as a better citizen than prior to their service.

**I expect Marines and Sailors to set the example, be goal-oriented, and an expert in their field.** I expect everyone to do the right thing – always. Be the Marine or Sailor that inspired you to join the Marine Corps or Navy. Strive to be a better person, be it at work, home, or school. Work hard to become the individual you want to be. Be tactically and technically proficient. Let your actions speak for themselves. Know your job and the job of your boss. Study your profession. Challenge your leadership to make you better.

I expect the actions and bearing of **Noncommissioned Officers** to be professional. Lead your subordinates with firmness, fairness, dignity, and respect. Ensure your Marines and Sailors thoroughly know the nuances of their job. Be creative on how you provide positive and meaningful feedback. I expect **Staff NCOs** to know the details of their job and to anticipate the requirements of their Officer’s. Mentor and care for your Marines like they were your son/daughter. I expect **Officers** to be technically and tactically proficient. Empower your Marines and Sailors and train them to operate independently via Commander’s Intent. Most importantly, have fun! You are a member of the greatest military organization in the world and have the privilege to represent our Nation and Corps. Mission First; Marines, Sailors, and families always!

Semper Fidelis,  
  
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