

Firebirds SNCO Guidance

BLUF: Work hard, make each other better, make this unit more enjoyable, and daily commit yourself to excellence. Always give it your best.

Do the routine things routinely well – Great units do the routine things routinely well. This includes performance evaluations (FITREPs, JEPES), administrative requirements, maintenance, evaluations (CGI, FSMAO, MCCRE) and operations. Do them well.

Attitude – An enthusiastic, positive attitude is a force multiplier and it starts with us – enthusiasm is contagious, especially when it comes from the front.

Teach – You have a great deal of knowledge and experience. Use it to train not only your subordinates to take your position one day, but also use it to train your officers to make them the best they can be.

Enforce – If our subordinates are not living up to the standards we came up with, it is because we are not making them do it. You are the enforcers in the chain of command – make NCOs be NCOs and Marines be Marines all the time.

Look Good, Be Good – In the vast majority of cases, a unit that looks good tends to be good. Take pride in your appearance, the appearance of your Marines and Sailors, your work spaces, and the Squadron areas.

Intent – Whenever we have the time, we should take the opportunity to explain the “why” behind an order – our subordinates will perform better if they understand the why, and it frequently dispels both rumor and conjecture which are regular morale killers.

Personal maintenance – As leaders, we can sometimes forget that we need to sleep, eat, and PT. Our minds are our most potent weapon, if we allow them to grow dull and foggy, we are doing our subordinates an immense disservice.

Unkey the Handset – Everyone in this battalion has a voice and sometimes the best ideas come from our most junior Marines and Sailors. Have the humility to listen to them.

Never Forget the S – Supervision does not equal micromanagement – it means that we care enough to check on and admire the work our subordinates are doing.



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FIREBIRD 6