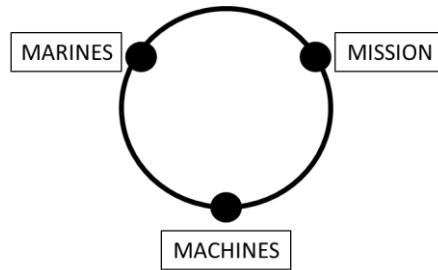


# Commanding Officer, Marine Medium Tiltrotor Squadron 265

## Command Philosophy



### PRIMARY FOCAL POINTS



### TAKING CARE OF MARINES

1. **Marines:** From the squadron's inception on 1 October 1962, the Marines of HMM-265 and now VMM-265 have been the singular reason for the organization's storied history and its success. At present, the country, INDOPACOM, and the Marine Corps face a daunting challenge of peer competition that has not been experienced since the Cold War. To prevail against a peer adversary, the Dragons must rely on their most valuable asset – the individual Marine. Thus, to ensure the unit's continued success, our primary focus must be on the mentorship, education, and tactical development of those in our charge. It is my firm belief that if you take care of your people, they will take care of the organization.

### SAFE AND EFFECTIVE WARFIGHTING OPERATIONS

2. **Mission:** We exist as an organization to support moral lethality within MAGTF. To this end, we are not effective in our mission if we do the enemy's job for them and remove ourselves from the fight due to a failure to follow procedures, apathy, or complacency. As a squadron, we will focus on getting the job done, but never at the cost of injuring personnel or unnecessarily damaging equipment. Effective operations require a consistent focus on flight and maintenance procedures and the discipline to conduct them precisely as they are written.

### PROGRAMMATIC AND ADMINISTRATIVE PROFESSIONALISM

3. **Machines:** The foundation for effective warfighting is provided by the daily practices that allow us to produce readiness. These practices are supported by our maintenance and administrative programs. Consistent attention must be paid to these areas to make certain the unit's ecosystem remains balanced. We will focus heavily on ensuring that policies are adhered to and that both upstairs and downstairs programs remain optimal.

J. R. LAIRD