



Marine Medium Tiltrotor Squadron 363

Marine Aircraft Group 24

The Lucky Red Lions

Commanding Officer's Philosophy



VMM-363 Mission: *To support the MAGTF Commander by providing assault support transport of combat troops, supplies and equipment, day, or night, under all weather conditions during expeditionary, joint, or combined operations.*

We will accomplish this mission through disciplined execution and leadership at every level, guided by four pillars that directly impact every Marine and Sailor in this squadron and contribute to the effectiveness of our **TEAM**.

The Four Pillars of VMM-363

Technical and Tactical Proficiency

A key measure of readiness is technical and tactical proficiency. **Marines and Sailors must know their craft and master it, focusing on daily execution of the basics with precision and skill.** Mentorship and training the next generation remain critical to our continued success and our ability to respond to crisis. To achieve this, we **Teach, Mentor, and Evaluate** in that order, ensuring Marines and Sailors are trained, developed, and capable of executing to standard in real-world conditions. Creating a culture of learning is a primary objective for all leaders. Leaders ensure standards are met and maintained. When Marines fall short, leaders correct them through retraining, evaluation, and accountability. We operate with disciplined risk management, accepting risk necessary to accomplish the mission while rejecting unnecessary risk. **Standardization, procedural compliance, and sound judgment are non-negotiable. We are training for the future fight now.**

Total Fitness

Fitness in **mind, body, spirit,** and in our **social** interactions directly impacts our ability to accomplish the mission, work together as a TEAM, and remain adaptable and resilient in all situations. **Fitness is formed through adversity and experience.** We seek help when needed, without shame or fear of reprisal, and we find strength in our community and chain of command. All dimensions of total fitness must be developed and maintained as we mentor, grow, and lead together. Leaders support their Marines while maintaining standards. Marines who take care of themselves and their teammates remain ready to perform under stress and in demanding environments.

Ready Families

Our families are a center of gravity that cannot be overlooked, nor can their impact on the unit be overstated. Families do not detract from mission accomplishment; their support enables Marines and Sailors to perform at their best each day. **Healthy relationships remain a priority, and mutual support to and from families across the squadron strengthens the TEAM.** Leaders stay engaged with their Marines and understand their individual circumstances. Strong families support readiness, and leaders balance mission requirements with consistency and fairness across the squadron.

Standard Bearers of Marine Corps Tradition

Each day we wear the uniform, we carry with us the traditions of our Corps through generations of crisis and conflict across the globe. **Strength, encouragement, and wisdom are found through understanding our history and those who came before us.** We serve as the keepers of that tradition. It is our responsibility to carry it forward through our actions, our leadership, and our commitment to one another. We are the standard others measure themselves against. Our adherence to regulations, customs and courtesies, and professional conduct honors the traditions of the Corps. Every Marine and Sailor represents this institution and the United States of America, both on and off duty.

As Marines and Sailors, our country asks us to be ready to make the ultimate sacrifice in defense of our freedoms and the Constitution, embodied as "service before self." The above four pillars of VMM-363 **enable unit cohesion, readiness at all times, and empower us to support the Lucky Red Lions on our left and right every single day we serve!**

LtCol Nicholas J. Halsmer

Commanding Officer, Marine Medium Tiltrotor Squadron 363

"Courage – Integrity – Service before self"