



Command Philosophy



Marines, Sailors, and Civilians of Camp Mujuk. First, I am honored to serve you as the Commanding Officer. **The well-being of you and your families will be my highest priority.** I will demand that you receive the trust, respect, and security that you deserve, and are resourced and trained to complete every mission assigned. Every day is Game Day, and great teams show up with the requisite skills, experience, trust, loyalty, and confidence to perform. Teams win games, not individuals. Camp Mujuk will be a great team and together we will have fun and make great memories!

This command is distinct from most units within the Marine Corps. We sustain and maintain the installation to enable force projection and enhance combat readiness across the range of military operations. Therefore, much like the characteristics of Great Teams, Camp Mujuk will operate with the following themes in mind:

- **We are a learning organization.** Learning organizations are those that can anticipate a changing operational environment and adapt to those changes. Camp Mujuk will maintain a culture that enables learning among our Marines, Sailors, and Civilians; and, facilitates intellectual thought to allow the Installation to meet the operational and tactical requirements of those units preparing for contact with the adversary. In the absence of learning, organizations simply repeat old practices. Great teams review the films from previous games. They learn from mistakes, and they innovate to make the team better. I expect that you read from a variety of sources to learn our history as Marines/Sailors, your individual job, as well as luxury reading to build well roundedness. We will learn, we will innovate, and we will focus all efforts on our “main thing,” which is providing quality and responsive support to Marine Expeditionary Forces Warfighting capabilities.
- **Make the main thing, the main thing.** Dr. Stephen Covey coined this phrase in his book, *First Things First*. I expect that everyone in this command will strive to achieve “*balanced excellence*.” This requires as much focus on your personal life as on your professional life and vice versa. Understanding the unit’s mission, commander’s intent, and commander’s guidance is of paramount importance. These three items are the team’s playbook. Every member of the team is responsible for knowing the playbook. This is the first step to empowerment. If you don’t know, ASK!
- **Empower our Marines, Sailors, and Civilians.** Our Marines, Sailors, and Civilians must be empowered. This means providing intent and guidance then allowing the flexibility for them to chart their own course. Empowerment allows leaders to instill trust and confidence across all ranks. It also enables growth through experience, and experience is knowledge. Knowledge makes the organization better. We will emphasize intellectual leadership, military professionalism, and leadership in the art and science of logistics while embracing new technology and techniques.
- **Selflessness.** I was once told, “It is amazing the things that can be accomplished when no one cares who gets credit.” A characteristic of a great team is being able to support your team and teammates regardless of the circumstances. Look out for each other and be supportive. Don't turn your back when they strike out, get sacked, or miss an outside shot. Also, don't be jealous or critical when they hit a home run, make a major play (lucky or not), or get unwarranted praise. Teams display loyalty to each other and they know each other's trials and tribulations.

The success of the Installation will hinge on the character and education of our Marines, Sailors, and Civilians. We must think deeply to generate the concepts that provide the stand-in forces with enhanced capabilities to recover quickly from attack, persist in contested spaces, and sustain distributed formations. One of these capabilities includes forging an unbreakable bond with our Republic of Korea allies and the surrounding community.

In the end, the Fleet Marine Forces must be fully capable to “fight and win” the nation’s battles, it will do so with the support you provide. We must be willing, ready, and able to provide that support at any time. GAME DAY IS EVERY DAY! SEMPER FIDELIS!

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