



6th MARINE CORPS DISTRICT CO's COMMAND PHILOSOPHY

July 2018

"Victory: Victory at all costs. Victory in spite of all terror. Victory however long and hard the road may be: for without victory there is no survival."

—Winston Churchill



Marines and families of the 6th Marine Corps District,

I've attempted to condense those convictions that I see as vital to the success of any organization onto a single page. When it's boiled down, I see our continued successes being founded on basic, yet essential, principles. There is nothing magical here, nor is there anything that will be new to you, but the principles are enduring and truly form the ethos to which we as Marines subscribe.

MISSION:

- **BUILD POOL, MAKE SHIP:** The mission of this District and its Recruiting Stations is to use systematic recruiting to meet our contracting and shipping requirements with quality men and women who will become the warriors our Corps needs to win this Nation's battles.
- **DEVELOPING MARINES:** One of the most important responsibilities of every leader in this unit is to train and develop Marines in their charge. We owe it to our Corps and to those who come after us to develop the leaders of tomorrow.
- **CARING FOR THE PACESETTER FAMILY:** Family has two dimensions. The first is made up of the Marines of the 6th MCD...we are brothers and sisters in arms. The second dimension is made up of those who we go home to every night. We will ensure we care for each other and our loved ones.

ENABLERS, VALUES, AND GUIDANCE:

- **CHARACTER:** Our standards and core values of *Honor, Courage, and Commitment* will always come first and will not be compromised by the demands of our recruiting mission or other circumstances that arise in life. Remember, we are not merely "recruiters"...we are **Marines** with the mission of recruiting. Applicants choose the Marine Corps because they know of the Marine Corps' unwavering legacy, they like what they see in Marines today, and they long to become one of "the few, the proud." We must ensure they are never disappointed.
- **INTEGRITY:** At the apex of honor is integrity. In part, this means being true to our Corps, the mission, our fellow Marines, families, and ourselves. This requires self-discipline and selflessness. As we discharge our duties, we serve as the Corps' ambassadors to our communities—we are the Marine Corps to all who observe and interact with us. As such, our personal conduct, appearance, and professional skills must always reflect the highest in military virtues, remain consistent with Marine Corps lore, and always be above reproach. We shall epitomize what the American people have come to expect from their Marines.
- **DIGNITY:** Our Marines are national treasures on loan to us from America. They have earned the title of *United States Marine* and deserve the respect that comes with that distinction. **I will not tolerate any behavior—physical, verbal, or mental—which removes the dignity of any of our Marines...nor will you.**
- **LEADERSHIP:** Leaders, lead those in your charge well. Good leadership requires commitment, both in time and effort.
- **EITB:** Excellence In The Basics.
- **COMMUNICATION:** Information must flow up, down, and laterally. Never assume anything. Bad news does not get better with time. I will remain approachable and expect to be informed in a timely manner about issues that I can influence at my level of command or that may be critical to our higher chain of command. Don't be the senior Marine with a secret. E-mail is often OK, but know when to pick up the phone or show up in person. BLUF....Bottom Line Up Front.
- **SAFETY:** If you're not being **safe**, you're not being **professional**. ORM is threat analysis and mitigation.
- **BALANCE:** The best units are filled with individuals who have balance in their lives: work, training, PT, PME, family-time, finances, etc. I will rely on the leaders of this district to ensure we have the correct balance required to deliver what our Corps expects from us while maintaining high morale, quality of life, and living by our ethos.

I am honored to be your commander and serve in the best District in the Marine Corps, made so by the outstanding group of professionals who comprise it. God bless each of you, our country, and God bless the United States Marine Corps!

Semper Fidelis,

WILLIAM C. GRAY

Colonel, U.S. Marine Corps
Commanding Officer, 6th MCD