



UNITED STATES MARINE CORPS

3D BATTALION, 25TH MARINE REGIMENT
4TH MARINE DIVISION
5572 SMITH ROAD, BROOK PARK, OHIO 44142

IN REPLY REFER TO:

1000

CO

8 Dec 18

From: Commanding Officer

To: Marines and Sailors of 3d Battalion, 25th Marines

Subj: COMMANDER'S GUIDANCE

1. Our mission is to be ready to **win the next war**. Let no Marine or Sailor be killed or wounded because we failed to train this battalion for the rigors of combat. As your Commanding Officer, I take this awesome responsibility seriously.

2. The below discussion on leadership, training, and troop welfare will help inform you about my approach to this command.

3. Leadership

- a. **Lead from the front and by example.** I will never ask anyone to do anything I am not willing to do myself or have not done in the past.
- b. **Effective communication** goes both up and down the chain of command. To build an effective team, we must keep everyone informed, allow our subordinates to use their initiative, and leverage our numerous capabilities to create unity of effort.
- c. Our Marines and Sailors will inevitably make mistakes. **Effective leaders will allow them to grow from their mistakes so we may improve.** I am prepared to underwrite honest mistakes; I consider this an investment in the professional development of our Marines.
- d. **Be aggressive.** This does not mean being reckless. This means pushing the envelope to test the bounds of our performance. When pushed to our limits mentally and physically, we will be surprised at how much more we can accomplish than we previously believed.
- e. Have an **offensive mindset.** Regardless of the time, clime, or place, we assess the situation and immediately find a way to win. This applies to combat, the field, in garrison, and in life.
- f. **We are all leaders,** at every level and in our civilian lives. When I approach a dozen Privates and ask, "*Who's in charge?*" I expect them to have identified a leader and succession of leadership. Embrace a leadership role and we will excel.

4. Training

- a. **Victory loves preparation.** We train like we fight - day or night, hot or cold, desert or mountain. I will be organized and challenge you during every evolution, so I do not waste your precious time. Likewise, you will be mentally and physically prepared to train.

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- b. A disciplined unit in combat does not happen by accident. **Good habits are learned through weeks, months, and years of doing the right things** during gun drills, training, exercises, and live-fire ranges. If we develop brilliance in the basics, we will succeed.
- c. Enter every training evolution with a **tactical mindset**. We don't have a "conference room," we have a *combat operations center* that tracks unit locations and patrol routes. We don't have "alpha rosters," we have *battle rosters* with blood types and medical instructions. Pre-combat checks/inspections, patrol orders, overlays for vehicular movements, and casualty evacuation plans are expected.
- d. **Take care of your gear** and your gear will take care of you.

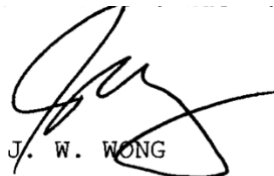
5. Troop Welfare

- a. **Our people are the battalion's most importance resource**. It is my priority to send our Marines and Sailors to appropriate schools and courses so we continue to grow the unit's capabilities and the individuals within the command. We owe it to our Corps, battalion, and Marines and Sailors.
- b. The wars of the past two decades have left scars on many of us, some we can see and others we cannot. Suicides, drug and alcohol abuse, and post-traumatic stress have taken the lives of too many comrades. It is imperative that we **take care of each other**, checking on your battle buddy and getting him help, if necessary.
- c. We must also **reward our people's achievements** and recognize their performance. This means the re-enlistment and promotion of quality Marines and Sailors, as well as awards in front of their peers.
- d. For every Marine or Sailor who deploys, there are family members with him in spirit. I fully support an active family support group as an integral part of the battalion community.

6. Some final thoughts:

- a. **Integrity is a must**. Do the right thing at all times.
- b. **Be respectful and professional** in how you deal with others.
- c. **Keep your sense of humor**.
- d. **Win**.

7. I am proud to be your Commanding Officer. I look forward to serving with you and facing the challenges ahead.



J. W. WONG