

**Organizing Statement – The inspector instructor staff sets the conditions for the mobilization of 1st Battalion, 24th Marines while concurrently honoring our fallen and protecting the legacy of the Corps.**

Marines and Sailors of the I-I Staff,

First, it's an honor and privilege to serve with and for you. The purpose of this document is to outline what Sergeant Major and I call our *fundamental truths*. These *fundamental truths* provide insight into how we think, how we approach problems, what's important to us, and what we pay attention too.

**T**rust – Trust is the coin of the realm! The health of our organizational culture, climate, and reputation depend upon it. Trust is earned regardless of rank, billet, or even past experiences. With trust, implicit communication, morale, and unit cohesion will naturally follow.

**E**ffectiveness and Efficiency – Our effectiveness is the result of the unit's ability to mobilize and deploy in accordance with mission requirements. Personnel readiness + equipment readiness + training readiness = combat readiness. Time and money are precious commodities that unfortunately we will not get more of; therefore, we must be efficient in our processes and treat every readiness event as decisive action to maximize each opportunity. This requires individual and collective competence across the warfighting areas (e.g., S1, S3, S4, etc).

**A**ccountability – We are accountable to ourselves, our fellow Marines and Sailors, the unit, and our country. The metric to which we are held account is the standard set forth by law, the institution, and the memory of warfighters before us. No more, no less.

**M**arine (and Sailors) and Mission oriented – The lifeblood of an organization is its people, and we cannot accomplish the mission without them. This is the main thing. Period.

Enduring Priorities (items that will be constantly on my mind):

**1/24's Success** – While there will be ebbs and flows, we should always focus on making 1/24 as ready as possible to mobilize for any mission the battalion is called upon to execute. There is no room for daylight between the I-I and SMCR parts of the 1/24 team – we all exist for only one purpose: to make 1/24 the best, most ready unit possible.

But, we must also understand that we have a unique role in support of our local community. Like any relationship, it requires maintenance because without the local community, there is no 1/24. For that reason, we will continue to:

**Honor the Fallen** – Military Funeral Honors and Casualty Assistance Calls are “No-Fail” missions.

**Represent the Marine Corps** – We are the face of the United States Marine Corps for the civilians in our communities, the sister services with which we interact, and the many organizations we work with throughout the local area. We must ensure that we do everything possible to maintain the stellar reputation of our Corps.

From World War II to the Korean War to Operations Enduring and Iraqi Freedom, 1/24 has a rich warfighting legacy that we must protect and seek to build upon. There are (22) pictures on the wall at Battalion HQ aboard Selfridge ANGB that serves as a stark reminder of the sacrifices made on our behalf. Honor them and yourselves everyday as key contributors to the success of 1st Battalion, 24th Marines.

To that end, our promise to you is that we will work every day to uphold our end of the bargain.



T. M. BABCOCK  
Inspector-Instructor, Sergeant Major

Semper Fidelis,



P. E. ANKNEY  
Inspector-Instructor



## Command Guidance, 1st Battalion, 24th Marines

**Teamwork.** Leadership begins with our most precious asset – the individual. Every individual in this command is a leader. For every relationship between subordinate and superior, each has a mutual responsibility to the other to conduct himself in accordance with the leadership principles. Strong individuals make strong teams; strong teams make efficient, effective units. Each Marine in this battalion is valued as a human being with a family and a lifetime of experience. Take ownership for the character of the Marines and Sailors under your charge. Someone is always in charge, and leaders are responsible for everything their team members do or fail to do. Marines of all ranks must be stern yet humble enough to seek out and learn from individuals of all MOSs and experience levels, both enlisted and officer. Our team includes myriad backgrounds and specialties, which when unified make us cohesively stronger.

**Proficiency.** Our primary weapon is our service carbine. Know it and your issued gear so you're prepared to use them at any moment to protect your buddy and destroy the enemy. We cannot complete our critical tasks in support of the unit if we aren't proficient at the basic skills including individual marksmanship, first aid, communications, movement, and fitness. As a force in readiness, we must be fully prepared at any moment to accomplish the mission intended of us over those conspiring against our nation and working diligently to do us harm. First rate training is challenging, builds morale, and is continuously applied by creative, dedicated leaders. Find excuses to train, not the other way around. We will strive valiantly to be individually and collectively better today than we were yesterday and better tomorrow than we are today – morally, mentally, physically, and spiritually.

**Professionalism.** Discipline on or off the field of battle is reinforced by measurable standards, and Marines and Sailors of all ranks will meet or exceed the standards they are held to. Accountability of personnel and gear equates to having the right people at the right place at the right time with the right gear in the right frame of mind. Proper prior planning will be applied before any sound and timely decision is made. Reliable information distributed to the most junior Marine quickly using mission type orders promotes efficient, decentralized execution, and a get it right the first time attitude. Leaders must be with their teammates in order to forecast and mitigate potential problems and make on the spot corrections. Non battle injuries, hazing, domestic abuse, alcohol/drug related incidents, suicide, and negligent discharges are atrocities that are avoidable and unacceptable. Covet your honor and do nothing to tarnish it. Have the courage to correct deficiencies, stand up for what is right, and take responsibility for your actions. Commitment is to our oaths, to our fellow teammates, to our unit, to the principles which made and keep our country free, and to those that gave the ultimate sacrifice. You are America's best. Never forget that your country needs you and your due best every day you serve.

**Continue the legacy.** We are the keepers of the flame – the fighting spirit. Since our heritage dating back to before World War II and throughout the last century, 1st Battalion, 24th Marines Marines has virtuously fought and won in combat where so many gave their lives while defending the freedoms that we as Americans hold so dear. The future success of this unit and our Corps lies in the integrity and wisdom we impart on the Marines and Sailors we lead and influence, both young and old. We will carry the torch proudly through our abiding love of the fallen and the will to win in the name of that which is right. Semper fidelis.

*BH Mashburn*  
B. H. MASHBURN