

# Cannon Cocker 6 Command Philosophy

**Mission:** Plan, deliver, and coordinate accurate and timely fire support for 1st Marine Division and other Fleet Marine Force units in order to support the close fight, shape the littoral battle space deep, and win the counterfire fight.

## **Priorities**

### **1. Core Mission Essential Task (MET) proficiency**

- Fight the current fight
- Prepare to fight a near-peer adversary

### **2. Small unit leadership**

- Battery level and below
- *NCOs vital to success*

### **3. Equipment stewardship**

- Account for our gear
- Maintain our gear

## **Supporting Fires**

1. Dignity and respect for all hands
2. Ownership of the mission by all
3. Physical, mental, and moral fitness
4. Integrity—keeping the faith
5. Morale and welfare--this includes families
6. Relationships with 1st Marine Division, I MEF, MCB Camp Pendleton, MCAGCC, and the community
7. Strict adherence to standards

## **Endstate**

1. Accurate and timely fire support planned, delivered, and coordinated for 1st Marine Division and other supported units
2. 11th Marines deploys combat ready units and personnel in support of operational commitments
3. All Marines and Sailors depart the regiment as better citizens and service members for their time spent in 11th Marines

**Competence + Character = CREDIBILITY**



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From: Commanding Officer  
To: Officers and Staff NCOs of 11th Marines

Subj: COMMAND PHILOSOPHY

1. 11th Marine Regiment has a proud history that began in 1918 and continues today. We have inherited a legacy of success in both peace and war—it is our responsibility to live up to and add to that legacy. As Cannon Cocker 6, I am accountable for everything that happens or fails to happen in our regiment. The officers and SNCOs of 11th Marines are the team that I rely on to lead, train, and take care of our Marines and Sailors, as well as to maintain our equipment and facilities. Your leadership, focus, and tenacity will enable us to successfully execute our combat mission to plan, deliver, and coordinate accurate and timely fire support for 1st Marine Division and other supported units in order to support the close fight, shape the littoral battle space deep, and win the counterfire fight.

2. Priorities

a. Core Mission Essential Task Proficiency. This is why the regiment exists—we must be able to do this. Know your MOS and unit training and readiness standards. Develop realistic, challenging, and progressive training during both day and night. Use Risk Management techniques to mitigate risk and safely conduct aggressive training. Track your unit's progress. Train to support current fight, prepare to fight a near-peer adversary. Always consider signature management and survivability.

b. Small Unit Leadership. (Battery level and below)

Officers and SNCOs at this level are leading the units that support and employ the combat power of the regiment. I expect you to know your jobs commensurate with your rank and position and to continuously seek to make your units better. I depend on you to know the Marines and Sailors in your charge. This enables you to prepare your batteries, platoons, and sections for combat while taking care of your Marines, Sailors, and their families. No one at higher echelons of command will know them better than you.

NCOs—I consider our corporals, sergeants, and petty officers vital to the regiment's success. NCOs must know their jobs thoroughly and be aggressive leaders and trainers. I expect NCOs to take charge both in the field and in garrison. Train, counsel, and mentor them. Give them plenty of opportunities to learn and grow. Support them, listen to them, and hold them accountable.

c. Equipment Stewardship. The gear we will go to war with is in our gun parks, motor pools, armories, and comm shops. We will account for our equipment and be experts in maintaining it. This also applies to gear issued to individual Marines and Sailors and our facilities that support us in garrison. We will not be able to execute a single fire mission without deliberate action on equipment stewardship.

3. Supporting Fires

a. Dignity and Respect for All Hands. Treating all Marines and Sailors with dignity and respect increases the level of trust and cohesion required to maximize our warfighting capability. Hazing, sexual assault, sexual harassment, discrimination, and other prohibited activities, undermine the effectiveness of the command, and are detrimental to unit cohesion. They will not be tolerated.

b. Ownership of the mission by all. Every single Marine and Sailor of every MOS contributes to the success of the regiment. Fire support requires a coordinated effort to succeed.

c. Physical, Mental, and Moral Fitness. Your level of physical, mental, and moral fitness directly impacts our readiness. Invest in physical fitness, mental health, and education. Seek a connection to something bigger than yourself. Take stock of where you are as a person and find opportunities for self-improvement. Encourage the same from your Marines and Sailors.

d. Integrity--Keeping the faith. Do the right thing for the right reasons and be truthful at all times. Keep your promises. Take responsibility and don't make excuses. Honor the legacy of the Marines and Sailors who have gone before you—build on that legacy.

e. Morale and Welfare—Includes Families. Invest in the morale and welfare of your Marines, Sailors, and their families. Take advantage of the Single Marine Programs and other programs that support our Marines and Sailors. Through our Unit, Personal, and Family Readiness Program, we will develop an environment that is welcoming to families, enjoyable, and makes them feel like a part of the team. Invest in family readiness now—it's too late if you wait until you get the order to deploy. A strong and involved family support network is a combat multiplier.

f. Relationships with 1st Marine Division, I MEF, MCB Camp Pendleton, MCAGCC, and the community. The positive working relationships we develop with our higher headquarters, adjacent units, and the bases where we live, enable us to accomplish our mission and take care of our Marines and Sailors. Establish, maintain, and improve these relationships. Think through who you might need to coordinate with in an operational, training, or garrison setting—try your best to meet them before a crisis occurs. Do not underestimate the importance of building relationships with the numerous organizations tasked with supporting our Marines and Sailors when they need help.

g. Strict Adherence to Standards. Enforce standards in garrison and in the field. Know what the standards are and develop a plan to meet them. This applies to on-duty and off duty activities. What a leader at any level tolerates becomes the new standard.

#### 4. Endstate

a. Accurate and timely fire support delivered and coordinated for 1st Marine Division and other supported units.


b. 11th Marines deploys combat ready units and personnel in support of operational commitments

c. All Marines and Sailors depart the regiment as better citizens and service members for their time spent with 11th Marines.

5. Competence + Character = Credibility. Marines and Sailors throughout 1st Marine Division must trust that 11th Marines will deliver timely and accurate fires when it matters most. This requires us to combine the technical and tactical expertise to do our jobs with the strength of character to make tough and ethical calls while under pressure. Ensure your actions, and the actions of your units, are instilling trust and building credibility—especially with the infantry units we support.

6. Bottom Line. Lead, train, and take care of your Marines and Sailors with motivation, initiative, and teamwork. Talk to me, ask me questions, and tell me what's going on. I look forward to serving with each of you and building upon the proud history of 11th Marines.

Semper Fidelis



D.J. SKUCE