



# COMMAND PHILOSOPHY



The purpose of this letter is to share my thoughts and expectations for all members of the battalion team. The following three elements serve as the basis:

•**Integrity:** Integrity is the concept of consistency of actions, values, methods, measures, principles, expectations, and outcomes. Integrity is truthfulness or accuracy of one's actions. It is born from qualities such as honesty and consistency of character. Integrity means that you are truthful in what you say and do. As a leader I expect you to put honesty, sense of duty, and sound moral principles above all else. Display your integrity by ensuring your actions are in accordance with the values, beliefs and principles of the Marine Corps. As stated in *MCWP 6-11 LEADING MARINES*, I expect you to exemplify the ultimate in ethical and moral behavior; never to lie, cheat, or steal; to abide by an uncompromising code of integrity; to respect human dignity; to have respect and concern for each other. Your character will ultimately decide your success in this unit and life.

•**Competence:** Competence is having expert skill, knowledge, ability, and qualifications. Competence is an important element of bearing. As part of the 11th Marine Regiment we must understand our role in supporting the regiment in mission achievement. This requires mastery of individual and unit skill sets as well as a greater understanding of how we provide combat effective artillery fires. In order to successfully and efficiently support the ground combat element's scheme of maneuver you must know our limitations and capabilities. Regardless of your military occupational specialty a culture of technical and tactical expertise will serve to ensure we always achieve the mission and that all team members are rewarded with knowledge, capability, confidence and satisfaction. Your humility and teamwork will play a critical part in providing timely and accurate support to the mission as we shoot, move and communicate.

•**Readiness:** Readiness is the ability to accomplish an assigned mission. Many different elements support this principle. Readiness applies to both your personal and professional life. You must ensure that our equipment is maintained, accounted for and prepared. Additionally, you must ensure your personal and family life is ready to respond and support your challenging profession. Ensure you are physically, mentally, spiritual, financially, administratively and professionally prepared to execute. We will support and develop training for all of the above and ensure success by establishing events that are well planned, resourced, executed, and evaluated to standard.

The battalion has established a tremendous reputation. I look forward to learning from and leading you in the days ahead as we continue to train for challenging missions and provide the best prepared Marines for combat operations.

Shawn Beltran  
Lieutenant Colonel  
5th Battalion, 11th Marines