



Commanding Officer's Leadership Philosophy



I am truly honored and humbled to be a member of 5th Battalion and serve as your Commanding Officer. The following is my leadership philosophy for all members of the Battalion:

Brotherhood. Every Marine and Sailor, man and woman of 5th Battalion is an integral part of a brotherhood. Each member of our brotherhood will:

- Understand that they are part of something bigger than themselves
- Know & maintain their weapon systems
- Take care of each other
- Follow orders and regulations
- Accomplish the mission

Our goal. Four outstanding firing batteries effectively supported by a HQ Battery & Battalion Staff that judges success by the success of those batteries & units it supports. Success for all of us will be measured by the personal / professional development and readiness of our Marines & Sailors, and our ability to win honorably in combat.

Leadership. In all situations one factor *always* matters - the Leader. Every member of 5th Battalion is a leader in some capacity. Therefore, I expect our senior leaders to give our young leaders their full support and attention. A team built from the bottom up on a foundation of motivated, challenged, well-disciplined, and well-led Marines and Sailors can accomplish any mission. I expect leaders at all levels, including myself, to embrace the following key tenets leadership in order to maintain continued success:

- **Competence.** Know your job, yourself, your Marines and Sailors, and your weapon system. It takes countless hours of unspectacular preparation to achieve spectacular performance.
- **Character.** Have the willpower to make tough and/or unpopular decisions in the face of adversity or danger; help your brothers do the same. Leaders set the example, and integrity will be our entire approach to leadership.
- **Compassion.** Care as much about your Marines and Sailors as you do about yourself. We are all part of something larger than ourselves, and must maintain an environment in which each member feels that he or she is an integral part of brotherhood with an essential mission.
- **Accountability.** Maintain accountability of your Marines and Sailors, your equipment, your decisions, and your actions. We don't lie, don't cheat, don't steal, don't do drugs, don't disrespect NCOs, don't drink & drive, and don't haze. Marine Corps standards apply to everyone.

Professionalism. We are all members of a profession of arms, and a battalion with a long, proud legacy of success that is directly attributable to each of you, the superb leadership of those who have gone before us, and the tremendous support of our families. The sustainment our proud heritage demands confident, competent leaders, and an aggressive, determined spirit. I look forward to serving with you, continuing our proud heritage, and attacking the challenges ahead.

W. S. WEIS
Lieutenant Colonel, USMC
5th Battalion, 11th Marines