HEADQUARTERS AND SERVICE BATTALION
COMMANDING OFFICER'S
COMMAND PHILOSOPHY

- **Our mission is to support the recruiting and making of Marines.**
  - *We provide technical direction, staff cognizance, and supervision of support functions for recruit training and operational control and guidance for the Western Recruiting Region via staff primaries; provide installation management and administrative support for personnel assigned to the Battalion, Marine Corps detachments, and Depot transients; ensure good order, discipline, and readiness of all Battalion military personnel; conduct law and order operations and be prepared to control all-hazard, emergency response operations aboard the installation.*

- We live a life of **honor**, demonstrate moral and physical **courage**, and are **committed** to our fellow Marines and Sailors, our families, and the United States of America. Living a life of honor means doing the right thing at all times, setting the example for others to emulate, and never tarnishing our character. We maintain the physical courage to defend our Nation and have the moral courage to defend our values and enforce standards. Each day we should reflect on and reaffirm our commitment to our fellow Marines and Sailors, our families, and our great Nation.

- We must never forget that our **conduct** and the **image** we portray will leave a long lasting impression on those around us to include our fellow Marines and Sailors as well as visitors to the installation. It is essential for each of us to make this impression positive and to protect our image with the same care that we protect the legacy of the Marine Corps.

- We demonstrate **superior performance** and **continuous improvement** in all aspects of our lives. Every member of this command has an essential role in accomplishing our mission and your efforts are absolutely critical to our success. We must strive to improve ourselves physically, mentally, emotionally, and spiritually each day. We get stronger by pushing against our limits and helping each other grow. As steel sharpens steel, we make each other better through training, upholding standards, and providing honest and constructive feedback.

- We are a **family** and we treat ourselves and others with **dignity** and **respect**. We foster an inclusive environment and understand that diversity is one of our critical strengths. Our goal is to build an environment of trust, respect, and cohesion that enables everyone to perform their best, take initiative, and know they are truly a valuable member of our team.

- We understand that **communication** and **teamwork** are essential to our success. The timely flow of accurate information is critical to our mission and to morale. We must foster an environment that encourages cooperation, facilitates open and frank discussion, and recognizes that the best ideas will most often come from those who are closest to the issues. We must work to build strong relationships and be proactive and clear in all communications.

- **My door is always open.** I look forward to getting to know you, working with you, and facilitating your success. I am sincerely interested in hearing your ideas, assisting you with any challenges, and working together so we can all achieve our full potential and accomplish our mission.

Semper Fidelis,

D. L. SPOONER