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MEMO 2010-01

17 February 2012

MEMORANDUM TO: All Officer/Instructor Cadre

SUBJECT: Region 03-4 Command Philosophy

PURPOSE: This memorandum serves to establish and disseminate a Command Philosophy that serves as the standardized methodology for how each and every unit within the Region should try to achieve.

APPLICATION: This policy applies to all adult leaders, officers, instructors, midshipmen and any adult volunteers, and special advisors who work with any unit within Region 3-4 on a part-time or full-time basis. This policy also applies to all officers and volunteers serving on Region Staff.

EXECUTION: Each current and each future adult volunteer shall read this memo as a part of their in-processing.

POLICY: It is the mission of Region 3-4 to train our cadets to the highest degree possible, utilizing established methods, and new creative thinking; that instill responsibility, patriotism, and determination; while encompassing our core values, which will inspire our cadets to ever greater levels of success, in a fun and challenging environment.

To that end, this “mission” ... our ONLY mission ... is grounded and rooted in not only the NSCC motto of “it’s for the cadets”, but also the collective region 3-4 staff’s Philosophy as well as a reliance on three core tenets and five main principles. To best serve our cadets, officer cadre, corps and country, I believe that our individual and collective efforts must be rooted in the fundamental tenets of Integrity, Responsibility, and Selflessness.

Our Principles, as they are grounded in the tenets above; must be enacted in a well thought out and progressive manner. Our cadets deserve nothing short of our very best, as we should expect from them in return. These principles are below:

Preparation: Be proactive. Familiarize yourself with your role in the NSCC, your assigned duties, and your working environment. Review, know, and practice applicable NSCC Regulations, Region 3-4 instructions and as applicable unit policies and standard operating procedures (SOP). Develop strategies and plans with built-in contingencies (Always ask, “What If?”) and have a “Plan-B”. Ensure that your unit, department, or command are optimally outfitted with the necessary resources (learning tools, trained personnel, time & materials) and training to successfully carry out the mission.

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Communication: Acquire, apply, develop and share information, ideas and knowledge up and down the chain of command. Communicate at each level, within and across each department as necessary, to ensure understanding. Always listen, acknowledge, and respond with an open mind in a timely manner. Communicate at all levels within the Region; share information and creative ideas with other units and help each other grow. I do NOT support the concept of “me and mine”, every unit within this Region is a member of the Region Team; there is no “I” in TEAM and no one unit stands alone. Always remember that you are teaching your cadets “Teamwork” so please practice what you preach.

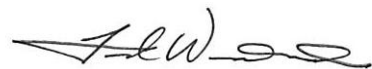
Execution: Perform and carry out your duties, supervise the duties of those who report to you without micro managing and ensure that the daily routine and mission as planned, trained, and communicated (briefed) is carried out. Prior to execution, analyze the risk associated with your tasking and maintain situational awareness throughout the entire evolution. If it’s not safe - don’t do it!

Development: Promote and provide your department and unit members with continuous opportunities to enhance their personal growth and professional development. Guide, coach, and encourage all to reach new levels of performance and education. Encourage all to expand their roles, to take on more demanding tasks, and to reach their full potential. Leaders at every level must train and develop his or her replacement.

Reward: Care for your people. Recognize and respond to their individual needs. Understand that although we are volunteers....we are PROFESSIONAL volunteers; and that our “pay” is the continuous betterment of our cadets. Actively pursue and provide a better balance among unit requirements, and professional and personal responsibilities. Consistently recognize and reward personnel in a timely manner, both formally and informally.

AND ABOVE ALL ... REMEMBER; IT'S FOR THE CADETS!

(Our Region seal is emblazoned with the words “of the cadets – for the cadets” so that none forget why we are here.)



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