

## OUR VISION

***An effective Battalion that takes care of Warriors in Transition so they can focus on their mission to heal. High quality living conditions and no unnecessary procedural delays. A TRIAD of Squad Leaders, Case Managers, and Primary Care Managers (Physicians) who will all work together to ensure advocacy for Warriors, continuity of care, and a seamless transition into the force or return to a productive civilian life.***

### **SUBJECT: Command Philosophy**

Purpose: The Warrior Transition Battalion is unlike any battalion in which you may have served. Due to our unique structure and purpose, I wanted to clearly outline my leadership philosophy on Soldiering, Professionalism, Healing and Transitioning

1. ***Leadership.*** All those wearing three stripes or bars in this battalion have the tremendous responsibility and privilege to lead our Nation's soldiers. Whether you are a Warrior-In-Transition, Civilian employee or Cadre, leaders will set the example at all times. Good leadership provides purpose, direction, motivation, and will spark esprit in a unit. I expect leaders to *lead* their soldiers, care for them by holding them to high standards and preparing them for transition, either returned to duty or into a productive civilian career. Never forget that a significant component of Leadership is in knowing how to be a good follower as well.
2. ***Collaboration and Team work.*** Our employees, both Soldiers and civilians, and their Families are the heart and soul of this unit. Taking care of Families is the responsibility of every Soldier and civilian given the privilege of working with Wounded Warriors. The Army demands a great deal of time, effort, and strength of its employees and Soldiers, but we must ensure we save some for our Families too. I firmly believe in taking care of Families and take it as a personal responsibility to care for Soldiers by caring for their Families and personal lives. An aspect of taking care of Families that will not be overlooked is their mental and spiritual health as well. Whatever your belief system, I encourage you to participate to the maximum of your ability.
3. ***Resiliency.*** I define resiliency as the ability to bounce back, and to maintain positive mental health, and that includes Families as well. The profound responsibility of caring for Wounded Warriors can never be taken lightheartedly, and the potential for care giver fatigue is ever present. We must always be on guard to recognize when a team member needs assistance, and we will provide that assistance. When you need a break, make sure you take one.

4. ***Discipline and Physical Fitness.*** These two areas are essential to our mission and cannot be achieved overnight. Discipline is not only self imposed, but is the right and obligation of leaders to enforce. It is a control that must be achieved in day to day living and working. Physical fitness strengthens you both physically and mentally. It boosts your self-confidence and the confidence of those who depend on you. A higher state of physical fitness increases your ability to heal and transition. Physical training takes priority during its scheduled time and will not be used as time to execute other missions. Everyone on this team owes it to the rest of the team to achieve and maintain the highest state of discipline and physical fitness.
5. ***Communication and the proper use of the Chain-of-Command.*** These are key areas to developing a strong team. The Chain-of-Command is established to facilitate efficient communication and action both in peace and war. It is strengthened by up, down, and lateral communication. It provides a clear avenue of communication and allows problems and concerns to be fixed at the lowest level. I support the proper use of the Chain-of-Command and insist on its proper use by all team members.
6. ***Training.*** Leaders will plan, resource, execute, and assess all training. Training is conducted in accordance with the Battalion Training Schedule, which is a contract between planners and executors. Planners determine time needed to meet the standard and put it on the training schedule. Training is imaginative, realistic, and conducted to standard. We train how we plan to execute the mission and Leaders are the key to good training. The effort put forth by the Leaders at all levels will determine the effectiveness of our training.
7. ***Command Supply Discipline.*** Accountability of Government equipment is the responsibility of all soldiers. Leaders are the taxpayers' watchdogs and will comply with all supply regulations and policies to ensure proper equipment accountability is enforced at all times. Ensure every piece of equipment is signed down to the lowest level, so the user feels responsible for the accountability and serviceability of his equipment. Fraud, waste, and abuse of Government property will not be tolerated in this command.
8. ***Force Protection.*** Safety is incorporated into everything the company does. Effective Risk Assessment and Risk Management is our primary tool to protect our soldiers from preventable accidents. Situational awareness, common sense, and leaders leading by example are the keys to safety. The unique nature of the Warrior Transition Battalion shines a different light on Force Protection, and it becomes a cornerstone of our unit mission.
9. ***Esprit.*** Coming to work should not be drudgery. The result of effective planning, safe, quality training, good leadership, a high level of discipline, and caring for soldiers and their families is a unit that develops pride and esprit in itself. My goal is to maintain the Battalion's high morale and foster a positive command atmosphere to help and amplify the existing esprit of the Warrior Transition Battalion.

***MAKE IT SO!***