

## Mission Statement

Mission Areas: Warfare Commander, Readiness (Man, Train, Equip), and ISIC Oversight

Guiding Tenets for Staff and Warships:

1. Do the right thing
  - There is right and wrong
  - If you are not sure what is right, ask
  - If you know which is which, think beyond the moment and choose wisely: on ship, ashore, *online*
2. Take care of your shipmates and ship
  - Address problems immediately - don't just walk by or assume others will fix it
  - In our *people* and equipment, tirelessly working small issues effectively and early delivers success
  - Make deliberate risk decisions
    - Mitigate where possible while executing the mission within an allowable level of risk
3. Know *your* job - Do *your* job
  - Study consistently – learn and understand all the details of your assigned duties
    - Focus your time and energy in *dominating* your area of responsibility
    - When executing a procedure, follow the procedure *exactly*
  - Make improvements to your personal strength and stability (physically, intellectually, mentally and spiritually) every day, week, and month
    - Set clear (written) goals and take actionable steps to achieve them; account for upcoming operational schedules
    - We are in a stressful profession - to stay in the fight we must seek opportunities to build resolve and fortitude
    - Challenging yourself routinely and leverage the exceptional support resources available
  - For the Staff: this tenet applies to ISIC and Warfare Commander responsibilities
4. Plan and Communicate – Early and often
  - Planning and practice help find the impending problem around the corner before it finds you
  - Be forthcoming with the status of your systems and teams
5. Prepare everyday like you and your shipmates will definitely have to deliver victory in a war-at-sea
  - My greatest responsibility is to ensure as many of us as possible come home to our families alive while achieving our mission at-sea against a highly capable enemy
  - Give any potential adversary pause before acting against - Our best chance to not need to fight is to demonstrate extraordinary warfighting readiness and lethality
  - We will strike effectively first - If an adversary attacks, we will defeat their salvo, rapidly transition to offense and impose a heavy cost
  - Good is the enemy of excellence in our business and excellence is the expectation
    - Play to win, not to not lose – there is a huge difference
  - Think about what the fight will look like and prepare for it today - Don't let what we've always considered being ready to deploy deceive you into thinking you are ready to fight

It is my greatest professional honor to be on this team of Rampant Lions with you – Staff and Warships.

**“We are what we repeatedly do. Excellence, then, is not an act, but a habit.” Aristotle**

**C. M. MINETREE**  
**Commodore, Destroyer Squadron 21**