



DEPARTMENT OF THE NAVY
PCU JOHN L. CANLEY (ESB 6) BLUE
UNIT 100338 BOX NUMBER 1
FPO AP 96693

August 2, 2023

From: Commanding Officer, PCU JOHN L. CANLEY (ESB 6) BLUE
To: All Hands

Subj: MISSION AND COMMAND PHILOSOPHY

1. Mission: The Expeditionary Sea Base class of US Navy warships serve the United States national military strategy as a versatile and reliable forward-deployed staging platform for Marine Corps airborne mine counter measures, special operations forces, security teams, unmanned systems, and other embarking units through all phases of armed conflict, as well as peacekeeping, humanitarian assistance, disaster relief, and support of civil authorities. Our mission as a pre-commissioning unit is to prepare ourselves as Blue Crew to man, maintain, operate, and defend USS JOHN L. CANLEY (ESB 6) in our designated area of operations alongside our Civilian Mariners and Gold Crew, anywhere in the world.

2. Partnership: The core of the ESB concept relies upon the efficient melding of teams to accomplish together whatever mission or task we are assigned. This requires flexibility, accountability, resourcefulness, communication, and above all else TRUST. Some say an ESB is two ships within one hull, due to our hybrid civilian/military and dual MILCREW structure. Push past this. Do not "other" our partners. Embrace Gold Crew and our CIVMARs as true shipmates, one team broken into many for better focus, just as we work in different departments.

3. Principles: As a career Surface Warfare Officer of over 26 years, I have received many leaders' wisdom. No one statement can encompass everything, but all should be kept in mind.

a. Achieve victory through the example of SgtMaj John L. Canley – learn it and live it!

b. Surface Warriors in uncertain circumstances should remember ONCE: O – N – C – E.

Operate: Handle the immediate problem to the best of your training and judgment

Navigate: Look up and around, make sure distraction doesn't steer you into danger

Communicate: Let others know what happened, whether you need help or not

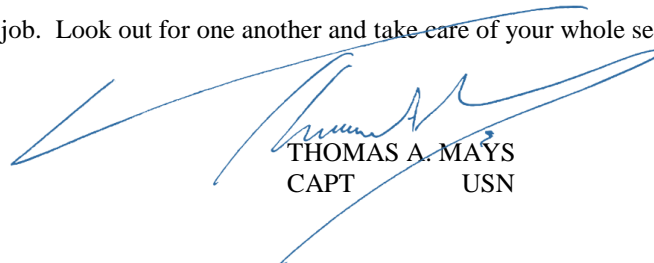
Educate: Whether the final outcome was good or bad, pass on your lessons learned

c. There is a right way to do everything. Hopefully, the right, working way is the same as the approved, written way. If it is not, STOP, inform leadership, and we'll work out the right way together. Only I as CO can approve deviations from written procedure. This is to cover and protect you, not to get in your way. Let me help you – keep me informed.

d. Always apply PBED (Plan, Brief, Execute, and Debrief) and the Seven Principles of Effective Watchstanding: Level of Knowledge, Procedural Compliance, Questioning Attitude, Forceful Backup, Formality, Integrity, and Supervisory Control.

e. Respect for all is the standard. Treat your brother and sister crew-mates as you would want to be treated. Get outside your own perspective and celebrate our differences.

f. You are more than your job. Look out for one another and take care of your whole self.



THOMAS A. MAYS
CAPT USN