

What's different about Colonel Command?

1. Admin Stuff

- a. Time management is much more important. More people want/need your time.
- b. You actually need to have a schedule . . . subordinates will be happy if you follow it
- c. You actually have to stop and think about what you say to subordinates (Gen Dunford story)
- d. The fitreps you write carry more weight; can make or break careers at this point
- e. Your RS & RO profiles for all but LtCols are already established
- f. You'll probably need to "push" sitreps to your boss; he may not see you for days or weeks
- g. You'll want to "catch up" on e-mail on the weekends . . . think before "Send"
- h. You'll want read-aheads the night before for major issues/briefs
- i. You may need to cancel meetings when it's not ready for prime time (sends a message)
- j. Your travel schedule may be much heavier; how to keep up with what's going on back home?
- k. You are now responsible for Casualty Notification/tracking for your deployed units
- l. Many more public speaking engagements; don't avoid them, go after them
- m. When you speak in public, people think that's the Marine Corps' official position

2. Leadership

- a. You've already been a Bn/Sqdn Commander; it's their turn now
- b. Your SgtMaj has been a SgtMaj already; not his first time around the block either
- c. Your boss is a general officer (some advantages & some challenges)
- d. Your role in Family Readiness is vastly different; subordinate commanders really don't want you in the middle of their network
- e. Your spouse' role in Family Readiness is also different; she also needs to avoid smothering
- f. Officer disciplinary issues are now a discussion between you and the CG
- g. You may need to relieve a Major, LtCol, MSgt, SgtMaj; significant event for all; prep accordingly
- h. You'll need to understand Combat & Operational Stress Control
- i. Your subordinate commanders are potential colonels; and they aren't all on the same level

3. Tactical Stuff

- a. You're not just rusty; you don't have the time to be a small-unit jedi knight
- b. Your C2 span of control is exponentially wider; lead by intent
- c. Ask a Marine to explain what he does (in the field) and you'll have his respect
- d. Ask a Marine to show you how he does his job and he may even learn to like you
- e. Visits to the field are different; hard to see every single Marine
- f. Listen more, lecture less, but don't hesitate to correct something that's clearly wrong
- g. Hard enough to convince company commanders to share TTPs between companies; even more resistance at Bn/Sqdn; every LtCol thinks he has the best unit . . .