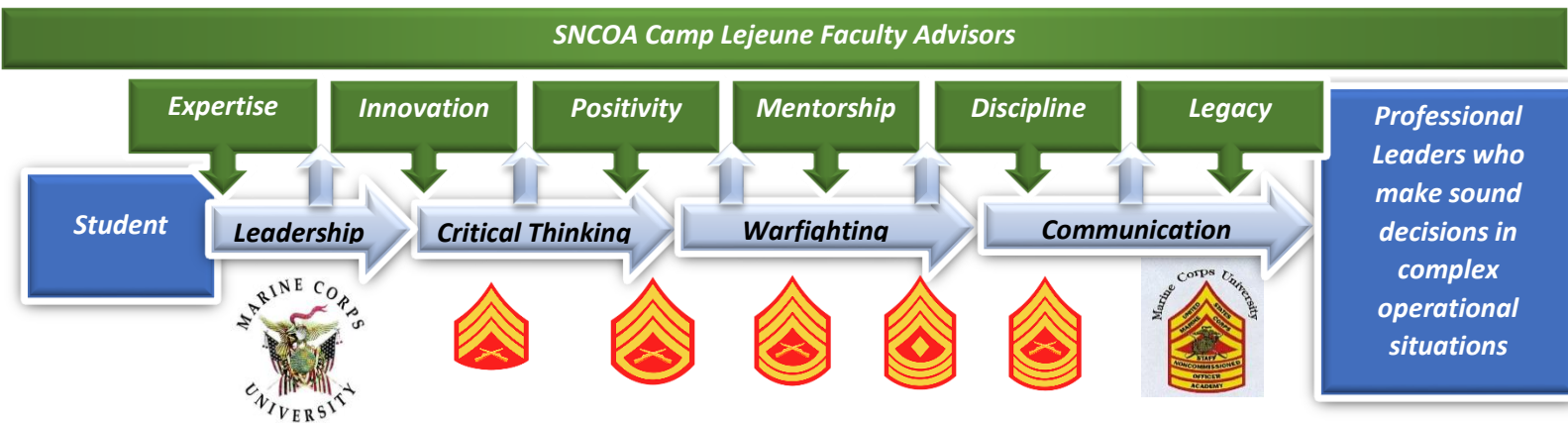


# SNCOA Camp Lejeune Director's Command Philosophy



**Faculty Advisors** are screened and hand-selected due to a proven sustained track record of high performance. Those attributes that led to your success are essential elements for realizing our goals at the Academy. Never lose sight of your primary purpose, which is inspiring the development of our enlisted leaders. This comes with the responsibility of setting the example, being a committed mentor/coach, and safeguarding the Marine Corps' legacy.

Ultimately our focus must be on the students. The curriculum serves as a vital tool for accomplishing the mission, but the focus must be centered on the student's development. I expect that we promote excellence amongst the students and at the same time, pursue personal growth opportunities. I need you to take responsibility of your assigned students and work vigorously every day to make them better warfighters, leaders, communicators, and work towards improving their strength of character. My expectation for the headquarters staff is the same and your efforts have a direct link to the mission success of the Academy. Your role in headquarters is concentrated on setting conditions for the faculty and orienting the entire Academy towards optimal performance. Below are the key tenets of the philosophy statement:

**Be the expert at your craft:** Concurrently prioritize your development and progression through the Master Faculty Advisor Program. This ties directly to your ability to establish credibility and transfer knowledge to the students.

**Innovation and Creative Thinking:** I expect innovation and creative thinking. This applies to making the curriculum better and capitalizing on other faculty advisors' talents and experiences (teamwork). Always strive for process improvement, self-improvement, and improving your students. You must not fall into a mindset where you are just a cog in a machine. Take the initiative and **ALWAYS** look for opportunities to make things better.

**Positive Mental Attitude:** Do not dwell on the problem and keep a positive mental attitude. A positive mindset is infectious and will lead to sustaining the culture of excellence here at the Academy.

**Mentorship:** Develop interpersonal relationships with your students. This bond should be strengthened as the course goes on and the end-state should be becoming a life-long mentor to them. Professionally maintain a teacher and scholar relationship with your students at all times and always look for ways to help them.

**Discipline:** Teach your students the art of discipline. This may require you to take extra time to identify deficiencies, develop plans to correct them, coach and mentor them along the way, and hold them accountable when necessary. Never allow them to settle for the status quo and push them towards personal growth.

**Legacy:** At all costs, vigorously defend and protect the legacy of the Marine Corps. We owe to all the Marines that contributed to our great legacy to not only maintain it but also improve upon it.

You will never truly know the impact you have on these Marines; however, if you do your job correctly, you will create a perpetual tree of positive influence that will have a long-lasting and force-multiplying effect on the Marine Corps! Finally, always remember to keep a healthy work-family life balance.