



School of Infantry East – Command Principles



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*The list of principles below serves as the baseline for our team underpinning **who we are, what we do, and why we do it.***

We must recognize that these are nothing more than words on a page unless we apply them to our lives. True application of these principles requires exploration and further development of what is written here. My intent is that we do that together, as we grow and develop as a team. This process starts with all teammates assigned to SOI-East reading and internalizing this set of principles and in turn being prepared to discuss and refine them going forward.

We are America's finest – We live right and own our deeds

- No one gets it right all the time, but meeting standards is not optional.
- Standards can slide or creep – neither is acceptable. Our team uses standards, not preferences.
- Accountability is a proactive individual act. Being accountable to standards upfront limits the need to apply punishment on the back-end.

We are a Team of Teams – Together we produce better and more lethal men and women

- Our functions and roles differ, but our purpose is shared.
- Developing and sustaining a set of mutually supporting relationships that enable the success of one another and the larger team is essential.

We define success by the level of effort applied in preparation and execution

- Our focus is not on outside metrics. Our focus is on daily application of our individual and collective “best effort” which guarantees success.
- No one will be asked to give more than their best effort, but we will challenge one another to put forth our personal best every time we take the field.

We are a special type of leader here at SOI – We are Coaches

- Getting our teammates to recognize and achieve their true potential is our core responsibility.
- Our teammates must know we care about them for the work they do and for the people they are; never miss an opportunity not to be a jerk.
- Subordinates must continue to see both our professional skill and our personal example; we must never ask of others what we are unwilling to do ourselves.

We serve a larger cause, but the individual is our instrument of service

- A large part of our investment as leaders must be in one another and in our families.
- We want to be good at our profession, but we want to be even better women and men.