



MCAS Yuma Commanding Officer's Priorities and Expectations



Mission: Provide training ranges, support facilities, and services to enable our tenant commands, other Marine Corps commands, visiting military units, and interagency partners to enhance their mission capabilities and combat readiness.

Priorities:

1. Safety, health, well-being, development, and quality of life of our Marines, Sailors, families, and civilians of the MCAS Yuma family.
2. Effective, efficient, resource-balanced execution of near-term operations and investments.
3. Build operationally relevant ranges and facilities to support future Fleet Marine Force (FMF) training requirements. These efforts shall be informed, to differing levels, by the equities of the Joint Force, interagency, and local community.

Standing Question: How does this issue, investment, or decision contribute to the warfighting readiness and combat power of the FMF now and in the future?

One metric of Success: Every individual on our team, regardless of billet, grade, experience, or background, uniform and civilian, draws a tangible linkage from their daily duties to the generation of warfighting capability and capacity for the Marine Corps.

Expectations:

- Routinely ask 'why' regarding our priorities, processes, and procedures. What is different today than yesterday, last year, or last decade?
- To the max extent possible, speak in timely, relevant facts. Identify assumptions or specific agendas which are in consideration. Suppress emotion, or at least be aware of it, and potentially, explicitly identify your passion for a particular perspective on a given issue.
- Know timelines and meet them. Understand the difference between urgent and important.
- If something is worth doing, it is worth doing right. Create winning habits and the associated culture.
- Demand the requisite level of attention to detail in work products. Route "ready for signature" correspondence and awards on time.
- Be experts in the rules, regulations, and orders pertaining to your areas of expertise. Identify deviations and be prepared to provide the context and rationale for deviations. Do not execute deviations under my specific billet authority without my awareness. Protect the integrity of our team and institution in all we do.
- Continue to bring great energy, superior effort, and a positive attitude to the workplace. These attributes are contagious!!!!
- Think broadly and long-term. Cross-function coordination is a must.
- Anticipate and clearly define requirements; then build the necessary narrative.
- Set the conditions for every member of our team to excel. Document superior and substandard performance appropriately. Invest the time and effort to recognize top performers. However, not everyone 'gets a trophy.'
- Train your replacement. Limit, to the max extent possible, single repositories of knowledge or situational awareness.
- As tempo increases, over-communicate.
- Act on your experience, instincts, and observations. If something doesn't seem right, then ask the question, act immediately, and, if necessary, take charge. Do not be a bystander – get engaged. Your actions will make a difference.
- Have fun! In my opinion, we are all exceptionally fortunate to be part of this MCAS Yuma team.

CHARLES E. DUDIK
Colonel, U.S. Marine Corps
Commanding Officer
MCAS Yuma