



SERGEANT MAJOR

MEMORANDUM

Leadership Philosophy



BnSM MEMO 1-22

1. Marines instill fear in the enemy, command respect from our allies, and admiration from the American people based on our core values of Honor, Courage, and Commitment. Marines abide by an uncompromising code of integrity and courtesy towards those we interact with. We will demonstrate the mental and physical strength to carry on through challenges by facing our fears head-on, determined to master the art of war, and dedicated to achieving the highest standards of unit and self-discipline.
2. The basic tenet of Marine Corps leadership is when two Marines are together, one will take charge. From the most junior Marine to the most senior Marine, we will incorporate the Marine Corps' 14 leadership traits and 11 leadership principles into everything we say and do, both on and off duty, and take charge. This is non-negotiable when you answer the call to be a Marine.
3. Those that we interact with will evaluate us based on our morale, esprit de Corps, discipline, and proficiency. Our ability to take aggressive action with a positive attitude while directing, participating with, and delegating responsibility effectively to our Marines will enable us to succeed during these evaluations.
4. We are warfighters first, sworn to support and defend the Constitution against all enemies. We will live by the mantra that every Marine is a rifleman and every leader is a planner. We will not retreat to the comfort zone of our occupational specialty. Instead, we will immerse ourselves into every aspect of the Marine Corps' seven warfighting functions. We will focus on the basics of each function as we search for innovative approaches to enhance our most sacred traditions: amphibious and expeditionary operations.
5. We will face new challenges, both mental and physical, every day. To be successful, we will take advantage of every opportunity to build our resiliency and continue to move forward regardless of the adversity. We will prepare ourselves for war, and the friction that comes with it, with experience and education. Experience and education will allow us to learn new technology and continue to improvise and adapt to overcome adverse conditions. Experience and education will ensure that we are capable of deploying in any clime and place and accomplish any mission.
6. Bottom line, the actions contained in this leadership philosophy will allow us to return home from battle and discuss our actions with our fellow warfighters, family, and friends with pride.

Semper Fidelis,

Eric M. Snack
Battalion Sergeant Major

