



REPLY TO
ATTENTION OF

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DEPARTMENT OF THE ARMY
HEADQUARTERS, JOINT BASE LEWIS-MCCHORD
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14 August 2015

MEMORANDUM FOR Joint Base Lewis-McChord

SUBJECT Joint Base Commander's Philosophy

1. This memo informs the Joint Base Installation Command on my leader philosophy. The diversity of our Joint Base team demands a shared consciousness in our purpose and values. This shared consciousness allows us to enable readiness across JBLM. Winning matters, so the team matters. Just don't break the rules.

2. Overarching Guidance.

a. If it does not make sense, don't do it. Most policies are in place for good reason. However, we get stuck in past procedures, which stifles initiative and innovation. Question the past, find out the "why," and if it still makes no sense, let's discuss a new way forward.

b. Use disciplined initiative and act. Do not sit and wait for instructions or orders. Test new ideas and concepts. Use ethical decision-making and remain moral and legal. Just act. I will back you up, even if it does not work out the way you hoped it would.

3. My Enduring Priorities.

a. Readiness. We are America's premier joint power projection platform! Our purpose is to enable our supported commands to be ready to deploy, fight, and win. Nothing else outweighs this priority. Building readiness should drive every decision and action within our team.

b. Leader and Workforce Development. Our civilian workforce is the foundation for our Joint Base success. Always strive to be a better leader and develop your workforce. We must develop unique programs to ensure opportunity and development. We must inspire, innovate, and include everyone in workforce development.

c. Community Support. Our military and surrounding civilian community mutually reinforce JBLM's readiness. Be inspiring, innovating, and inclusive with our supported commands and families and the surrounding civilian community to best enable readiness.

d. Profession of Arms. Remember our profession. Fathers and mothers have provided us their sons and daughters to lead and develop. Do not break their trust. Be ethical, moral, and legal. Treating others with dignity and respect will never fail you.

4. My Personal Philosophy. Trust and transparency, collaboration, and collective responsibility creates the positive environment needed to build readiness. Be inspiring, innovating, and inclusive within your organization and with our supported commands. By doing this, we will only strengthen relationships and build an operationally ready and resilient joint force.


DANIEL S. MORGAN
COL, IN
Commanding

We are America's Premier Power Projection Platform!