



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST BATTALION, 4TH INFANTRY REGIMENT
JOINT MULTINATIONAL READINESS CENTER
UNIT 28211
APO AE 09173

AETT-OF-CDR

21 July 2011

MEMORANDUM FOR Warriors of 1-4 Infantry

SUBJECT: Command Philosophy

1. **Vision:** The Warrior Battalion is a highly disciplined, well trained, relentless fighting force; known for its professional Soldiers, competent and caring leaders, and strong and independent Families. It is **the one and only, World Class OPFOR**, capable of conducting missions across the full spectrum, from replicating an insurgency or host nation force to conducting battalion and higher conventional missions in support of Joint Multinational Training Center objectives.
2. **Discipline.** The CSM is the standard bearer and my NCOs are the enforcers. Self discipline (self control, character and obedience): Salute and sound off unless told otherwise. Be in the right uniform. Keep personal equipment maintained. Unit Discipline (orderliness and efficiency): Routine vehicle maintenance. Sensitive items checks and property inventories/accountability. Do not expect leniency on: 1) disrespect to an NCO or Officer 2) violations of moral codes 3) proven cases of domestic violence or 4) alcohol or drug abuse.
3. **Training.** Priorities at the individual level are PT, marksmanship, weapons proficiency (including cross training and use of MILES), medical training, and equipment maintenance. At the platoon level I require proficiency on TLPs and demand lethality at movement to contact, attack and defense. Leaders will use friendly competitions to build strong teams. Leaders will train subordinates to take charge and accomplish the mission in their absence. Minimum rehearsals for every tactical mission: Review Mission and CDR's Intent, actions on the OBJ, chain of command, communications plan, and CASEVAC/MEDEVAC. Train and maintain proficiency in OPFOR tasks/role playing (Hybrid Threat, Full Spectrum OPS and COIN). Be prepared for a larger role in replicating a host nation force.
4. **Be Relentless.** Give 110%. Refuse to lose. Practice this mindset during PT, unit competitions and field training. When in doubt, exercise disciplined initiative to meet your commander's intent (*In the absence of orders, Attack!*).
5. **Professionalism.** The American Soldier is the most respected professional on earth. Be proud of this and embrace it. Master your job. Live the Army values. Be a great follower, but set goals to achieve the next rank.
6. **Competent and Caring Leadership.** As a leader you serve your Soldiers. NCOs and Officers lead by example. Demand your Soldiers' best and give your best. Develop the next generation of leaders through NCODPs, OPDs, and face to face counseling. Foster creativity and reward initiative. Identify and mitigate risks. Underwrite honest mistakes. Keep your Soldiers well informed. Use the orders process when applicable; state and disseminate a clear Commander's Intent. Know your Soldiers and their Families. Intervene on their behalf. Counsel subordinates in writing. Watch for suicide indicators, and promote Comprehensive Soldier Fitness. Provide predictability whenever possible. Maintain a solid reception and integration program.
7. **Strong and Independent Families.** Build and maintain FRGs that mentor spouses on how to thrive in a military lifestyle and instruct where to go for help. Integrate new Families. Welcome and reward volunteers, structure FRGs to react to spouse/Family problems/crisis. Seek out FRG volunteers to sponsor new Families.
8. **CSM.** The CSM speaks for me and we are a team. Do not attempt to create a seam between us.
9. **Respect the Tradition of 1-4 Infantry and honor our fallen!**

Don't
Tread
on Me!


MITCHELL O. WATKINS
LTC, IN
Commander 1-4 IN "Warriors"!