



DEPARTMENT OF THE NAVY

NAVAL AIR STATION
JACKSONVILLE, FLORIDA 32212-5000

IN REPLY REFER TO:
8 May 15

Commanding Officer, Naval Air Station Jacksonville Command Philosophy

Our goal at Naval Air Station Jacksonville (NAS JAX) is to be the world's premier Naval Air Station focusing on sustaining, enabling, and supporting warfighter readiness. To do this, we must adhere to guiding principles that allow us to grow as individuals and succeed as an organization. These command principles are Respect; Dignity; Community; and Culture.

Respect is simply having a sense of worth for one another as well as for the organization as a whole. This is not only "respect" in the context of military rank, but it is placing great value on every person we interact with daily. Without Respect, the remainder of my command principles will fail.

Dignity can best be described as the manner in which we interact with others. Your words and actions demonstrate that you have respect for yourself, those you interact with, and NAS JAX.

By the use of the term Community, I want every person to do their best to create an environment where every person, military and civilian, can bring their whole self to work and become true citizens of the NAS JAX Team; an atmosphere where all of our talents can be maximized to support NAS JAX, our Navy, and our great country. This Community extends to not only our shipmates, but to every person who enters our installation. Every person, military, civilian, retiree, dependent, and their guests should all feel a sense of welcome while onboard NAS JAX.

Finally, we must embrace not only the Culture of the individual, but also that of the surrounding communities and our Navy. We all have special talents and abilities and by showing Respect and Dignity to everyone, we enable all-hands to bring their different life experiences and opinions to expand and better our Community as a whole.

There are two other aspects of these principles. They are Accountability and Responsibility. Every member of the NAS JAX Team is Responsible for conducting themselves with Respect and Dignity in order to better our Community and Culture. Those individuals who do not conduct themselves according to my command principles will be held Accountable. Accountability lies not only with the individual, but with the group as a whole. Whether you are a leader, a peer, or a subordinate, you should take active steps to correct situations where you witness a failure in Respect, Dignity, Community, and Culture.

I would like to offer some advice that I have found very helpful in my career thus far:

1. Zoom out before you zoom in. Improve your situational awareness by looking at the bigger picture before solving a problem. We need to be brilliant on the basics, but in order to have a sense of Community, we must understand how each effort will help NAS JAX Sustain, Enable, and Support the Warfighter.
2. Consider how your job impacts the people around you and how you are linked to other people and departments. I think you will find if you

approach a task with this macro-view concept in mind, you will find that your efforts will lead to a Culture of continuous improvement and efficiency for NAS JAX as a whole.

3. Do your job exceedingly well. This is the micro-view of your efforts. Everyone is expected to be a subject matter expert in their particular area, and we need everyone to do their jobs effectively if we are all to succeed.

My personal standard is to maintain honesty, fairness, and integrity in everything I do, and I will hold every member of the NAS JAX Team to the same standard. Working together we can overcome all obstacles through communication and collaborative solutions.

A handwritten signature in black ink, appearing to read 'H. Wanamaker', with a long horizontal flourish extending to the right.

H. WANAMAKER