



DEPARTMENT OF THE NAVY

COMMANDER NAVY REGION SOUTHEAST

BOX 102, NAVAL AIR STATION

JACKSONVILLE, FLORIDA 32212-0102

Commander, Navy Region Southeast Commander's Guiding Tenets

Mission: Enable and sustain warfighter readiness from the shore.

Vision: Deliver effective and efficient shore capability to sustain the fleet, enable the fighter and support the family.

Guiding Principles:

- **Teamwork:** One team and one fight! We are all on the same team within Navy Region Southeast; it is imperative that we operate as one team to accomplish our mission. As a team striving for common goals, there is nothing that we, as a team, can't accomplish. The sharing of knowledge doesn't diminish you; it enhances the larger mission. Don't ever be afraid to ask questions or seek help. We're here to help each other succeed.

- **Integrity:** Moral courage is just as important as the traditional definition of courage. This is the type of courage to admit when you have made a mistake. This is the type of courage to be honest and forthright with your people. This is the type of courage to confront a situation that you know is wrong. Always be accountable to yourself, your peers, and your chain of command. Stand up for "doing the right thing" when it is easier to look the other way.

- **Pride and Professionalism:** Pride in your Region, pride in doing your best and pride in your workspaces will all reflect on our ability to accomplish our mission. There is no such thing as a job too small. No matter what the task or job undertaken, we must strive to make it timely and of the highest caliber. Be proud of what you are doing. Always perform to the best of your ability. Don't settle for "it's good enough."

Regional Priorities:

- **Energy:** We must develop a robust and comprehensive energy strategy that is in alignment with the Secretary of the Navy's energy goals, particularly as they relate to energy use ashore. We must focus on demand reduction and the incorporation of multiple technologies for alternative energy sources.

- **Compatible Land Use:** Many of our installations continue to come under increasing pressure from growth and development in their surrounding communities. We must actively work toward solutions that are a win for the community, a win for the Navy and ultimately a win for our nation. Active engagement and partnering with our surrounding

communities, state, federal and private organizations are essential to future compatible land use and development of action plans.

- Continuous Process Improvement: A key part of every employee's job is to work to continually improve the processes that deliver shore installation services to sustain the fleet, enable the fighter and support the family. We must continually examine the processes used in every business line to determine how those services can be delivered better, faster and cheaper. By challenging ourselves and our co-workers, we can make positive improvements on a continual basis.

Focus areas:

- Safety: Accomplishing our mission in a safe manner will always be a top focus area. When considering any action undertaken, I want you to ask yourself, "how would this read in an accident or mishap report?" "Am I following proper procedures?" If you think it might be questionable, it probably is. Additionally, safety is not just something to think about while at work. Please make safety a top focus in all of your actions, whether at work, home or play.

- Prevention of suicides/sexual assaults: Part of our responsibility to one another is to be vigilant regarding the well-being of every team member, particularly regarding the prevention of suicide and sexual assault. We will proactively engage with our team members to recognize warning signs and correct situations that may trigger destructive actions such as these.

- Security/force protection: This includes not only our classified security but our physical security as well. Remember, we are a nation at war. You must be ever vigilant to your own security, your family's security and that of your shipmates, whether at work or at home.

- Develop our people: Every member of our team is valued for the skills, creativity and capabilities that he or she brings to our command. We will maintain a supportive environment that affords every team member an opportunity to grow professionally. We encourage every team member to develop new or enhanced skills that will further the Navy Region Southeast mission.

Do's and Don'ts:

Do

- Do enjoy what you're doing. If you're not, then we're doing something wrong. This is a superb Region and we're fortunate to be here.

- Do have a sense of humor. Don't take yourself too seriously but at the same time, don't let your humor be at the expense of someone else.
- Do be courteous. Treat your shipmates the way you want to be treated.
- Do follow the chain of command. Always keep the lines of communication flowing both up and down the chain of command and don't hold back information.
- Do keep yourself in shape. You will feel better, perform better and, if a military member can beat me on the PRT, you will also get the day off.

Don't

- Don't participate in any type of sexual harassment, discriminatory behavior, fraternization or hazing! This comes down to basic dignity and respect for all individuals, both in the workplace and at home.
- Don't mistreat your family. Everyone has stresses in their lives, but you want your family there when all the dust settles. Take care of them and they will take care of you.
- Don't drink and drive/abuse alcohol. If you think you may have a problem, get help before you either ruin your career or take a life.
- Don't use illicit drugs or misuse prescription drugs.
- Don't attempt to get ahead at the expense of others. We're all on the same team and we need to help each other succeed. Again, one team, one fight.

Bottom line: Take care of yourself, take care of your family and take care of your military and civilian shipmates!



J. C. SCORBY, JR.