

CO Business Rules: How we think and operate

ADMIN

My contact info: xxxxxxxx(My cell), xxx-xxxx(wife cell) xxxxxxxx put it in your phone today, send me a txt today.

I generally clean out taskers W/I 24+ hours. If not hit me up again.

As a Navy leader you are responsible for your career. You are responsible for your own awards, FITREPS, midterm counseling, career progression, and **mentorship**. I will help; but you bear ultimate responsibility.

Investigations: I'm a fan. Investigations often find a "process fault" rather than an "individual fault." It is leadership's job to fix that "process fault".

"Never waste a good crisis"

Email / Driveby guidance:

- Refresh be on the background
- This is for your information OR action OR decision
- Provide a recommendation
- Often times my decision will be based on the strength of our trust and your character
- With big decisions try and provide a heads up before the decision point
- Emails that say "FYSA, see below..." offers no value. Give me a BLUF

OPERATIONAL

My #1 Goal for you: Bring you to the top of your game

My #1 Goal for our relationship: Trust

My commitment to you:

- Open / Honest Communication & Transparency. Monthly +/- sitdowns.
- "People Always" - Our people are the strength of the command
- Good of the Navy before the unit, good of the unit before the individual

You are the command; think like the commander. You are a commander in training and the deputy commander for _____

Rules for disagreeing with your boss (or when I am factually wrong):

- 1) Support in public
 - 2) Express disagreement in private (YOU OWE IT TO YOUR BOSS to express your disagreement even when you don't want to)
 - 3) If I changes great! If not you can: 1) refer back to rule #1 and #2 or 2) resign.
- ** Always seek counsel for moral, ethical or legal issues.

Own the relationship with me.

Perspective on written counseling/managing your people: Keep the power & authority at your level.

"Personal misconduct" vs "Professional misfortune"

EO/Sexual/Frat/Hazing/Discrimination policy: If you are the victim I will do everything I can to support you. If you are the perpetrator you do not belong here and I will do everything I can to bring you to justice.

What success looks like: Primary Job + Exercise Action Officer + Watch Standing + Extra duties = Aptitude for promotion

I am my Brother's Keeper