



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
JOINT BASE MYER – HENDERSON HALL  
204 LEE AVENUE  
FORT MYER, VIRGINIA 22211-1199

IMMH-ZA

27 August 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Joint Base Myer-Henderson Hall (JBM-HH) Policy Memorandum ZA-3,  
Command Philosophy

***“People aren’t in the Army- people are the Army”- General Creighton Abrams***

1. The purpose of this memo is to explain my philosophy for command. I believe the key to success of any organization is **TEAMWORK**.
2. Our success hinges on all team members being united in effort; teamwork is a part of everything we do. I expect everyone to share best practices across the organization; it creates shared understanding making us more efficient and effective. This includes sharing with our joint base partners. If you see a co-worker about to fail, help them and when you are about to fail, he or she will do the same. Follow the Soldier’s and Civilian Creed, live the Army Values and our team will succeed. **Remember, it is about the TEAM.**
3. **T**rain. We train to maintain our core competencies and develop new skills, helping us advance in our respective career fields and provide a better product or service to our customers. We will always ensure training or a major event is properly planned, resourced and the loop closed with an After-Action Review.
4. Lead by **E**xample. Leaders must set the example and junior leaders must be empowered in order for them to grow. I expect leaders to be experts in their fields and be ready for the unexpected. I am a firm believer in a strong professional development program. We will come together frequently to stay abreast of policy changes and study best practices. Leaders must be team players, positive, optimistic and live the Golden Rule. I believe in operating in a de-centralized fashion. In order to do this I owe you clear intent and guidance. Therefore, in the absence of orders or a change in the situation, exercise disciplined initiative and common sense within my intent, and I will back you up.

IMMH-ZA

SUBJECT: Joint Base Myer-Henderson Hall (JBM-HH) Policy Memorandum ZA-3,  
Command Philosophy

5. Care. We are Accountable for the care, of our service members, civilians and families. We enlist individuals, but reenlist Families; and after thirteen years of war it is absolutely critical that leaders invest time and effort in Soldier welfare and professional development. Caring ensures that service members, civilians and Families are sponsored, informed, and made to feel part of the team. People are our number one resource and will do anything if they are convinced the organization cares.

6. Maintain. Maintenance equals readiness and it is comprehensive: People (five dimensions of strength), equipment, property, administrative systems and processes must be maintained to the highest state of readiness. Our efforts in these areas will ensure the customers we serve will have optimal conditions to enjoy our facilities and programs, to perform their jobs in the National Capital Region and in turn serve our nation well.

7. Conclusion. Joint Base Myer-Henderson Hall is a place with a great history and is served by a great team. I am absolutely honored to be your Commanding Officer. I consider command the highest privilege that can be given to any officer, and I look forward to the opportunities ahead. **Support and Defend!**



MICHAEL D. HENDERSON  
COL, AR  
Commanding

DISTRIBUTION:

I