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IN REPLY REFER TO:
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27 Apr 11

POLICY LETTER 1-11

From: Commanding General
To: All Hands

Subj: "MARINES FIRST: PROJECT IN REAL LIFE" CAMPAIGN - UPDATE #1

Ref: (a) Policy Letter 7-10
(b) MCO P1700.24B
(c) MCO P1700.27B W/CH 1

1. The "Marines First: Project in Real Life" (IRL) Campaign continues to make progress in supporting our commanders and arming our Marines against life's challenges aboard the Marine Corps Air Ground Combat Center (MCAGCC) and across Marine Air Ground Task Force Training Command (MAGTFTC). This campaign is about supporting great leadership and building resilient Marines.

2. Great leadership is not just about accomplishing the mission and taking care of most of our Marines. Great leaders find the one Marine with the most difficult issue or greatest vulnerability and guide him or her along a productive path. The measure of great leadership is in the way they take care of their own - one Marine at a time.

3. My staff and the staff of Marine Corps Community Services are adding the following programs and efforts to the "Marines First" Campaign outlined in reference (a):

a. "Best of Breed" Bachelor Enlisted Quarters (BEQ). As Corporal Eric Kotynski stated during a recent self-help project, "We are trying to make the barracks more of a place the Marines can be proud to call 'home' as opposed to where they stay." This corporal gets my vision. I want the Marines to choose to live in our BEQs because they provide a high quality of living. Therefore, I am formally establishing the goal that 100% of our BEQs will meet Marine Corps "Best of Breed" standard. A separate policy letter will establish timelines and explanation of standards.

b. Transition Programs. Any transition is difficult and increases stress. There are varieties of transition programs that assist Marines in their transitions. These include our Welcome Aboard Program and Transition Assistance. These programs do not cover all issues associated with transition. We will conduct a holistic review of transition issues and establish or improve programs to address this important issue. One recurring problem is the participation of Marines in the Transition Assistance Management Program (TAMP). In accordance with reference (b), I expect 100% participation in this program and call on commanders to monitor the quality of and their Marines' attendance in this critical program. Furthermore, the reference directs, and I expect, each commander to assign Unit Transition Counselors in writing.

c. Resiliency Programs. The Marine Corps and Navy have several programs that commanders can leverage to improve resiliency within their organizations.

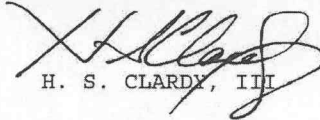
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Policy Letter 7-10 identified several such programs. I am adding another program - Operational Stress Control and Readiness (OSCAR). The Marines Corps' efforts regarding Combat Operational Stress Control (COSC) require better integration or synchronization. I am directing my staff and MCCS to reinforce current OSCAR efforts by developing a MAGTF/TC/MCAGCC comprehensive implementation plan to support service-level training and assessment and tenant and subordinate commander training plans. Additionally, I am asking commanders to challenge the Marine Corps and MAGTF/TC/MCAGCC to demonstrate the effectiveness of these programs to individual Marines and young leaders.

d. Financial Management Programs. Personal financial mismanagement is an underlying issue for many Marines today. There are several programs to help Marines struggling with their finances. I believe we do not fully understand the extent of this problem. Therefore, I am directing my staff conduct an analysis of this issue and review the effectiveness of current programs. The results will provide a way ahead. In the interim, personal financial management classes offered aboard the Combat Center include Lifecycle Financial Fitness; Take Charge of Credit; and Tackling Debt. All of these are part of "Marines First" and can be customized to meet the needs of individual Marines or units. I also ask that commanders review their obligations to individual Marines as highlighted in reference (c).

4. As I stated in the first "Marines First: Project IRL" Campaign policy letter, we are working to improve our programs and support to commanders and all leaders. We are also working to measure our effectiveness. As the Commanding General, I actively consider how each decision I make enhances my support to individual Marines and their ability to meet life's challenges. I strongly encourage you to make this a team effort and make recommendations for improving the campaign to me, my sergeant major, the MAGTF/TC/MCAGCC staff, or the staff of MCCS.

5. Milestones associated with this campaign will be included in the next review of the MCAGCC and MAGTF/TC Long Range Plans.


H. S. CLARDY, III