

Marine Light Attack Helicopter Squadron 167

Command Philosophy

Our mission is to support the MAGTF Commander by providing offensive air support, utility support, armed escort and airborne supporting arms coordination, day or night under all weather conditions during expeditionary, joint or combined operations.

Our motto: Have Guns. Will Travel.

Our readiness depends on **four pillars:**

- **Training:** All Warriors MOS proficient IAW prescribed standards
- **Equipment:** Full mission capable aircraft, equipment and tools
- **Families:** Family members equipped with the knowledge and skills necessary to successfully meet the challenges of military life
- **Unit:** Expeditionary mindset as a squadron or detachment



Our guiding principles are:

- 1. Do the right thing, always.** As professionals, we follow all governing regulations at all times. If a regulation or procedure is overly bureaucratic, or perceived to be unnecessary or redundant, we will follow that regulation while doing our utmost to change it. There is one standard and it's the Marine standard. When a situation is not covered by specific rules, we uphold the principles of courage, integrity and responsibility.
- 2. Treat others the way you want to be treated.** As professionals, we let our actions speak for themselves and treat others with dignity and respect. To do otherwise runs counter to who we are as Warriors. We will foster initiative and fight against a zero-defects mindset.
- 3. Make excellence a habit.** As professionals, we must approach every situation with excellence as a goal, continually seeking to improve our knowledge and execution. This habit will make excellence automatic in times of combat or high stress, ensuring that we always accomplish our mission. We invite scrutiny, admit mistakes and share lessons learned.
- 4. Leave it better than you found it.** Although this principle appears applicable only to our equipment and spaces, I believe this is most important when looking to our future Warrior leaders. Train your replacement and the next generation of Warriors well. Perpetuate excellence.

End State: HMLA-167 is mission ready and combat effective.

- Warriors physically, mentally and administratively ready to deploy on short notice
- Warriors deploy trained to standards, flying full mission capable aircraft at required sortie rates
- Warriors given the time to nurture family members and relationships
- Our squadron family is well-informed, well-supported, and included


S. J. HUGHES
Commanding Officer