



COMMANDER'S TRAINING AND EDUCATION PHILOSOPHY

HEADQUARTERS AND SUPPORT BATTALION

MARINE CORPS INSTALLATIONS-EAST

MARINE CORPS BASE CAMP LEJEUNE



Train as You Fight – Train well in peace to fight well in war. Training in peacetime must reflect battlefield requirements. Training must be realistic and simulate wartime conditions. Prepare to perform tasks and meet operational standard during the complex, stressful, and lethal situations encountered in war. Train together with habitually supported units in peacetime to function well together during combat. Safety is paramount.

Responsibility for Training – Commanders personally train each direct, subordinate commander or leader, i.e. battalion commander trains company commanders, company commanders train platoon commanders, platoon commanders train squad leaders. The same is true for Staff Noncommissioned Officers and Noncommissioned Officers. Leaders are responsible for implementing and supervising the training of their subordinates. This is vital to the teacher-trainer role and fostering initiative. Leaders and individual Marines are responsible for ensuring the completion of Professional Military Education and Skills Progression Training. This improves individuals and strengthens the unit.

Standards-Based Training – Individual and collective training events are published for each military occupational specialty to prepare units to accomplish their Mission Essential Tasks and combat mission. Training must conform to the standards outline in the Training and Readiness Manuals. Standard-based training provides a measurement of performance; the ability to adjust rapidly to challenging tactical situations; fosters flexibility in battle by reducing the need for complex orders and teaches Marines to respond to changes in combat in a reflexive and automatic manner.

Performance-Oriented Training – Marines must be proficient in the basic skills required to perform their jobs under battlefield conditions. Individual training occurs on a continual basis and is fully integrated into collective training. Marines and Sailors will be trained to meet the published standards, not merely to occupy the time designated for training. Training will follow a crawl-walk-run progression.

Mission-Oriented Training – Training programs will be developed based on mission analysis. This analysis provides a careful assessment of possible warfighting missions, identified specified and implied tasks, and is the foundation for the mission essential task list. The battalion's combat missions are the basis for the tasks and specific standards to which each task must be executed.

Sustain Proficiency – Once the required level of proficiency has been achieved, it must be sustained. Training must be evaluated and designed to correct weaknesses and reinforce strengths. This requires a continuous process of training, evaluating results, analyzing feedback, and training again to strengthen weak areas.

Challenging Training – Challenging training builds competence and confidence. The pride and satisfaction gained by meeting training challenges instills loyalty and dedication. Challenging training inspires excellence by fostering initiative, enthusiasm, and eagerness to learn.

B. D. LAPOINTE
Colonel, U.S. Marine Corps
Commanding Officer