



**DEPARTMENT OF THE NAVY  
CENTER FOR INFORMATION DOMINANCE  
UNIT CORRY STATION  
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PENSACOLA, FLORIDA 32511-5138**

IN REPLY REFER TO  
Dec 9, 2011

Command Philosophy

1. Center for Information Dominance (CID) Unit Corry Station's mission is to train and develop Full Spectrum Joint Cyber and Signals Intelligence (SIGINT) Warriors capable of conducting Information Dominance operations across the entire range of military operations.
2. Our role is to develop the finest cadre of technically-trained and educated Soldiers, Marines, Sailors, Air Force men, Coast Guardsmen, and Allies, and to ensure our graduates will be prepared to immediately and substantively contribute to the mission of conducting combat operations worldwide.
3. We will instill in our graduates and all of our staff the Department of Defense's core values of Leadership, Professionalism, and Technical Know-How. We will constantly build and reinforce the core values that all wearing a uniform must live by: duty, integrity, ethics, honor, courage, and loyalty.
4. IAW CID Command Philosophy, CID Unit Corry Station's Command Philosophy is simply: **DO WHAT'S RIGHT (DWR)**. We are a team and we will pull together to achieve this mission. We are most effective when we foster teamwork, have open communications, make use of all available resources and are willing to ask for help. DWR requires our full attention to detail and we will ensure that proper documentation is a priority. DWR also means having the moral obligation and fortitude to stand up for what is right. Always do your best and be professional.
5. The CID DWR established guiding principles are attached.

  
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## GUIDING PRINCIPLES

### DWR (5 P's):

- **Purpose:** What is the objective for which we are striving? Are we comfortable with the main purpose? Does the purpose hold up when we look at ourselves individually and as a leader within the organization?
- **Pride:** Can we take pride in the solutions we have developed? Is there any false pride or self-doubt involved?
- **Patience:** Have we taken the time to think through all the ramifications of our solution?
- **Persistence:** Are we sticking to our guns and not being dissuaded by other demands? Have we given up too soon on finding a solution that is fair and balanced to all concerned?
- **Perspective:** Have we taken the time to focus inside ourselves to be sure everything fits with our ideals and beliefs? How does the solution fit into the "Big picture?"

### To Accomplish the Five P's of DWR We Must be Committed to:

- Maintaining the highest standards of conduct and being **role model leaders**.
- **Taking care of our people** - being brilliant on the basics - SAILOR (Sponsorship/first 72 hours, Assign a Mentor, Indoctrination, Leadership: Career Development Boards (CDBs), Ombudsman program, Recognition)
  - **People must want to come to work**, be challenged, inspired, have a decent place to work, and be well cared for.
  - Maintaining a **TEAM** environment enabling our workforce, to realize their full potential and offering everyone the opportunity to make a difference.
  - **Pulling together. We don't denigrate our command**, our team or our effort. If things are wrong, they must be brought to the chain of command. We will hold everyone accountable at all levels to **fix what's broken. Take pride in your command. It is yours.**
  - Encourage personal development and an off - duty education.
  - **Reward** improvement of leadership, technical and teaching skills.
  - Promote the dignity and well being of our students, staff, and their families.
- Placing **safety** first in all that we do.
- Instilling pride and value in our naval heritage, *service* to our country and **citizenship**.
- *Learning policies* and working within them.
- **Weighing** second and third order affects and intended / unintended consequences.
- Establishing open and effective **lines of communication**.
- Ensuring everything we do is relevant and improves **warfighting effectiveness**.
- Accomplishing our mission effectively and efficiently - define the process, anticipate future needs and draft tentative courses of action to meet them. **Incremental change is key to process improvement.**
- Developing **decisions into adequate plans**.
- Being **prudent resource managers**.
- Translating **plans into orders**, and transmitting them to subordinate organizations.
- Ensuring compliance through constructive **inspection** and observation.
- **Supporting the chain of command**.
- Being responsive to and meeting the needs of our **customers**.

**Our covenant to each other:** We will lead, encourage, delegate, listen, communicate, be accountable, work hard, spend time with family, challenge assumptions, demand equality, promote change, be honest, have fun, and be absolutely committed to the entire Center for Information Dominance domain.