

BASE San Juan Command Philosophy

Community – take care of each other; we are all in this together.

At our core, the Coast Guard is a robust community of individuals, professionals, families, friends and shipmates who come together every day to execute critical missions across a broad range of roles and responsibilities. Community is also a consistent personal core value of mine. I come to work every day excited to get to know the individuals that make up our community, and what each of you need to be a successful, authentic version of yourself. I ask that you get to know each other as people. I ask that you build partnerships across different work groups, units and with our partner organizations. I ask that you take care of each other. By cultivating community, we can each have a quality experience in our workplace and in our homes while delivering the mission excellence the Coast Guard needs from us.

Communication, Transparency and Expectation Management – DO IT.

We are a resilient community that can pivot on a dime, deploy near and far, survive and thrive in the aftermath of a hurricane and help others while we do so. To do this requires constant communication, transparency, and expectation management. We live in a complex world of rapidly evolving information. Each of us relies on having the most recent, most accurate information possible to make good decisions. I strive every day to create a culture of transparency where information is accurate and available. I ask that each of you do the same (within the privacy and classification requirements of your respective jobs) such that every person in the Base San Juan community has clear, accurate communications and can manage their personal and professional expectations accordingly. By prioritizing quality communication, information transparency and managing our collective expectations accordingly, we are ready for anything.

Respect – all day, every day, no exceptions.

Respect is at the core of everything we do, all day, every day, no exceptions. It is important to realize that each of us brings different perspectives, identities and lived experiences to work every day. I am committed to embracing the richness and power of each of your perspectives. I ask that you all take time to understand and appreciate both the differences and commonalities present in our community. I ask that you treat each other as whole people who are valued, included members of the team. Of equal importance is the need to respect ourselves. I encourage everyone in our community to strive for a healthy balance between all of life's competing demands. I encourage everyone to look for creative and effective ways to accomplish the dance of sustaining quality mission execution and quality of life together.

I offer these core values as a personal commitment to you and as a roadmap to achieve excellence. Learn from them, build on them personally and professionally, and create a legacy of which you can be proud. Keep mission excellence at the forefront, ask good questions, and take care of each other.

The world is our oyster.