



DEPARTMENT OF THE ARMY
UNITED STATES ARMY STUDENT DETACHMENT
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FORT JACKSON, SOUTH CAROLINA 29207

ATMT-LTB-SD

11 February 2019

MEMORANDUM FOR All personnel permanently assigned and/or attached to the United States Army Student Detachment (USASD)

SUBJECT: Policy Memorandum #1 – **Commander's Command Philosophy**

1. References: AR 600-20, Army Command Policy
2. All USASD Policy Memorandums are punitive. This policy is applicable to all military and civilian personnel assigned to the USASD.
3. I am excited to be in this position. I see a fully dedicated and motivated staff. I see subject matter experts in their areas of responsibilities that daily aim to provide exceptional customer service to the student population. I see potential, and I see opportunity. With that, I embrace the U.S. Army Student Detachment's unique mission, complexity, and challenges.
4. Vision. **Transform** the perception and reputation of the United States Army Student Detachment. **Revamp** the organization with appropriate military and civilian Staff manning strength and grades that facilitate the organized, timely, and accurate execution of Administrative, Human Resources and Financial Management support to the growing Student population. **Unify** the Staff by creating a unit identity, one that represent our specific areas of responsibility within the U.S. Army profession of arms. **Modernize** processes with innovation and refine current digital systems to achieve the highest level of efficiency. **Convert** the TDA positions in this unit as coveted by both military and civilian Staff greatly that Adjutant General and Finance Corps professionals will purposely seek these positions because they will attain invaluable knowledge and experience as well as set them up for success in their career fields.
5. This philosophy describes what I believe are important principles successful unit.
 - a. Master Areas of Responsibility
 - b. Life Work Balance
 - c. Effective Leadership Presence
 - d. Teamwork
 - e. Open Communication
 - f. Relationships Matter
 - g. Perseverance and Perspective
 - h. Soldiers, Civilians, and Family

6. **Master Areas of Responsibility.** Be the best at what you are doing right now. I encourage you to bring forth your talents and display your strengths to make this unit stronger. Be adaptable and embrace change that comes with time in many forms. It is a contributing factor to overcoming challenges. Whatever it is you are doing right now, do it to the best of your ability and everything will work out fine.

7. **Life Work Balance.** Strive to achieve a balance between work, Family, and self. Devote as much time and resources to each as needed, focusing on quality over quantity.

8. **Effective Leadership Presence.** Taking care of Soldiers by setting the example. Be present, listen and care for them while taking an active role in the accomplishment of the mission. Use military bearing in communication and presence. Exercise a high level of discipline both in and out of uniform. Be innovative and receptive to new ideas. Develop your subordinates so that they are ready to lead others. Reward them for going above and beyond their scope of duties and responsibilities. Remember to have fun and enjoy working in this unit. You have an integral part of making a positive climate of this unit.

9. **Teamwork.** Human Resources and Financial Management is best accomplished in teams. Success depends on developing cohesive teams. Treat everyone with dignity and respect. Strive to share ideas, find best practices, and support continued innovation. The best ideas come from the free exchange of opinions and recommendations. Critical to our mission accomplishment is our technical skills coupled with our physical, mental, emotional, and spiritual well-being. We will capitalize on each other's talents, strengths and work together as a team to best support the students assigned to this unit.

10. **Open Communication.** Key to effectiveness is frequent and open communication. Set the example in both verbal communication and deeds. Take charge of solving issues at the lowest level. Use the NCO support channel and chain of command accordingly. My open door policy is available upon request, by appointment to ensure adequate time is available to listen to the issues/concerns.

11. **Relationships Matter.** We will build and maintain trust in each other, our leadership and the organization. To sustain our network, we must build and enhance our partnerships outside of the organization as well.

12. **Perseverance and Perspective.** Take care of your personal life, focus on learning and mastering your craft, maintain a high level of discipline and professional behavior towards all members of the staff, students, and leadership. During challenging situations, take time to stop to breath, see things from a different point of view to gain various perspectives. This is key to seeing a challenge achievable and formulating plan of action to overcome the challenge to ultimately persevere. Lastly, seek out what's

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important to you and take action. Be at the right place, at the right time, in the right uniform, with the right attitude to realize your full potential.

13. **Soldiers, Civilians, and Family Care.** I will maintain a highly visible presence, placing a high priority on taking care of the Soldiers and Civilians staff of this unit and equally to thousands of students under this command. I will place great emphasis to create an environment of professional and personal development and serve you in any capacity that I can. I will set high expectations and provide you with clear guidance and resources needed to accomplish the mission. Those who go above and beyond, are innovative, and diligent, will gain my confidence. I am looking forward to serving with each of you. Together, Students and Staff, we are the U.S. Army Student Detachment – Defend, Support, and Serve!

14. The point of contact for this memorandum is the undersigned at (803) 751-5305.

ALEJANDRA D. PEACH
CPT, AG
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