



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

ATMT-LTB-SD

31 May 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. Without a doubt, it is an honor to be afforded the privilege to lead the United States Army Student Detachment (USASD). With this unique organization and being Company Commander, comes an onus of personal responsibility in caring for Soldiers' professional development and quite possibly their very lives which is a charge we will not take lightly. My goal while in command is to challenge you to become a better Soldier and/ or employee. Meaning being able to handle more responsibility and think critically. The key tool to accomplish this is communication. Without communication, we will all fail. Not just as a person, but as USASD as an entire. As a Company Commander of the USASD, I will set high, yet realistic standards and I expect Soldiers to do the same. High standards lead to professionalism, and that is how I want that to be the legacy of USASD.
4. My vision is to continue to improve the USASD's perception and reputation. Modernize the USASD's table of distribution (TDA) to provide finer services to over 2,000 Soldiers. Ensure that each Soldier in the organization are respected, receive their entitlements, and are assisted in a timely manner. Bring inspiration and innovation to every Soldier. Support Soldiers continue to improve physical fitness and excel in the Army Combat Fitness Test (ACFT). Empower our Administrative, Human Resources, and Financial Management more personally and professionally.
5. In order to fulfill my vision, I will focus my efforts on the following guiding principles:
 - a. **Integrity.** It is important that you all know that I am an officer of total integrity and quickest path to destruction is for a leader to breach their own integrity. We all make mistakes, we are human beings. I can accept this. What I cannot accept is a leader within the USASD violating the Army Values and not taking ownership.
 - b. **Presence.** I will consider your physical fitness, confidence, resilience, and professional bearing. I will evaluate your physical fitness both objectively and subjectively through the APFT. I will not negatively assess you if you are on medical profile and following the associated bearing through your physical appearance, DA Photo, social and professional communications and interactions which includes social media and email, and daily behaviors.

c. **Leads.** As a leader, you set the example for others to follow. This sounds like a simple thing to do but this is the most overstated and overlooked tenet of leading. As a leader, you are leading 24/7. Whether you are on or off duty, you are constantly under a microscope. The way you carry yourself in your daily walk is just as crucial as when you put on the uniform. As I mentioned earlier, communication is our primary tool to success. In order to effectively lead, subordinates must know what we expect of them and must continually keep open lines of communications to allow Soldiers and employees the opportunity to relay any issues they might have in completing tasks.

d. **Character.** "LDRSHIP" - Loyalty, Duty, Respect, Selfless-Service, Honesty, Integrity, Personal Courage. These values are the cornerstone for a professional Soldier such as yourself. I expect you to live by the Army Values. Understand and exhibit empathy, demonstrate discipline, and internalize the Warrior and Service Ethos.

e. **Moral Courage.** It is hard for everyone to make corrective actions. When you see something wrong, correct it. Step up as a leader and correct the issue on the spot. If I am wrong, respectfully suggest an alternative solution for me.

f. **Soldiers & Family.** My last and most important guiding principle is taking care of Soldiers, employees, and their Families. Caring for Soldiers, employees, and their Families means not only looking after their personal needs, but ensuring that they know their duties, possess discipline, and high standards, and that they are trained to accomplish the mission. Make no mistake that you and your family are the most important component of the USASD. A Soldier and/or an employee with family problems is not an effective worker. It is the responsibility of the chain of command to assist in the resolution of these problems.

6. In summary, my goal is to honorably serve the USASD, the United States Army and this Country. This service is to protect our way of life and is the single greatest selfless act an American can perform. Hundreds of thousands of Americans have given their lives to protect freedom. Enjoy what you do and have fun! A sense of humor goes a long way in maintaining morale. I look forward to serving with each and meeting our challenges that lie ahead.

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


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