



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
Headquarters, 3<sup>rd</sup> Battalion, 325<sup>th</sup> Airborne Infantry Regiment  
Fort Bragg, North Carolina 28310-5100



AFVC-BC-CO

8 June 2004

MEMORANDUM FOR ALL BLUE FALCON OFFICERS AND NON-COMMISSIONED OFFICERS

SUBJECT: Command Philosophy

1. **Vision. Mission first, Soldiers always:** We will be an aggressive, disciplined battalion of warriors who are prepared to deploy within 18 hours and fight now – with no notice. We will be competent in our jobs and mentally tough enough to overcome confusion and chaos, extreme weather, physical stress and casualties in order to accomplish the mission. The Blue Falcon reputation will be that of a proud, dedicated band of brothers who fight tenaciously and exercise initiative to accomplish the mission: **if you challenge the 3-325<sup>th</sup> in battle, you will lose.**

2. Blue Falcon Core Imperatives.

a. **Competence.** All paratroopers are experts in their assigned position – from Rifleman to the Battalion Commander. We will focus our efforts on mastering the skills that will make us successful in combat (**Big 6**):

- |                                 |                                 |
|---------------------------------|---------------------------------|
| (1) <b>Battle Focused PT</b>    | (4) <b>Airborne Proficiency</b> |
| (2) <b>Battle Drills</b>        | (5) <b>CASEVAC Operations</b>   |
| (3) <b>Marksmanship and LFX</b> | (6) <b>Leader Development</b>   |

Initiative is required of all – when in doubt, act in accordance with the Commander's Intent! We will train aggressively until we have achieved or exceeded the standard. **We will never accept defeat.**

b. **Discipline.** Do what is right all the time, even when no one is watching. Live the Army values in all that you do, and remember: **winners never quit**, and quitters never win. Maintenance is vitally critical to everything we do: maintenance of mind, body, spirit, and equipment.

c. **Teamwork. Nobody MEDEVACs himself:** two average Soldiers working together have the strength of ten superstars working for themselves. We will be loyal up and down the chain of command and support all elements of the division, particularly within the Falcon Brigade Combat Team.

3. **My commitment to the Blue Falcons.**

a. **Positive Command Climate.** I will be positive and optimistic. I will lead by example and have fun doing my job. I am committed to fostering a learning and adaptive organization. I will underwrite honest mistakes – learn from them! I value open communication and candid conversation, up and down the chain of command.

b. **Taking Great Care of Soldiers and Families.** I will treat all paratroopers and their family members with dignity and respect. Our Soldiers will do anything for us if they truly believe we care about them – I pledge to build that trust and never violate it. I will never risk loss or injury of a Blue Falcon unnecessarily: safety and risk management will be integrated into all operations – both in training and in combat. Finally, **I will never leave a Soldier on the battlefield:** if a Blue Falcon is missing, I will commit all necessary resources to rescue him and bring him home.

//Original Signed//  
THOMAS E. HIEBERT  
LTC, IN  
Commanding