



**COMMANDER'S GUIDANCE
COMMANDING GENERAL, MARINE CORPS COMBAT
DEVELOPMENT COMMAND AND DEPUTY COMMANDANT,
COMBAT DEVELOPMENT AND INTEGRATION**



Mission: *CD&I and MCCDC fully integrates Marine Corps concepts and requirements based warfighting capabilities; including doctrine, organization, training, materiel, leadership and education, personnel and facilities in order to ensure the Marine Corps is properly organized, trained and equipped now and in the future.*



It is a tremendous honor to be your Commanding General. We have a critical mission with a storied history of enormous innovative momentum. This is a snapshot of my philosophy based on time honored principles used successfully by the greatest leaders of our Corps. It is meant to help you fulfill your role in getting Marine Corps force development right.

1. The Commandant's mandate to us is to **integrate MAGTF** capabilities across the Corps; we must be transparent and collaborative with the operating forces, other services, academia and industry.
2. Make sure we are **getting it right**, because the cost of getting it wrong is extremely high.
3. Internalize **Expeditionary Force 21** our roadmap, it will guide us forward.
4. **Follow the plan** and know the priorities, my SharePoint Dashboard is a great resource.
5. **Teamwork** is the only way we can accomplish our mission. Just as the Corps' performance defines its value to our nation, your performance does to the MCCDC/CD&I team...see the larger picture of teams, how you fit and how you add value daily...then let your performance speak for you as well as our Corps does.
6. Any individual is no more or no less important than the other. **Relationships matter**.
7. Set and meet expectations, follow the CMC **leader to led** expectations in his Message to Marines.
8. **Be inspirational** to those around you and take pride in belonging to this great institution.
9. Constantly learn and train, we must **innovate and adapt faster** to win against tomorrow's enemy. To seek and harness change we must enhance our culture of innovation at MCCDC/CD&I.
10. You are without question the best and brightest, help us **recruit and maintain** consummate people.

The American people, Marines of the Corps past and future, Marines on the front line are all looking to us to find solutions to our capability gaps. I could not be more honored to be on this journey with you.

Semper Fidelis,

Robert S. Walsh
Lieutenant General, U.S. Marine Corps
Commanding General, Marine Corps Combat Development
Command; and Deputy Commandant, Combat
Development and Integration