



# BASE ALAMEDA

## Command Philosophy

### CAPT Jon Hickey



### *Core Values – We are people of character and integrity.*

- **Honor** – We are trustworthy and act with integrity. We are professionals and render all customs and courtesies with enthusiasm and pride in our Unit and Service.
- **Respect** – We treat others the way they want to be treated; always showing respect for others opinions and viewpoints even when we disagree. We take care of one another as we are all members of our Coast Guard family. We do not tolerate mistreatment of others.
- **Devotion to Duty** – We devote ourselves to supporting Pacific Area and District 11 mission execution by providing world-class mission support.

### *Mission – We know our job, do it well, and strive for continuous improvement.*

- **Mission Execution** - We are committed to excellence:
  - Providing 360-degree mission support to ensure Pacific Area and District 11 can execute their missions effectively and efficiently;
  - Supporting national-level, Director of Logistics, and Technical Authority priorities;
  - Ensuring we have the support, services, tools and resources to be successful.
- **Innovation** – We value innovation and encourage new ideas to improve our services.
- **Safety** - We do our jobs safely. Safety is paramount and never sacrificed for anything.
- **Teamwork** – We work together as a team of world-class professionals:
  - We are transparent, encourage two way communications, and value diverse perspectives. We readily share information and lessons learned to promote collaboration and teamwork across Base Alameda and the larger Coast Guard Island team.
- **Enthusiasm** - We approach our work enthusiastically and embrace continuous learning.

### *Leadership – We take care of ourselves and our shipmates.*

- **Leadership of Self** – We take ownership of ourselves, our people, and our workplace:
  - We hold ourselves accountable, but don't dwell on things beyond our control;
  - We take action to continuously improve our unit/mission effectiveness.
- **Leadership of Others** – We practice engaged and intrusive leadership:
  - We know each other and we care about one another. If we notice something seems wrong with a shipmate (i.e., exhibiting stress, anxiety), we offer help;
  - We intervene on someone's behalf if they need help;
  - We leverage each others' strengths and assist each other in improving weaknesses. We foster an environment that empowers and enables others to succeed;
- **Professional Development** – We are committed to working with our subordinates to set professional development goals and achieve them.
- **Attitude** – We maintain a positive attitude. As a team, we can overcome any challenge.

*“We will serve our Nation through the selfless performance of our missions. We will honor our duty to protect those we serve and those who serve with us. We will commit ourselves to excellence by supporting and executing our operations in a proficient and professional manner.”*

- Admiral Paul F. Zukunft, Commandant