

May 26, 2021

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Commander's Day One Guidance

Dear Shipmates,

I am excited and humbled to serve as your Commander. As a servant leader, I understand my job is to outline our collective mission, set a vision of the future, support your ambitions, and remove barriers to progress. The mission of NMRTC San Diego directly supports the Surgeon General's 4 P's, People, Platforms, Performance, and Power, by providing well-trained medical experts operating as high performance teams to project medical power in support of Naval Superiority. We also embrace the DHA priorities of Great Outcomes, Ready Medical Force, Satisfied Patients, and Fulfilled Staff.

Our **3 critical mission priorities** include: **Warfighter readiness, medical force generation, and high quality healthcare**. Future success will be dependent on our ability to continue to work with our partners as the premier institution for readiness and health in the integrated Southern Californian market.

My aims can be summarized as "Take the HELM":

Health – effective warfighter readiness, force health protection, and beneficiary care

Education – prompt and sustained medical force generation, training, and research

Leadership – enable excellence, remove barriers, support ambitions, retain talent, drive teamwork

Modernization – strive today to be the healthcare delivery system of tomorrow; leverage change to drive quality and readiness in all we do; drive effectiveness in how we use scarce resources

What you do EVERYDAY matters:

- when you uphold the quality of care to our patients and families
- when you save lives
- when you support shipmates for their excellence, diversity of thought and background
- when military, GS, and contractors think and act as one team to drive excellence
- when you speak up to prevent harm
- when you make decisions and solve problems at every level of the organization
- when you recruit and retain our best and brightest
- when you are good stewards of our resources and maintain full accountability
- when you innovate
- when you listen to a shipmate in need
- when you volunteer in our community
- when you spur medical advancement and battlefield survivability thru research
- when you maintain your health and physical fitness to go downrange with little notice
- when you learn from mistakes, incorporating rapid cycle feedback to constantly improve
- when you live Honor, Courage, and Commitment

I look forward to celebrating you and your achievements, both at our main campus and across 8 branch clinics. In the coming weeks, I will be out and about so we can meet, and I can actively listen and learn from you and the many stakeholders who depend on us. THANK YOU in advance for your engagement!



K. D. DAVIS
Captain, Medical Corps, United States Navy
Commander, NMRTC San Diego
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