



Naval Hospital Rota - Commanding Officer's Philosophy

My Command Philosophy considers that we are all Leaders no matter if you are the most junior Sailor at the Command. I am sharing the mission, vision, goals, and guiding principles upfront, so we can get to quicker learning and to instill clarity in the most efficient manner. We must be the most effective, high performing team. Our patients, our line Leaders, and our staff are counting on us!

Our Mission: To ensure readiness while providing world class care.

The Vision: To be Leaders in readiness and to set the standard of excellence in patient care.

Our Goals: Provide World Class Care ** Be Ready and Ensure Readiness ** Excel in Patient and Staff Satisfaction

Guiding Principles: Stick to the FACTS – of Leadership

Family – Value Family

- Treat others like you would family members, with dignity and respect
- Create an environment where staff can thrive
- Be aware of your various roles, including providing operational support
- Continuously seek a work-life balance
- Exhibit caring about others well being

Action – Take Action

- Take ownership, responsibility, and accountability
- Utilize SMART goals: specific, measurable, action-oriented, realistic, and time-oriented
- Excel in execution
- When you act be moral, upright, and transparent

Communication – Excel in Communication

- Learn how to connect by getting to know your people
- Get out of the office to manage by walking around
- Check email once in morning and afternoon of the workday
- Respond quickly and efficiently by using bottom line up front and SBAR

Trainning – Develop Yourself and Others

- Bring out the very best in your people; leave your legacy in the people you impacted
- Seek to always learn and create increased competence and skills
- Train your physical, emotional and spiritual self to increase your toughness and to stay in balance
- Maintain your readiness: ready medically and medically ready

Sustainment – Sustain the Gains

- Build competence and character and sustain the skills you have or will acquire
- Plan for sustainment (ex. Create standard work, form teams) in the beginning of improvements
- Expertly sponsor, indoctrinate, orient, cross train, and turnover
- Team fixes stick; individual efforts often fade away

I am grateful and consider it an honor and privilege to serve as your Commanding Officer.

Captain Andy Archila