Mindset and Expectations

This briefing is: UNCLASSIFIED

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1AF (AFNORTH)/CV
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OVERVIEW

- Opening Remarks
- Mission & Priorities
- Mindset
- Assumptions & Expectations
- Worthy of Reminder
- Who is this new leader?
- Way Forward
- Discussion
Thank you for your selfless service
Honored to be your Senior USAF Rep
We have...
- Hundreds of years of military & civilian experience
- Thousands of hours in multiple aircraft
- Grandparents to 18 year olds
- PhD’s to GEDs
Diversity & Experience = Good Ideas & Better solutions
Your Vision and Missions

- **AEROSPACE EDUCATION**
  - CAP Members
  - General Public

- **CADET PROGRAMS**
  - 12 – 21 Yr Olds; 16 Step Program

- **EMERGENCY SERVICES**
  - SAR
  - Disaster Relief
  - Humanitarian Services
  - Air Force Support
  - Counterdrug
MY INITIAL THOUGHTS

• Share your initial thoughts & priorities w/team

• As new 1AF/CV last year, mine were to…..
• Listen, learn, and observe
• Support the boss & support the team
• Conduit of information flow and sounding board
• Stability through several personnel swap outs
MINDSET

- An organization’s culture is noticeable < 60 secs
- Disciplined & decisive in all we do
- Yes if……..not No because

- Continuous Improvement: yourself, your team, your role in the mission
- They “get it” & have Pride, Enthusiasm, Passion
- What do new personnel tell their friends/family?
  - This place is awesome or this place……..
MY ASSUMPTIONS

- Integrity
- Professional Conduct & Appearance (On & Off duty)
- Good role model
- Contributing to the mission
- No distracters in your life
- Mutual Support

If these change and nothing is said = We have a problem
Proper Training & SA Matter
EXPECTATIONS OF LEADER

- Lead by example
- I work for you & we work together on mission
- Set clear expectations then provide open, honest & direct feedback
- To differentiate between: Mistake, Malaise, or Malice
- Keep a sense of humor
EXPECTATIONS OF YOU

- Lead by example
- Professional, disciplined conduct (on/off duty)
- Be awesome at your job & improve it
- Share information
- Make recommendations vice complain
- Don’t spread rumors or allow cliques
- Get better at a healthy hobby
EXPECTATIONS OF ALL

- Everyone is a sensor (defense & care)
- Maintain positive & professional work environment
  - Strong supervision, positive peer pressure, & harassment free
  - Customs & Courtesies
  - Dignity & Respect
- Personal & Professional Balance
- Fitness = combat readiness & credibility
- No OPSEC, Security, or PII Violations
- Intolerable offenses:
  - Integrity issues
  - Drugs, DWI & DUI, Discrimination, Sexual Harassment/Assault
  - Intentional violations of the law
DISCIPLINE
EXPECTATIONS OF CC’s

- Know yourself, your job, & your people
- #1 thing you control is their time, use it well
- #1 thing you can inspire is their motivation
- Lead from the front, mentor, provide expectations & honest feedback
- Push info up & laterally; delegate authority down
- Trust your gut, make a decision & press on
- When things go wrong, lead & calmly execute a plan; inform up the chain when able
- Recommendations sell better than problems
- Don’t be afraid to ask for help
WORTHY OF REMINDER

- Surround yourself with good people & listen
  - Roll Video Clip
Insert video
https://www.youtube.com/watch?v=sYsdUgEgJrY
WORTHY OF REMINDER

- Surround yourself with good people & listen
  - Roll Video Clip
- Sponsoring inbounds is a big deal
- Suicide occurs when a person loses all hope
  - There are usually warning signs, including Facebook
- Pronouns: I, Me, My, Mine -vs- Us, We, They, Ours

1992 Dream Team
12 members
5 start
Who’s on bench?
Lessons Learned

- It’s your world; it’s your yard
- You set the tone; what’s important to you is important to them
- Be seen; be approachable
- Liked vs Respected
- Beware of the precedence
- People will find out and talk--be transparent
- Trust, but verify
- Does what you say = what others hear?
- Family matters (Key Spouses, resiliency)
WHO IS OUR NEW LEADER?

- Fill in a few key data points about yourself here
- Explain why you are a servant leader
- Self-deprecating humor makes you less intimidating
- Little time on you, more on how you help them achieve mission success
WAY FORWARD

- Execute immersion plan
- Continue current Battle Rhythm
- 1 on 1 meetings with direct reports
- Leadership Offsite after initial spin-up?
- Mentoring ideas & multiple levels
  - Shadow for a day, ride alongs, cross talks, flying flags, Prof Development, Breakfaests & Lunches w/various groups
DISCUSSION

Entrusted with America’s Sons and Daughters

Inspire them, teach them, enable their success!