

Chief's Thoughts on Leadership

- Leading in the Air Force is a privilege, not a right
 - We don't **have** to lead/serve, we **get** to lead/serve! It's not always easy, but it is always worth it.
- Motivate, inspire, encourage your team
 - Create an environment with buy-in to the mission and trust in your people and the team will take care of the rest.
- Make everything better than the way you found it
 - Make the people around you better
 - Make the Squadron better
 - Make yourself better
- Find a balance in your personal and professional life
 - Wellness pillars are a real thing, Physical/Mental/Emotional/Spiritual. Never feel guilty about taking time to re-center yourself and be a better leader...your formation will thank you!
- Be available for your people
 - Block out time in your calendar (yes... make an outlook appointment) to spend time walking around the unit just to chat. No agenda...just to get to know people better.
- Be transparent with issues, put the cards on the table
 - Problems never get better with time, if the baby is ugly, let's figure out why! Encourage your people to do the same.
- Don't walk past problems/sub-standard behaviors
 - You set a new norm if you walk past a problem without addressing it. That doesn't mean you need to solve everything, sometimes having a front-line supervisor correct the problem is an effective tool.
- Understand people make mistakes, help them to learn/grow from them
 - There is a difference between a mistake and a crime, treat each accordingly.