
Mindset and Expectations



This briefing is: **UNCLASSIFIED**

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OVERVIEW

- **Opening Remarks**
- **Mission & Priorities**
- **Mindset**
- **Assumptions & Expectations**
- **Worthy of Reminder**
- **Who is this new leader?**
- **Way Forward**
- **Discussion**



OPENING REMARKS

- **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)**



SAFETY (STUPIDITY REDUCTION)





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, Breakfasts & Lunches w/various groups**



DISCUSSION

**Entrusted with America's Sons and Daughters
Inspire them, teach them, enable their success!**

