



We Are: **TEAM-MINDED** ∫ **AFMC Connect**

GOAL: Create a workforce built on a foundation of trust, collaboration and community

Facilitator Notes

TOOLS TO PREPARE YOURSELF

1. Now more than ever as we settle into our new normal, "checking in" to maintain connection with your personnel is essential.
2. This tool has been tailored to allow supervisors the flexibility in facilitating this month's discussion topic. Some suggested methods include incorporating concepts into individual conversations, office meetings (virtual or in-person) or consider the development of a group chat using Microsoft Teams.
3. Watch the video: "The Squadron: The Heartbeat of the Air Force" (3:13)
<https://www.airman.af.mil/HeritageToday/video/693067/dvpcc/false/#DVIDSVideoPlayer33885>

THE EXTRA MILE ADDITIONAL RESOURCES

1. Watch the video: "What is a Wingman" (1:14)
<https://www.dvidshub.net/video/738849/wingman>
2. Conduct the Wingman Sorties exercise (page 2) with unit personnel.

MISSION PLAN

December 2020

HOW TO EXECUTE

FRAMING THE CONVERSATION

We expect our personnel to perform their high tempo and demanding duties every day. When we think of mental "wellness," we think of individual ability, but the Air Force is a team effort.

The more each of us works within the Wingman concept of taking equal responsibility for ourselves and the team, the more we see our Air Force align its values and do "what's right" to reduce workplace stress, increase efficiency and end interpersonal and self-directed violence.

SUGGESTED DISCUSSION POINTS:

1. What does the team concept mean to you?
2. What are some ideas our workcenter can adapt to strengthen us as a team?
3. How do you demonstrate trust and support for your coworkers?
4. In what ways do you see yourself as a leader, either formally or informally?
5. How can you adapt those same characteristics we just discussed into your everyday life? Give examples.
6. In what ways do you display actions consistent with your organization's core values?

MISSION CHALLENGE HOW TO APPLY THE LESSON

1. List your organization's or workcenter's core values and discuss with your team how they relate to Air Force core values.
2. Brainstorm possible solutions and changes that may create an environment where accountability is a good thing. These could be proposals to change policies, practices, or procedures; as well as agreements of house rules or behaviors.

WINGMAN SORTIES

Target Audience: Leaders at all levels

PURPOSE

To bolster the confidence of Airmen (officer, enlisted, civilian) while fostering stronger relationships of trust.

DESCRIPTION

The term *Wingman* stems from a time honored tradition within our Air Force. It's a promise, a pledge, and a commitment between Airmen to be there for each other. The Wingman culture focuses us on our greatest asset—Airmen.

Strong leaders can cultivate and instill a Wingman culture in part by shining a light on the people who come together under their command to make the organization a success. Leaders can do this by having an Airman instruct them in an aspect of their expertise (on a subject the leader may know little about). By intentionally placing themselves in a vulnerable position, leaders will build relationships of trust and gain a better understanding of how people contribute to the organization. It also provides leaders with an opportunity to instill their vision.

EMPLOY

Deliberately engineer opportunities to act as a Wingman within your organization:

- Offer yourself up as a trainee
 - Have a technician (as a trainer) share their expertise with you on a specific aspect of their job. Choose something you may have little or no knowledge of (for example, have them train you to rebuild a pilot's helmet).
- Conduct yourself with humility
 - Real humility is a sign of strength, authentic confidence, and courage. It is the mark of a true leader who must think of their own abilities and actions as no greater, and no lesser, than they really are.
- Emphasize praise
 - Reinforce the good work people do.
 - People will capitalize on the praise they are given and go out of their way to do the right thing, the right way, for the right reason.
 - It is critical to point out their expertise and emphasize to them how important their contribution is to the organization.
- Be a good listener
 - Encourage them to talk about themselves. Foster a relationship of trust to yield greater influence and instill a sense of commitment and loyalty to your vision of organizational mission success.

