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COMMANDER'S COMMENTS

By Colonel Bryan Teff
110th Attack Wing Commander



110th Team,

As I mentioned in the virtual town hall, one of our key focus areas for FY17 is our Airmen and Families. Specifically, Development of our Airmen will continue to receive extra emphasis during this upcoming year.

We have created an Airmen Development plan and intend to roll it out over the next month. For this month's article, I thought it would be helpful to give everyone a preview of our way ahead. This article is intended to provide an overview of the structure of the plan without getting into extreme detail. There is quite a bit more detail included in the final plan, such as goals and specific steps to accomplish and execute the plan.

Developing our Airman is a priority and one of our key objectives. Without question, developing our people is very important as we shape the future of the 110th. Developing Airmen requires a commitment from leadership to spend the time, resources, and energy to make this a reality. Ultimately, the goal is to build trained, skilled Airman with the leadership and developmental experience to allow an individual to accept higher levels of responsibility. In essence, we want a deep bench of capable officers and enlisted personnel. This Wing-level program is intended to supplement and augment the MI ANG Force Development CONOPS. Building this type of program could be extensive and extremely complex with multiple layers and strategies. In order to build an actionable Wing level plan, the 110th program will consist of four (4) lines of effort. The lines of effort include: **Technical Expertise, Leadership Training, Developmental Opportunities, and Education.**

Technical Expertise: As supervisors, commanders, and leaders we must ensure our Airman have developed technical expertise in a given AFSC. Technical skill is a core competency of our organization. Attention to training programs and formal school opportunities are required in order to provide the opportunity for all of

our Airman to reach proficiency and expertise in their AFSC. In addition, deployments typically provide the opportunity to refine and sharpen an individual's skill set. In today's environment, there is ample opportunity for every Airman to experience a deployment event.

Leadership Training: Leadership training will consist of formal and informal training providing forums for specific/targeted groups using open symposium concepts. As an overall goal, the intent is to provide three (3) separate events with at least one event targeting a specific demographic. As an example, in a given year, one event may be focused on Senior Enlisted, with the other two events open to the Wing at large. Another subset of leadership training involves our mentoring program. In general, formal mentoring programs are difficult to execute given that we can't force people to be mentors or mentees. Informal mentoring has the largest probability of success and stems from leading by example and empowering our Airmen to execute their assigned mission and supervisory responsibilities.

Developmental Opportunities: In order to fully achieve their potential, we encourage our Airmen to take advantage of opportunities as they present themselves. This applies to all of our Airmen, regardless of status. Given that the full-time system is somewhat limiting, it's important that our leadership team messages this to our full-time force. Once an individual is established in a key leadership position for a significant time (eg. Approx 4 years or more), we encourage our full-time force to research and apply for positions as they become available which will allow natural movement within the full-time force. With respect to our Drill Status Guardsmen, we will continue to look at ways to expand leadership opportunities for both officers and enlisted. Our wing is unique in that tactical and operational opportunities are available within our Wing construct. In addition to tactical and operational opportunities, our Wing operates in more than one domain by demonstrating competency in two of the five Air Force core missions. As mentioned above, our goal is to build a deep bench of officer and enlisted personnel who have the potential to assume additional responsibility.

Education: Both civilian and military education are very important for overall airman deployment. Specifically, professional military education is critical in order to be competitive for promotions and further development. Civilian education is important; however, it is not mandatory until reaching certain development milestones (eg. Masters Degree when an officer reaches O-6). Furthermore, with respect to professional military education, in-residence attendance is not mandatory;

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- Family Updates
- GREEN KNIGHTS, *Military Motorcycle Club information*
- Math 105 (CCAF Requirement) **coming March 2017.** Please reserve your seat to SMSgt Parks, jutta.a.parks.mil@mail.mil as we need a minimum of 10 students to hold the course.
- **NEW!** *Ancillary Training Simplified*
- **Winter Weather Safety**

however, attendance at one in-residence course should be highly encouraged throughout a member's career. Wing leadership will encourage education at every level and will create an environment where education is an expected requisite. Leadership will ensure attendance at in residence PME is supported and that people have development opportunities upon their return.

Developing a deep bench of Airmen is a key focus area and part of the vision for our Wing. This topic resonates across many areas to include our Commander's inspection program. Initially, we plan to track our progress via the monthly commander's inspection management board. Ultimately, we plan to include this in our revised Wing Strategic Plan.

On a separate note, as a reminder, we have three change of command events during this upcoming drill. Please congratulate Lt. Col. Kramer (FSS), Maj. Kristof (CE), and Capt. Hatfield (CF) as they assume their new responsibilities.

My best to you and your family!