

United States Air Force Auxiliary



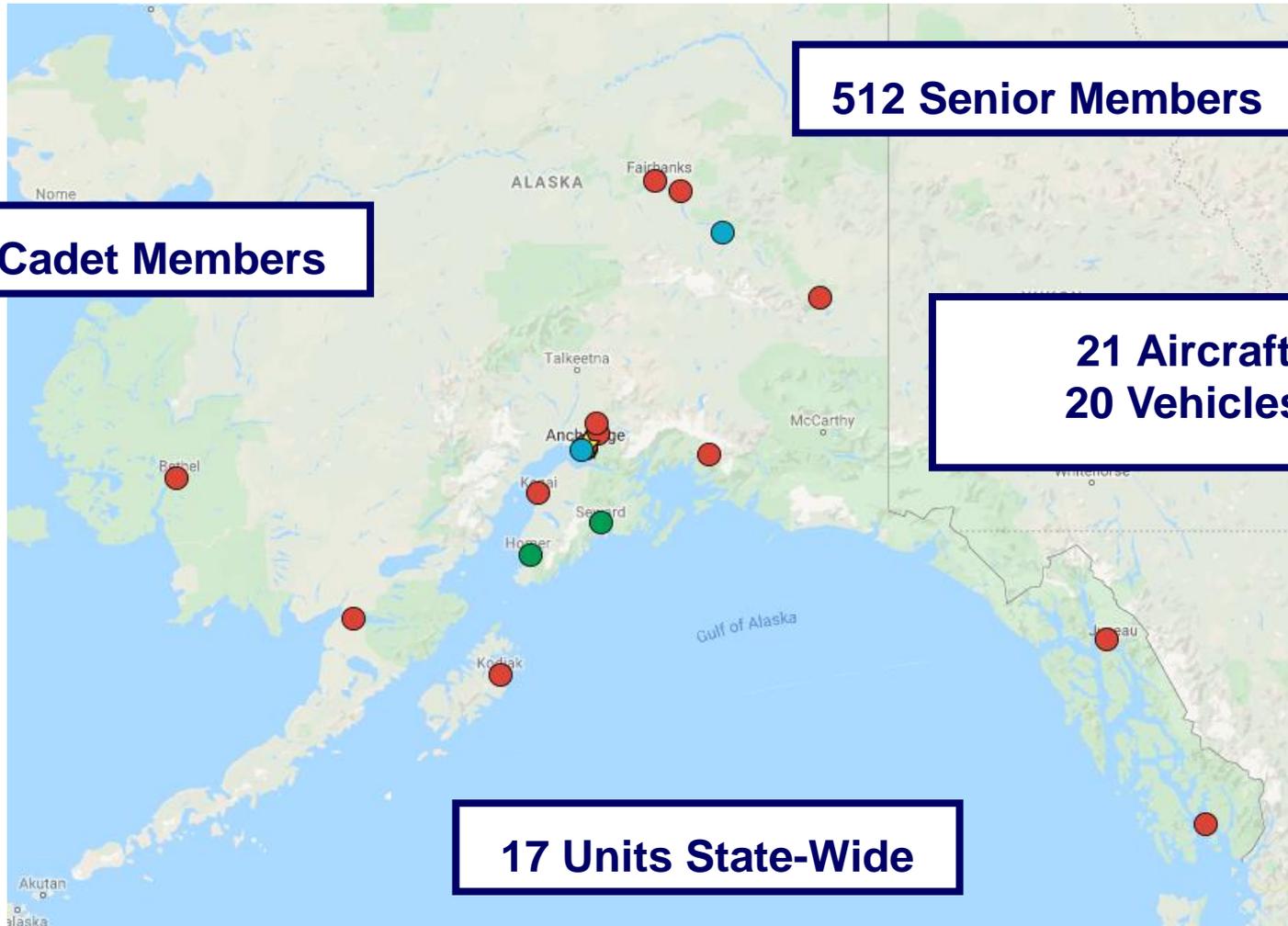
ALASKA WING 2020 STRATEGIC PLAN

**Colonel Kevin McClure
Commander**

“Semper Vigilans”



WG SNAPSHOT



“Semper Vigilans”



2019 YEAR IN REVIEW



■ Operations

- **64 SAR Sorties with 131.1 Hours Total Flown**
- **35 Finds & 2 Saves**
- **Added USCG-Funded Insp Msn; 611 AOC (Sim DCA Msn)**
FY20: 3 ASOS Sim CAS (FY20); 11AF-Funded DR/DSCA Msns
- **Added USCG Support Missions, CAP NTN Response Up 118%**

■ Aerospace Education

- **STEM Prgm & Outreach Events; TOP Flts: 62 In Jul/Aug Alone!**

■ Cadet Programs

- **2 Earhart & 4 Mitchell Milestones Earned, 29% NCO or Officer**
 - **7 Solos, Increased NCSA Participation, 69% Orientation Flight Within 180 Days & 82% to Curry Within 8 Weeks of Joining**
 - **Increased GES 12%, 47% Encampment Grad & Overall Up 18%**
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CAP's Seven (Strategic) Priorities

2016-2020



- 1. Be a vigorous part of the Total Force – enhance the relationship with our USAF and contribute to their mission accomplishment as a cost effective force multiplier.***
 - 2. Build Partnerships – increase our presence in national and local communities to better serve America and expand our portfolio to incorporate new missions for which we are ideally suited.***
 - 3. Inspire ingenuity – increase efficiencies in time and effort to enhance the effectiveness of CAP members.***
 - 4. Be America's STEM leader – promote CAP's recognition as a leader in Aerospace Education and Science, Technology, Engineering and Math education to meet America's needs of tomorrow.***
 - 5. Make being a CAP member even more special – recognize the value and talent of each CAP member; increase the fun and enhance fulfillment of the CAP experience to make members want to stay and others to want to join.***
 - 6. Build the future – develop CAP's organizational as well as functional leaders, from cadet to CEO.***
 - 7. Set the example – sustain institutional excellence.***
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Pacific Region Commanders Intent

Membership	Professional Development	Foster an environment in both the cadet and senior ranks that promotes advancement through professional development in order to raise the level of competency and professionalism throughout the organization.
	Member Recognition	Develop a comprehensive and consistent method of nominating members for awards in order to recognize the members achievements.
	Diversity	Recruit a diverse cross section of members from varying cultural, racial, gender and socio-economic talent pools in order to improve the diversity of the organization's background and mindset.
	Resiliency	Promote an environment where members can balance their personal, professional and volunteer lives in order to maintain an enthusiastic cadre of productive and fulfilled volunteers.
Leadership	Transformational Mindset	Create an inspiring environment of transformational leadership to motivate members beyond their perceived capabilities in order to better understand "The Why" and unleash an audacious spirit of innovation.
	Talent-Spotting	Develop a pipeline for identifying and cultivating members with leadership potential in order to ensure leadership and directional continuity at all levels.
Missions	New Missions	Develop new missions in all three primary mission disciplines that capitalizes on the diverse nature of our member's professional and personal experience to broaden the offering that CAP can bring to the community.
Safety	Culture	Stimulate the culture of safety through risk management, education, training, core competency and continuous improvement in order to protect our members from death and injury while minimizing loss and damage to property.
Finance	Revenue/Funding	Develop a wing-level fundraising/funding plan in order to fund all three mission disciplines outside of established Air Force mission funding parameters.

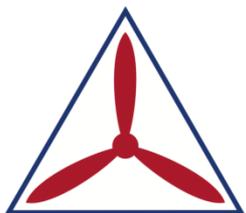


AKWG COMMANDER'S INTENT



***AKWG Will Sustain and Enhance
Its Mission Capabilities, Expand Its Partnerships
With State & Federal Agencies,
Continue to Develop Its Members
As Resilient Professionals With
An Innovative Mindset Who Deliver
Sustained Support To
Our Communities.***

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What is our “Culture?”



Broken Culture

External Motivation: Compliance, Self-preservation, Shame, Fear

- Task Oriented
- Lack of Clear Priorities
- Mistakes & Malpractice are treated the same
- ‘Knee Jerk’ Reactions to Problems
- Generalized & Subjective Feedback
- Enforce the Status Quo
- Risk Averse

Accomplish the mission using Airmen



Unbroken Culture

Intrinsic Motivation: Improvement, Purpose, Success of All

- Mission Oriented
- Clear Priorities, Goals & Objectives
- Mistakes are Treated as Learning Opportunities
- Find Root Causes, Develop Corrective Action Plans
- Objective & Constructive Feedback
- Encourage Ideas & Innovation
- Risk Tolerant

Develop Airmen who can accomplish the mission

ONE REGION • ONE MISSION • ONE CAP



MEMBERSHIP, DIVERSITY, DEVELOPMENT & SAFETY

AKWG/CC, Colonel Kevin McClure



- Increase Membership 5% Annually (**11%** in 2019)
 - Attain 85% Retention in Seniors & 60% in Cadets (**55%**) Focusing On the Professional Development “Pipeline”
 - Increase Recognition Program Effectiveness (9 Submissions in ‘19)
 - Integrate Diversity Efforts Across the Wing Staff/Units
 - Coordinate With Legislative Affairs to Seek State Grant As Well As Drive AKWG Fundraising Efforts at Every Level
 - Increase Squadron Commanders Unit Commander’s Course within one year Completion Rate to 100% (**77%**)
 - Enhance Safety Culture to Reduce Bodily Injuries, and Mishaps by 20% in the next 24 months (**15%**)
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EMERGENCY SERVICES

AKWG/DO, Lt Col Derk MacPherson



- Fly Minimum 150 Hours Per Aircraft in the AKWG
- Increase Mission Aircrew Qualification 25%
- Increase Incident Command Staff Breadth & Depth 50%
- Enhance Cadet Flight Training & Cadet Orientation Flying 10% & GES/ICUT/UDF/GTM Qualification 15%
- Expand Federal & State Agency Support & Training Partnerships and Develop New Mission Sets



AEROSPACE EDUCATION

AKWG/AE 1st Lt Lynda MacPherson



- **Every Unit Enroll & Complete the AEX Program**
- **All Units Utilize & Complete STEM Survey**
- **Continue to Build Teachers Orientation Program**
- **Focus On Outreach Into Rural Alaska**



CADET PROGRAMS

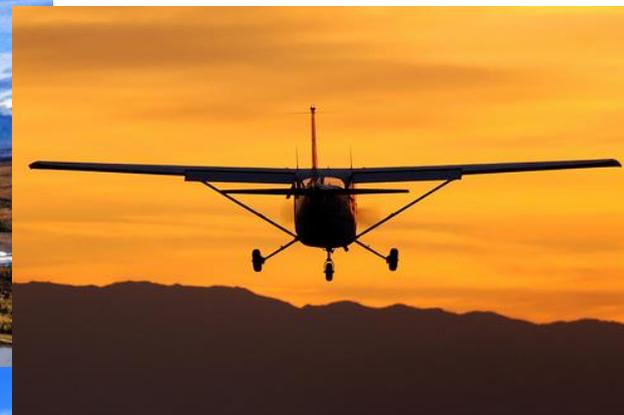
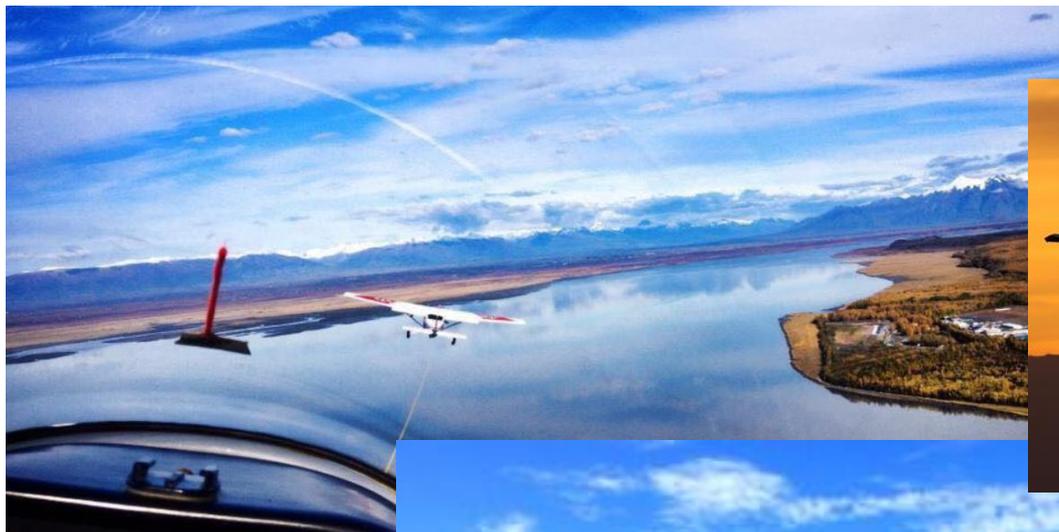
AKWG/DCP, Capt Liz Bratton



- **Membership: Raise Enrollment to 300+ Cadets in CY2020**
 - **Training: All Sq/CC's & DCC's TLC; 55% of Cadets Graduate Encampment**
 - **Programs: 50% of units Earn QCUA; Meet Cont Compliance Upload Reqts**
 - **Fly: Sustain 1st Flight Metric-50% of Cadets w/2d O'Flt; "Push" Flight Events as Opposed to Units "Pulling" Flight Events**
 - **Staff: Develop DCP Staff to Include Specialized Roles for SM/Cadets**
 - **Meet/Exceed PCR Cadet Programs Goals**
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QUESTIONS



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