



Pacific Region Objectives & Commander's Intent 2020



Goals & Metrics for: Alaska Wing

| Region Objectives | National Goal Reference | Functional Area(s) | Region Commander's Intent | Wing Goal(s) | Wing Metric / Measure |
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| Improve Professional Development for all Members | Goal #2 Goal #4 | CP DO AE PD | Foster an environment in both the cadet and senior ranks that promotes advancement through professional development and advancement in order to raise the level of competency and professionalism throughout the organization. | Continue encouraging achievement, provide opportunities. Promote the new virtual PD programs from NHQ. Offer virtual courses allowing more members to attend Wing-wide. Support cadets' activities. | Two SLS, CLC, TLC Basic per year, in-person or virtual. Other courses (AE, ES) as needed. Cadet functions Wing-wide, e.g. color guard competition. |
| Increase Member Recognition | Goal #4 | CP DO AE PD DA DP | Develop a comprehensive and consistent method of nominating members for awards in order to recognize the members achievements. | Encourage ALL members to nominate, not just unit commanders. Reminders about due dates to all. Created easy to use templates for writing awards, include examples. | Nominations of 50% all categories from squadron members. AKWG submissions to PCR of 50% all categories. |
| Improve Diversity of New Membership and Improve Inclusion of Existing Members | Goal #4 | DA DP PD | Recruit and promote 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. | Increase the number of females and people of color, both senior and cadet members. | Recruit at events such as pow wows and local expos for local and native communities. Encourage those members to share their cultures. |
| Improve Member Resiliency | Goal #4 | All | 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. | Acknowledge that members are individuals, with their own lives. Don't let one member take on several positions, allow them to "burn out", become overwhelmed with CAP duties. | Limit members to ONE major function (e.g., ES, CP, CC), 3 smaller (e.g. Admin, PD, Comm). Monitor members' workload. |
| Embrace a more transformational leadership style | Goal #4 | CC | 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. | Encourage ALL members to "think outside the box", submit suggestions. Generate discussions. Explain the reasoning behind command decisions. | Designate one Wing staff member to accept suggestions from members. Review at monthly Wing staff meeting. |
| Create an Environment for Long Range Staff Development | Goal #4 | CC DP PD | Develop a pipeline for identifying and cultivating members with leadership potential in order to ensure leadership and directional continuity at all levels. | Regular unit visitations, observe members. Speak with staff at the units. Engage with members at meetings/conferences. | Learn their interests, give them responsibility at Wing-but don't negatively impact local units. |
| New Mission Development | Goal #1 | CC DO AE CP | 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. | Again, encourage members to "think outside the box" about ways we can be more useful. What do cadets need now? What new aero science do they know of? | Survey members for their "outside box" input. Expand Federal & State Agency Support & Training Partnerships and Develop New Mission Sets |
| Implement new Safety/Risk Management Safety Culture | Goal #3 | CC SE | 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. | Be the example. Practice "safety first", encourage risk management in all activities. Promote safety education in all areas, not just ES or CP, flight or vehicles. Member safety mindset development. | Enhance Safety Culture to Reduce Bodily Injuries, and Mishaps by 20% in the next 24 months. |
| Seek a Greater Level of External Revenue Sources Through Fundraising | Goal #3 | FM CP AE DO | Develop a wing-level fundraising/funding plan in order to fund all three mission disciplines outside of established Air Force mission funding parameters. | Raise money for cadet activities, scholarships. Help members go to NESA, FEMA, etc. Build a backup fund for unexpected (e.g. SLT demo) | Increase awareness about CAP community benefits. Ask service clubs (Rotary, Legion, VFW) for support. |

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| Continue the Development of Legislative Squadrons | Goal #3 | CC GR | Seek out members of the state legislature to join CAP and participate in the legislative squadron in order to give CAP a legislative foothold in the state government that benefits the organization from budgetary and operational perspectives. | Our legislature is part-time, meets biannually; rest of the time they are plumbers, lawyers, etc. 2020 is non-meet year but we're planning for 2021. No members yet but trying to change that. | Coordinate With Legislative Affairs to Seek State Grant As Well As Drive AKWG Fundraising Efforts at Every Level |
| Create and Maintain Legislative Relationships at State Local Government | Goal #3 | CC GR | Utilize the legislative squadron and selected members of the senior and cadet leadership teams to create vibrant and energetic relationships with legislators and state officials to maximize CAP's political visibility and agenda. | Build up our Leg Squadron through Leg Days, assign Teams from AK-0001 to stay in contact with legislators from their part of the state: e-mails, event invites, Silver Wings mag, etc. | Assign Teams specific local legislators. Teams keep legislators updated quarterly about CAP/AKWG, do report to Gov Rel officer. |