



DEPARTMENT OF THE AIR FORCE  
460TH SPACE WING (AFSPC)

NOV 03 2016

MEMORANDUM FOR 460 SW COMMAND TEAMS

FROM: 460 SW/CC

SUBJECT: 460 SW Commanders' Strategic Intent Alignment

1. On September 29, 2016 we completed our Senior Leadership Offsite where we reviewed commander's assessments of unit readiness and resilience. During these discussions we also re-assessed our wing strategic guidance and decided to re-focus our efforts on three strategic priorities moving forward: ***Mission Excellence, Airmen and Families***, and ***Installation Readiness***.

2. The guidance below is the formal documentation of our way forward to ensure chain of command alignment with the 460 SW Commanders' Strategic Intent:

a. 460 SW Strategic Intent Implementation: With our strategic intent and priorities defined, we have assembled the process champions below who will prioritize operational and tactical tasks, along with associated measures of performance and MGA alignment in order to ensure progress and inform re-vector, as needed. On a bi-monthly basis at the 460 SW leadership roundtable discussions, the 460 SW Priority Champions will review progress to date; highlighting assessment criteria, unit performance, trend analysis and Airmen's feedback:

- *Mission Excellence Champions*: Col Lorenzo C. Bradley (460 OG/CC), CMSgt Joseph Stratil (460 OG/CEM), and Mr. Robert Myhre (460 SW/DS)

- *Airmen and Families Champions*: Col Scott Romberger (460 SW/CV), CMSgt Rodney Lindsey (460 SW/CCC), and CMSgt Mark Fousek (460 MDG/CEM)

- *Installation Readiness Champions*: Col Shawn Thompson (460 MSG/CC), Col Matthew Hanson (460 MDG/CC), and CMSgt Jackson Helzer (460 MSG/CEM)

b. Giving Voice to Our Airmen: Previous attempts at implementing Strategic Guidance failed to adequately recognize Airmen's involvement as a critical enabler to institutionalized process improvement. Accordingly, commanders at every level will educate each Airman on their role in executing our wing priorities while formalizing process improvement initiatives at the unit level (e.g. Lean Daily Management, formalized debrief, Airman-to-Airman sessions, etc.). Moreover, 460 SW Priority Champions will actively solicit feedback on process improvement initiatives from our Airmen and mission partners. This wing-wide continuous process improvement (CPI) program will be overseen by the 460 SW/CV to ensure two-way communication and facilitate the transmission of 'best practices' throughout the chain of command. The status of CPI initiatives will be briefed bi-monthly at the 460 SW leadership roundtable discussions for senior leader awareness and action.

PERSISTENT GLOBAL SURVEILLANCE

c. Ensuring Data-Driven Decisions: Command teams have many different data sources to choose from in order to assess the readiness and resilience of our Airmen (e.g. SORTS/DRRS, DEOCS, MICT/IGEMS, Airman-to-Airman Sessions, Exercises/Inspections/SAVs, wing/group boards and working groups, etc.). Commanders use these data sources to calibrate MGA assessments in the monthly Commander's Inspection Management Board where they make risk-based recommendations moving forward. In order to more objectively quantify progress in executing our 460 SW priorities, commanders will use the 460 SW Commander's Assessment Rubric (Attachment 1) to document assessments against established criteria (e.g. measures/success indicators) and inform our way ahead in furtherance of our command strategic intent. These documented assessments will be required during designated CCIP events, as directed by a Group CC and/or Wing CC or CV, or at the commander's discretion.

3. A focus on ***Mission Excellence, Airmen and Families***, and ***Installation Readiness*** will ensure the 460th Space Wing is prepared to win today's fight, ready for tomorrow's, and taking care of our Air Force family. The aforementioned guidance will ensure unity of effort executing our wing priorities while ensuring data-driven decisions and institutionalizing feedback opportunities for our Airmen.



DAVID N. MILLER, JR., Colonel, USAF  
Commander

Attachment 1:  
Commander's Assessment Rubric Example