

# The Adjutant General, Arkansas National Guard D.01

2023-2024 Goals & 2028 Long-Range Vision



## Restated Priorities:

- **People:** Taking care of our People will always be the #1 priority.
- **Recruit & Retain Talent:** Our lifeblood is high quality Soldiers, Airmen, & Civilian Employees!
- **Readiness:** We must be ready to quickly and effectively respond within Arkansas while maintaining a sharp war-fighting edge.
- **Relevance:** We must modernize and evolve. Standing still is never an option!
- **Partnerships & Innovation:** We cannot go it alone and must seek to partner with others to creatively solve problems and overcome challenges.

## Goals (by 30 September 2024):

- **People:**
  - Be the Gold Standard in Servicemember, Civilian Employee & Family care over the lifetime of service or employment.
  - Make Holistic Health & Fitness (H2F) a tangible program that achieves results.
  - Expand Military Family outreach and Employer engagement while promoting a family-friendly atmosphere at the unit level
  - Continue to be intentional in cultivating a diverse organization representative of our state.
  - Both services deliberately assess and improve respective promotion and retention board processes that remain holistic and transparent and understood and trusted by the force.
- **Recruiting and Retaining Talent:**
  - AR Army NG achieves 101% assigned strength.
  - AR Army NG improves strength health index rating from #20 to #10 or better.
  - AR Air NG achieves 100% assigned strength and 91% “filled” strength.
  - Out-recruit our losses and become a *Top 10* state in retention success.
- **Readiness:**
  - Both services achieve a 90% or greater medical readiness rate.
  - Both services demonstrate meaningful progress towards a more ready vehicle/aircraft fleet.
  - AR Army NG Aviation Program achieves *Top 15 status* on ARNG Aviation Scorecard.
  - Both services achieve 80% or better available/deployable strength.
- **Relevance:**
  - Successfully transition 188<sup>th</sup> WG DGS to new mission-set and be postured for F-35 FMS.
  - Receive and integrate C-130J into the 189<sup>th</sup> AW.
  - All conditions set for 142<sup>nd</sup> FAB modernization to ERCA and battery expansion.
  - Complete a comprehensive AR NG Strategic Plan that includes service-specific plans.
- **Partnerships & Innovation:**
  - Build Guatemala SPP relationship; study and potentially implement SPP expansion.
  - At echelon, expand Community engagement and Employer partnerships.
  - Embrace and demonstrate a commitment to innovation and challenging the status-quo.

## Long Range Vision (by 31 December 2028):

- Both services postured to receive more force structure and emerging missions.
- AR NG a perennial *Top 10* in all relevant and meaningful measured areas and programs.
- Groundwork laid to assume F-35 FMS training mission in 2030.
- Army helicopters stationed in NW Arkansas (North of the I-49 Tunnel).
- Each service has broken ground on at least one (1) major MILCON project (outside FMS and ranges).
- Prepared for eventual future force redesigns and corresponding stationing actions.



# The 54<sup>th</sup> Adjutant General's "Quick-Hitter"

## My First Principles:

- **Excellence:** This is the only standard and the standard that our citizens deserve.
- **Teamwork:** We are a team of teams where everyone who serves in our ranks is valued, respected, protected, and trained to be their best.
- **Accountability:** Our state and nation expect us to be ready. Our fellow Arkansans expect their sons and daughters to be taken care of and our Soldiers and Airmen deserve the absolute best leadership possible.
- **Trust:** Trust is the fuel that powers our organization, and it can never be taken for granted. We must earn the trust of our Soldiers, Airmen, Civilian Employees, Families, and Employers every day.

## My Leadership Philosophy; Leadership Is...

- All about people and relationships.
- Listening and understanding first.
- Leading on offense and moving to friction.
- Growing and learning through adversity.
- An unwavering commitment to excellence.

***People First. Ready now; Ready for anything!***

## My Priorities:

- **People:** Our Soldiers, Airmen, Civilian Employees, and their Families are our most precious resource who deserve the very best leadership, training, equipment, and support. **Taking care of our People will always be my #1 priority.**
- **Recruiting and Retaining Talent:** Our strength comes from recruiting and retaining quality Soldiers and Airmen, as well as their Families and Employers, who all collectively serve our state and nation. Attracting the best of our state is the undeniable key to securing our future. This is our lifeblood!
- **Readiness:** Our Soldiers, Airmen, and units must be ready to quickly and effectively respond to crisis and disaster within Arkansas while maintaining a sharp war-fighting edge to decisively defeat our nation's enemies abroad.
- **Relevance:** We must modernize and evolve inside an ever changing strategic environment. Standing still is never an option!
- **Partnerships & Innovation:** The Arkansas National Guard cannot go it alone. We must seek to partner with Arkansas business, industry, technology, and education to help us creatively solve problems, build our value proposition, and provide enduring and meaningful opportunities for our Soldiers, Airmen, and their Families, even after they leave service.

**My Approach to the Job:** As the Adjutant General of the Arkansas National Guard, I will approach every day with a profound sense of **gratitude and humility**, coupled with an **indomitable drive** to provide our Soldiers, Airmen, Civilian Employees, and Families the best environment in which to serve. I will remain firmly anchored to my service values of **loyalty, duty, respect, selfless service, honor, integrity, and personal courage**. I will never put myself in a position to embarrass my commander in chief, those that I lead, or my family. I can be counted on to always **tell the truth** and provide advice and counsel that is ethically sound, legally sufficient, and in the best interest of the organization, state, and nation.