

Capital Wingman Culture (CWC)



2011

AIR FORCE DISTRICT OF WASHINGTON

(AFDW)

DIRECTOR'S GUIDE

April 2011 version

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DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR FORCE DISTRICT OF WASHINGTON

20 May 11

MEMORANDUM FOR AFDW PERSONNEL

FROM: AFDW/CC

SUBJECT: Capital Wingman Culture (CWC) Program

1. The Wingman culture is inherent in our Air Force history and is the foundation for building resilience in our Airmen. As you know, being a wingman is more than a one day event; it is a culture of Airmen taking care of Airmen, 24/7, 365 days a year. The concept is simple and was eloquently stated by Colonel Francis "Gabby" Gabreski nearly 70 years ago, "I look after the Wingman. The Wingman looks after me."
2. The AFDW Director's Guide provides each of you with the tools to continue to foster and cultivate a "culture" rather than a "day" of wingman activities. As leaders of this organization you play a pivotal role in creating a "Wingman Culture" and defining the expectations of this program throughout your directorate or staff. I charge each of you to lead by example and embrace this program.
3. Your full participation and support is essential as we continue to build a "Capital Wingman Culture."

A handwritten signature in black ink that reads "Darren W. McDeW".

DARREN W. MCDEW
Major General, USAF
Commander

Background

The history of a Wingman can be traced to the early aviation days of the Air Force when pilots flew in combat; a second plane accompanied him as a wingman. The wingman's mission was to guard and defend the lead plane and keep him safe. A wingman looks out for you in the heat of battle. The Capital Wingman culture of 'Airmen taking care of Airmen' is built on that same premise. Being a good wingman means you share a bond with other Airmen and can be counted on to support each other, in all situations, both on and off-duty. In order to foster and cultivate a Capital Wingman Culture in AFDW, Maj Gen Darren W. McDew charged the Capital Wingman Culture Committee (CWCC) to develop and reinforce a wingman culture in which Airmen in the NCR take care of Airmen.

Capital Wingman Culture Vision

When we join the Air Force, we become part of a unique culture. The foundation of this "Capital Wingman Culture" is our core values -- integrity first, service before self, and excellence in all we do. This culture and these core values compel Airmen to take care of Airmen. We accomplish our mission as a dedicated team of Airmen committed to our core values and to each other. A "Capital Wingman Culture" (CWC) permits AFDW directors to examine how we can collectively enhance this culture. Large and small groups will be used to share information and solicit ideas with the goal of enhancing our ability to take care of each other. Direct and honest dialogue between Airmen and their supervisors is a critical part of this culture. We will seek ideas from our most junior Airmen, who are on the front lines day in, and day out, and who often face the greatest stressors. Finally, CWC should include an opportunity for Airmen to join with each other and their families in activities for all to enjoy and that will embrace the esprit-de-corps that has produced the world's most respected Air and Space Force.

Capital Wingman Culture Purpose

Create and reinforce a wingman culture, rather than a once a year wingman day, in which Airmen take care of Airmen consistently and regularly.

Capital Wingman Culture Goals

- Provide monthly Wingman activities for Directorates to foster the Capital Wingman Culture (see schedule below)
- Create a regular wingman culture rather than a periodic wing day
- Remind Airmen what it means to be a good wingman

Capital Wingman Culture Quarterly Schedule

- 1st Quarter – Culture of Resilience
- 2nd Quarter – Culture of Awareness
- 3rd Quarter – Culture of Giving
- 4th Quarter – Culture of Thanks

AFDW Directors' Expectations:

- Reference CWC schedule and ensure activities planned, organized and executed monthly in support of quarterly themes (*Ensure all personnel assigned to directorate or special staff participate in monthly wingman activity*)
- Appoint a Project Officer each month to facilitate directorate event and coordinate details with CWCC. (*Appointment should be made NLT last duty day of the preceding month. Provide project officer details at AFDW/CC share point site*)
www.afdw.afncr.af.mil/org/AFDW_CC/Captial%20Wingman%20Culture/default.aspx
- Provide an after action report to CWCC with the following: (*Due NLT last duty day of every month: cwcc@afncr.af.mil*)
 - Date of Wingman Activity
 - Brief description of activity
 - Total Number of Individuals Assigned to Directorate
 - Total Number of individuals Participated from Directorate
 - Suggestions/Lessons learned from Activity

Capital Wingman Culture Committee (CWCC) Expectations:

- Oversee and manage CWC program
- Coordinate and assist directors in executing the CWC mission and goals
- Create, and maintain CWC schedule with supporting material
- Create and maintain CWC Directors Guide
- Create and maintain CWC Capital Wingman Resources on AFDW Sharepoint
- Provide marketing and publicity for initiatives
- Maintain and oversee advertising and articles in various news media
- Meet Monthly
- Maintain meeting minutes and agendas
- Consolidate Director's reports and provide update to AFDW/CC quarterly

Effective Suggestions for Monthly Wingman Events

- Icebreakers
- Discussion during/after staff meeting
- Discussion during morning "role call"
- Being off-site or at least away from phones
- Including civilians and contractors to strengthen the feeling of an "AF family"
- Small group discussions
- Team Building activities
- Leaders sharing personal experiences with those under their directorate
- Encouraging group members to share experiences to create a sense of togetherness and also a pool of solutions from which others may draw
- Acknowledging and celebrating accomplishments
- Potluck lunch or dinner; pizza party; chili cook-off
- Invite families to participate in Wingman activities
- Good time to contact deployed members' families...invite them to activities

- Bowling; play board games; charades or group Pictionary relating to theme
- Staff/Director/Division Fitness event...running, aerobics, etc.