

LITTLE ROCK AIR FORCE BASE



19TH AIRLIFT WING



2022
ROADMAP

“Home of Herk Nation”



We are... Black Knights with a HERK Mindset



The Black Knights have a great reputation. When someone calls upon the 19th Airlift Wing, they know a team that embraces the *HERK Mindset* will answer. This *HERK Mindset* belongs to Airmen who are **H**ardworking, **E**mpowered, **R**eliable, and **K**nowledgeable. We don't shy away from challenges; we embrace them. Give us a problem and we'll solve it. When adversity strikes us in the face, our team will overcome. What does it mean to be a Black Knight? We deliver; no matter the task, no matter the conditions we figure out a way to get it done.



Having a *HERK Mindset* means we have a "fail forward" mentality. We may not get it right the first time, but we will persist and prevail. We are a team that empowers Airmen to make decisions with speed and at the lowest level of authority. We embrace a debrief culture that challenges each other to evaluate every action and guarantees all members of our team grow. We hold ourselves and each other accountable.



Black Knights with a *HERK Mindset* are courageous. We trust in each other, our training, our knowledge, and we remain confident in our ability to make a difference. We take care of each other and our Families. We work hard, play hard, and have fun! We are the joint maneuver force to deliver victory for America.

WE WILL SUCCEED AS BLACK KNIGHTS BECAUSE WE ARE:

- Servant Leaders who cultivate trust, dignity, and respect for all
- Disciplined professionals who push through barriers and take bold, deliberate risk
- Airmen of the highest character who lead with grace and love
- A unified team committed to our core values and each other



19TH Airlift Wing

MISSION Undaunted Tactical Airlift - Anytime, Anywhere!

VISION Ready for the next challenge

WE ARE

Black Knights with a

Hardworking, **E**mpowered, **R**eliable, **K**nowledgeable **Mindset**

ENDURING PRIORITIES

Airmen

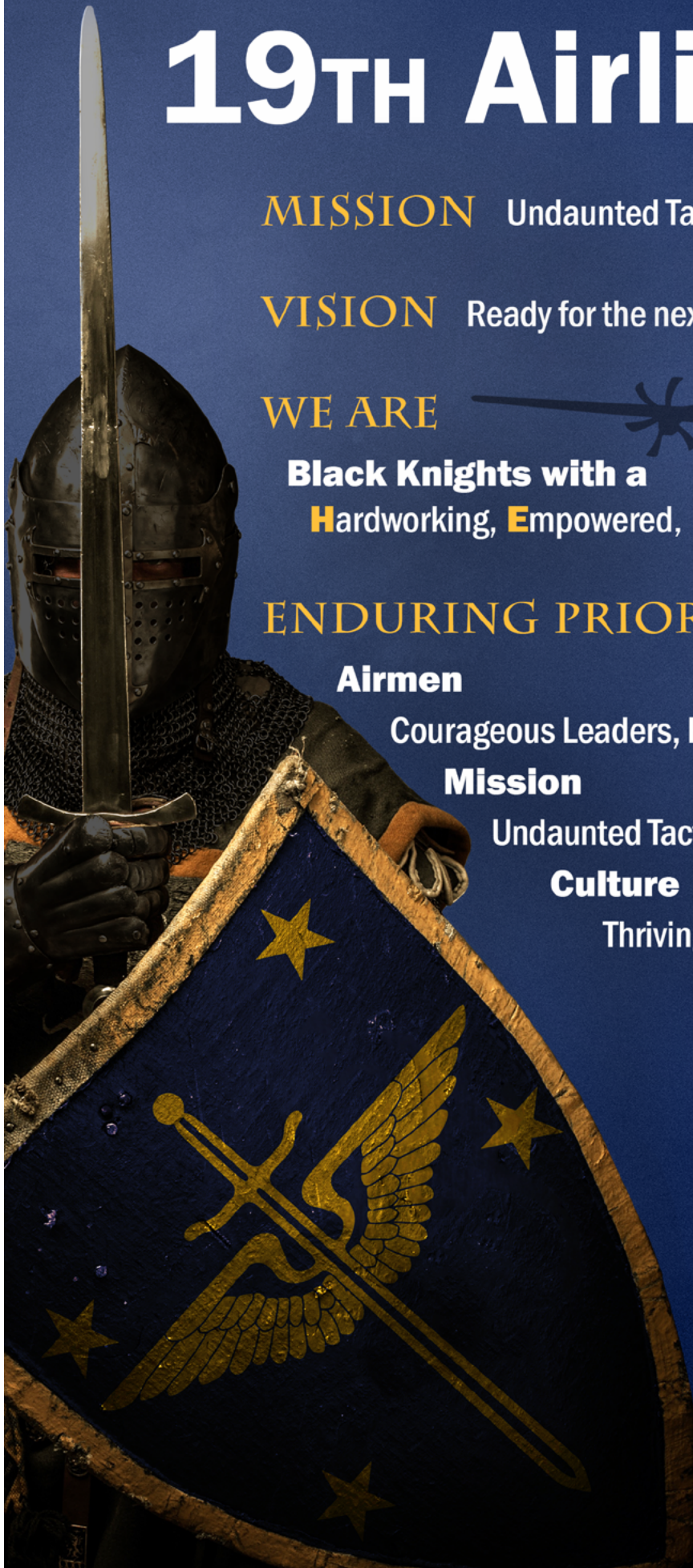
Courageous Leaders, Resilient Warriors & Strong Families

Mission

Undaunted Tactical Airlift and Agile Combat Support

Culture

Thriving Herk Nation



ENDURING PRIORITY 1: AIRMEN

AIRMEN – COURAGEOUS LEADERS, RESILIENT WARRIORS, AND STRONG FAMILIES

- 1A: Forge the Warrior Heart (mind, body, and craft) and harness grit
- 1B: Advance our personal and professional development to strengthen our warfighting culture
- 1C: Increase understanding of the adversaries in order to gain a competitive advantage

Airmen are our greatest strength, and they must be courageous leaders in order to win the future fight. A courageous leader is willing to be vulnerable, to take risk, and to embrace failure as an opportunity to learn. As Mobility Airmen, we are called to promote the Warrior Heart culture. We train our bodies and minds, grow our emotional intelligence, ensure social connectedness, develop spiritual wellness, and increase physical and emotional stamina to achieve maximum performance. We respond with grit when challenged with adversity, demonstrating discipline, persistence, and resolve. We recognize that courageous Airmen ask for help. The courage to ask for help starts by building trust in our relationships with front-line supervisors, peers, and helping agency professionals. Furthermore, our Families are integral to our success, and we will ensure they are healthy, strong, and supported by an engaged care network. Finally, we will move even faster to build the leaders we need tomorrow through deliberate development and by strengthening our warfighting culture.



ENDURING PRIORITY 2: MISSION

MISSION – UNDAUNTED TACTICAL AIRLIFT AND AGILE COMBAT SUPPORT

- 2A: Prepare Teams to sustain an accelerated tempo delivering victory in the High End fight, validated through Operation Mobility Guardian
- 2B: Launch a Warrior Airmen Readiness (WAR) Center to develop warfighter competencies and train defensive capabilities
- 2C: Dominate any battlespace by developing, advancing, and validating TTPs to close capability gaps now

The foundation of our mission lies in our ability to execute impeccable fundamentals in all our daily tasks, in garrison, employed, and deployed. What our nation asks of us is challenging and we strive for excellence in order to deliver victory. We must train to execute under mission command and mission-type orders at the lowest level of authority. We will adapt and improve our warfighting principles in order to deliver lethality to any adversary, regardless of their operating environment or tactics. We will experiment, develop and advance TTPs to close the gaps, and continue to develop multi-capable Airmen. We will train so that every Airman is a mission generator, a defender, and a lifesaver. Our Warrior Airman Readiness Center (WAR Center) provides the venue for our training.



ENDURING PRIORITY 3: CULTURE



CULTURE – THRIVING HERK NATION

3A: Create an inclusive, connected community of Airmen and Families

3B: Ignite innovation readiness through creative Airmen and Teams to disrupt the status quo

3C: Develop leaders empowered to take risk with a bias toward action

The Home of Herk Nation is committed to creating an environment where all Airmen and family members can reach their full potential. Our diversity is our strength, and it is mission critical because diverse teams are winning teams. Additionally, we will strive to develop our innovative readiness. Through innovation, deliberate debrief, and continuous process improvement, we will disrupt the status quo to maintain a competitive advantage. Finally every Black Knight will commit to developing and empowering leaders with a bias toward action. We will embrace failure as a way to learn, as both individuals and teams, in order to be better tomorrow. We are leaders who are emboldened to take deliberate, calculated risk to deliver victory on the battlefield...anytime, anywhere!

CONCLUSION

Now is our time. We will embrace this crucial moment, laying the foundation for all Black Knights to move out together with an eye towards our future competition. Our Nation calls on us to be bold, to be brave, and to take deliberate risk. We have a heritage that embraces this, not only as Airmen but also as Black Knights. Our legacy will be determined by how well we prepare today's Airmen to be courageous leaders for tomorrow's challenges. Together, we will prevail. You are empowered...Let's Go!

WE ARE...BLACK KNIGHTS!

