



COMMAND CHIEF'S COMPASS

109th Airlift Wing

Weekly Direction for Heritage, Mindset, Development, and Readiness



HERITAGE

General George Kenney commanded Allied Air Forces in the Southwest Pacific during World War II. Facing limited resources, vast distances, and a determined enemy, he quickly realized success would require more than equipment, it would require innovation. Rather than insisting every solution come from headquarters, Kenney empowered those closest to the problem to develop new ideas and tactics. One of those innovators was Major Paul "Pappy" Gunn, who helped develop aircraft modifications and skip-bombing tactics that dramatically improved Allied attacks against Japanese shipping. Kenney encouraged experimentation, accepted calculated risk, and trusted his people to solve difficult problems. His leadership helped transform Allied airpower in the Pacific and contributed significantly to victory.

Lesson:

Great leaders do not need to have all the answers. They build teams where good ideas can come from anyone.

READINESS

Primary (Physical):

Complete 5 Rounds:

- 10 Burpees
- 20 Push-Ups
- 30 Air Squats
- 200-Meter Run

Move with purpose. Scale as needed but maintain intensity.

Secondary:

Reflect for 10 minutes this week. Consider:

- What am I grateful for?
- What is truly within my control?
- How can I positively impact someone else's life this week?

Whether through prayer, meditation, scripture, or simple reflection, intentional pauses help us regain perspective and reconnect with what matters most.



MINDSET

Quote:

"Never tell people how to do things. Tell them what to do and they will surprise you with their ingenuity."

-General George S. Patton

Reflection:

Many leaders believe their value comes from having all the answers. The best leaders understand their value often comes from developing people, empowering them, and creating an environment where others can succeed. It can be tempting to provide every answer, direct every action, and control every outcome. While that may solve today's problem, it often limits growth and innovation. Trust does not mean lowering standards or avoiding accountability. It means providing clear expectations, then allowing others the opportunity to contribute.

Reflection Question:

Are you solving every problem yourself, or are you helping others develop the ability to solve problems on their own?

DEVELOPMENT

Trust is one of the most powerful tools a leader can provide. People grow when they are given responsibility, trusted to make decisions, and allowed to learn through experience. Leaders who control every detail may achieve short-term results, but they often limit the growth of their team. General Kenney understood that innovation rarely comes from one person. It comes from creating an environment where people feel trusted to contribute ideas, solve problems, and take ownership of the mission. Empowerment does not mean lowering standards or avoiding accountability. It means providing clear expectations, the necessary resources, and the trust for others to execute.

Leader Action:

This week, delegate a task, project, or responsibility that you would normally handle yourself. Provide clear expectations, then resist the urge to micromanage. Allow someone else the opportunity to learn, grow, and succeed.

Honor the legacy. Develop the force. Stay ready