



THE USAFE-AFAFRICA

INNOVATIVE WARRIOR

GOAL

Airmen learn to succeed by taking risk to fail forward and lead with courage.

FACILITATOR'S NOTES

HOW TO PREPARE

1. Watch Gen McChrystal Video <https://youtu.be/f19oSrW1IRg>
2. Ensure the venue and environment will encourage dialogue with the group. The purpose of this conversation is to mentor by listening and aligning viewpoints
3. Feeling heard is the easiest way Airmen can create connections, validations and develop trust for one another. Demonstrate and model good listening during this discussion.
4. Help Airmen understand that failure is not an event, but part of the learning process to achieve success.
5. Consider sharing how your failures have led you to positive outcomes that would not have been possible otherwise.

THE EXTRA MILE

ADDITIONAL RESOURCES

1. <https://youtu.be/UTIJExxVz1Y> (Fail Forward)
2. <https://www.facebook.com/CMSAFOfficial/videos/innovation-and-failing-forward/812515318937388/>

MISSION PLAN

HOW TO EXECUTE

FRAMING THE CONVERSATION

We can all agree that innovation is crucial to all organizations. However, innovative isn't solely represented by new devices, ideas or methods, but also by the process of uncovering new ways to do things. It also refers to how we modify our organization's business model and adapt to change.

Our Airmen understand this, but are conditioned that failure is not an option. How do we create a culture shift where our Airmen have the courage to present their ideas and feel that failure is part of the journey to success?

Success and innovation comes from the courage to try without guarantee and the possibility of failure.

SUGGESTED DISCUSSION POINTS:

1. Do you make decisions about your life very carefully and to avoid failure? Ask the audience for examples.
2. If you knew there was no possibility of failure, would you be willing to take more chances?
3. What risks would you take?
4. Do you speak up when you have ideas to improve a process or recommend a new way of doing something? If not, why?
5. Encourage Airmen to be honest, without judgment and to share if they feel comfortable making mistakes. If they don't feel comfortable, what can we do as a team to change that mentality?
6. Also, discuss that under certain circumstances taking a risk is not an option. Discuss the difference.

MISSION CHALLENGE

HOW TO APPLY THE LESSON

Have Airmen rate the following and then discuss:

- 1) On a scale of "1" (mistakes result in finger pointing) to "10" (failure is rewarded with encouragement to do better); how would you rank your work center?
- 2) On a scale of "1" (I avoid negative feedback) to "10" (I welcome feedback even with it is hard to hear); how would you rank yourself?

Discuss!

USAFE-AFAFRICA GRIT
CORE VALUES • PROFESSIONALISM • WARRIOR ETHOS

This Check 6 is a guide to allow you to have a discussion with your employees on the values and culture that represent the Air Force. This 15-30 minute discussion replaces traditional formalized training and CBTs to allow you to frame the concepts in the way that best meets the needs of your Airmen.