

Mx Leadership





Things Are Different Than They Were

- **joint and coalition operations**
- **a significantly reduced workforce with a greater percent of support contractors,**
- **a growing trend in performance based contracts and public-private partnerships,**
- **increased interdependencies among all functional areas, most significantly maintenance, supply, and engineering,**
- **widespread employment of continuous improvement techniques, including lean, six-sigma, and theory of constraints**
- **increased integration of depot and intermediate level maintenance**



Things Will Be Different Than They Are

- **an even further decrease in the government workforce toward a “core” minimum**
- **increased use of industry in the role of lead systems integrator**
- **more joint acquisitions and more jointly sustained systems**
- **accelerated acquisitions with true spiral development and fielding of capability**
- **employment of IT systems that create total asset visibility and readiness and business transparency at all levels**
- **unprecedented budgetary pressure**



Leadership Competencies

- **Planning**
- **Resourcing**
- **Execution**
- **Continuous Improvement**
- **Technology Insertion**
- **Maintenance Enterprise**
- **Relationship Management**
- **Communication**
- **Partnering**
- **Jointness**



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- **Jointness**

Run the Business

Make Things Better

Influence Behaviors

Work well with Others



Running the Business

- **Planning – ability to accurately assess complex and ambiguous, current and future, environmental factors, as well as current capability, and establish sound, executable plans to achieve required future production capability and business posture**
- **Resourcing – knowledge and experience in all aspects of fiscal planning, programming and budgeting to include the ability to acquire funds sufficient to satisfy the readiness driven maintenance requirements**
- **Execution – knowledge and experience in all aspects of production management to include the ability to establish and meet production schedules to satisfy readiness requirements and funding/cost constraints**



Making Things Better

- **Continuous Improvement** – knowledge of and experience with the concepts and techniques used to facilitate continuous improvement to include the ability to improve both production and cost performance
- **Technology Insertion** – ability to effectively manage, from requirements determination to implementation, technology insertion into maintenance operations



Influencing Behaviors

- **Maintenance Enterprise – thorough knowledge of the organizations, missions, and operations associated with all functions interdependent with maintenance**
- **Relationship Management – ability to establish and maintain strong working relationships with superiors, peers, and subordinates across all related organizations**
- **Communication – ability to effectively influence decisions and relationships through all appropriate media**



Working Well With Others

- **Partnering – ability to establish and manage effective and efficient performance-based partnerships with both the private and public organizations**
- **Jointness – ability to effectively operate in a joint environment**



Our Obligation

- **be the best we can be**
- **personally and actively engage in the development and mentorship of high potential future managers and leaders in a manner that maximizes the required competencies**
- **select and assign managers and leaders using a rigorous evaluation against the above required competencies**