

Connecting People & Strengthening Communities Because YOU Matter!

ACC/A1Z
Integrated
Community Services
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INSTILL HOPE IN THE WORKPLACE

One of the most rewarding aspects of serving in a leadership role is making a positive and lasting impact on team members. Creating hope for the future requires leaders and supervisors to **plant seeds of belief**—by investing time & effort to build a workplace culture that provides each member and the entire team what they need to succeed.

To instill a sense of purpose, turn your organizational chart upside down. Serve the people you influence, build relationships, pay attention to comments that reflect personal biases and people's attitudes and behaviors. Where does trust or mistrust exist? Where do you have faith in people's initiative and capabilities and where do you have doubts?

It's important to utilize each person's skills and talents to greatest effect. Make an effort to understand what challenges, frustrates and motivates each member of your team. Tell people how you see them making a positive impact. Give them something to strive for and check in frequently. Hope is fueled by purpose, and having a clear purpose motivates us to give our best and envision a bright future.

1. Lead by Example.

Effective leaders are hopeful, provide a sense of safety for their people, and make members of their team feel like they're part of something significant.

2. Create a Shared Vision.

What leadership sees in the organization's future and how they communicate this vision empowers members to take ownership and feel proud of their association.

3. Celebrate the Positive.

Acknowledge and celebrate strengths. Keep everyone in the loop on team successes and failures. Share plans for unit and individual growth as a source of motivation.

4. Provide Perspective.

Understand what your people are working on and how they relate to each other. One person's hope will positively impact others and help all stay focused on what matters.

Information sourced from Entrepreneur.com and leadchangegroup.com—an article posted in September 2017 by Art Barter CEO of the Servant Leadership Institute

How can we support your team?

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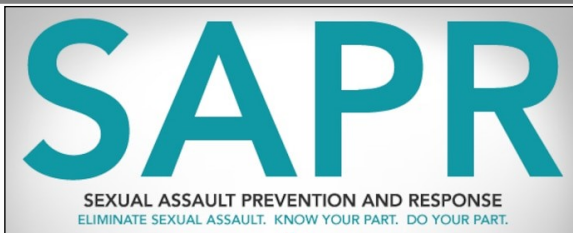
Ms. Tynisha Williams
A1Z Career Broadener

A leader is a dealer in *hope*.

-Napoleon Bonaparte

When you make a commitment,
you create hope. When you keep
a commitment you create trust!

John C. Maxwell



My name is **Stephanie Fors** and I'm the SAPR Program Manager for ACC and AFCENT. I recently joined the USAF after serving in the USN as a Sailor, Civilian Victim

Advocate, and Sexual Assault Response Coordinator. It is with great excitement that I join Air Combat Command—you all have a sterling reputation when it comes to victim care, primary prevention, and innovation. I look forward to working together as we strengthen our commitment to Airmen, Families, and Community. Please let me know how ACC's SAPR-VA network can better support you.

Call my work cell: **757-284-9618** Send me an email: stephanie.fors@us.af.mil

PREVENTION SYSTEM

Three domains for sexual assault prevention:

- 1 **Human resources** – people, and the knowledge and skills they require
- 2 **Collaborative relationships** – networks and interactions that help build capacity
- 3 **Infrastructure** – systems and structures necessary for success



Preventing Suicide & Domestic Violence is our focus for Sept/Oct

A few ideas to help you identify & address unit-specific barriers, individual + team risk factors, and cultural nuances that cause life/work stress for your members:

Pay attention to what is being communicated about help-seeking behavior across the unit, in formal & informal channels.
Share messages that **destigmatize and encourage** help-seeking behavior.



Help teammates overcome hardship by **sharing personal stories** of how you and your family have gotten through difficult situations. Small moments of vulnerability create a climate of trust and **make it easier for people to open up**. Your example will be a source of strength.

Engage supervisors and key spouses as sensors; 87% of our Airmen in crisis disclosed to significant others/co-workers first. **Equip families and supervisors with tools/strategies to quickly detect and respond to warning signs.**

Promote support resources not tied to mental health/chaplain corps, such as "Give an Hour" nonprofit counseling, the Employee Assistance Program, and peer support groups active on base or in the local area.

Increase your engagement with the wing's Violence Prevention Integrator (VPI) & Community Support Coordinator (CSC) to leverage the skills and talents of violence prevention and master resilience trainers, chaplains, mental health, military family life consultants, and other caring stakeholders to intervene and support members and their families at greatest risk. **Showing genuine care costs nothing, but could mean everything to someone in distress.**

National Suicide Crisis Line: 800-273-8255 press 1 for veterans / National Domestic Violence Hotline: 800-799-7233

EvenPulse resilience training is focused on the mind/body connection with an emphasis on science

Q: How is EvenPulse different than other types of AF Resilience Training?

A: EvenPulse teaches stress reduction techniques through hands-on, practical application to improve a member's focus, accuracy with physical challenges, and coping strategies in the face of stressful events

Q: Who can receive EvenPulse training?

A: HQ ACC has funded initial training for six installations. A contract was established in A1 to allow units to purchase training days for immediate execution. If response is positive, we will seek to expand in FY21.

Q: How can my unit get training days?

A: Contact EvenPulse CEO Stephen Robinson at 303-444-2912 or stephen@evenpulse.com to discuss training plan & timeline; work contract details with GSA POC Jessie Logsdon at 618-206-5206 or jessica.logsdon@gsa.gov

Q: How can I learn what benefits and outcomes were achieved by units/people?

A: EvenPulse will share historical data from their training sessions with military units.

Contact Mr. Sweet at HQ ACC/A1Z for more information.



ACC INCLUSIVE LEADERSHIP UPDATE

HQ ACC is hiring a full-time Chief Diversity & Inclusion Officer to evaluate, measure and improve how ACC builds, supports & improves diversity at every level of command.

All **ACC leadership development courses** devote part of the schedule to Inclusive Leadership & Unconscious Bias discussions to expand our collective knowledge on these subjects.

Changes to **AFI 36-2710, Equal Opportunity Program** were published on 9 Sep 20. Included: New reporting requirements for the **Defense Equal Opportunity Climate Survey (DEOCS)**. Commanders leading units with more than 50 personnel must create an action plan within 60 days of their DEOCS report if any factors related to Fairness, Inclusion, Leadership Support, Racism, Sexism, Sexually Harassing Behavior, Workplace Hostility, Cohesion or Connectedness result in favorable response scores **under 49%**.

