

A message for servant leaders...

*Gen David Goldfein, CSAF
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“Chief Jimmy Kelly. I was a young squadron commander and hadn’t really had a chance to work with a Chief before. He walked in one morning, pulled something out of his pocket, put it on my desk and said...

Sir, you ought to take a look at this--It should make you mad, because it makes a lot of your Airmen mad.

I picked it up and looked at it. I turned it around and kept staring at it...

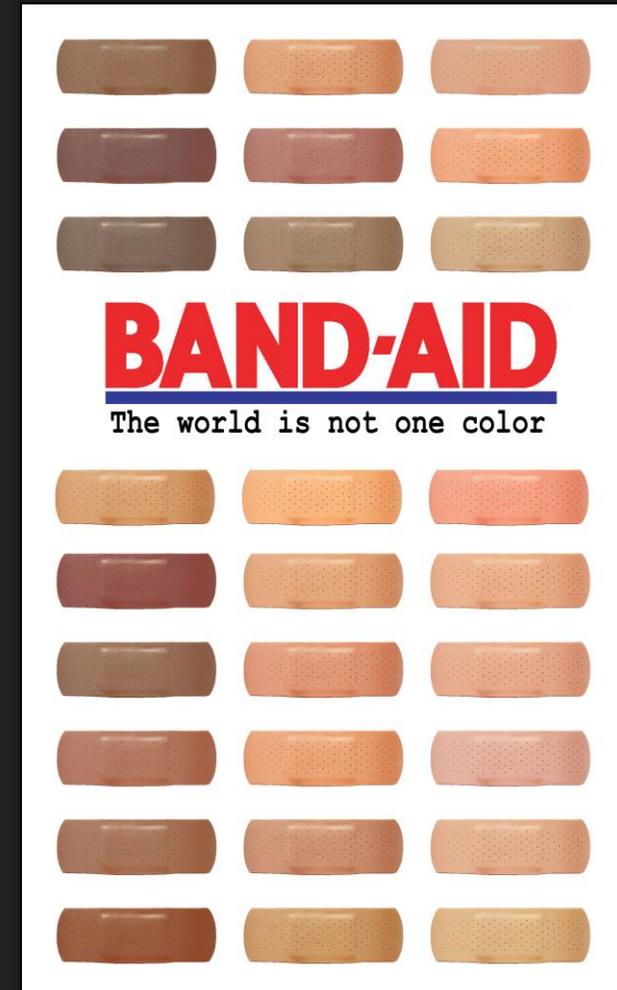
Chief, I ain’t gettin’ it, what are you trying to teach me here...

He said, well sir, read the box. It said:

Johnson & Johnson

Flesh Colored Band-Aids

I could have stared at that box for weeks & would have never seen it....



My life experiences I've never actually been the only one of ME in a room. Every time I've been in a room in my career, MOST of the people look and sound like me...

I've never been the only African American, Asian American, Hispanic American...



I've never been the only woman in an organization,



Who has everything scrutinized to a different level.

How do we lead in this environment?

First, we must acknowledge we ALL have blinders on.

There are certain things we're not going to be able to see in our organizations.

There are flesh colored band-aids in every squadron.

The only way we CAN see them is to surround ourselves and build our teams in ways that allow others to point them out for us.

Gen Goldfein (2:29) <https://www.facebook.com/530290360/videos/10163763620920361/>