



# Senior Leadership Symposium

***Committed to the Safety and Security of All Montanan's***

***The citizens of Montana are our most important customers!***

**BG John E. Walsh  
Commanding General  
4 April 2009**



# Agenda

- **Welcome**
- **Intent/Purpose**
- **2008 National Guard Overview**
- **Organizational Structure/Command Team**
- **Vision**
- **Mission**
- **Values**
- **Core Values**
- **Goals/Objectives**
- **Recruiting and Retention**
- **Priorities**





# INTENT/PURPOSE

- **The Montana National Guard continues to experience an intense period of change as we continue to transform from a strategic reserve force to an operational force.**
- **The symposium is designed to keep Leaders in the Montana National Guard abreast of major developments and issues affecting the Montana National Guard major missions.**
- **Our Officers are finding themselves faced with issues of an increasingly more complex nature due to this transformational period.**
- **I want to ensure that every Officer in the Montana National Guard clearly understands my Vision, Goals, Objectives and Priorities.**
- **I believe this is the time and this symposium is the proper forum for this communication to take place. Communication is key to our success!**



# INTENT/PURPOSE



- **I expect leaders from the platoon leader through the component commander to take action.**
- **Our collective end state is to maintain and improve Mission Ready Forces that are ready to meet the needs of the nation and the state of Montana.**
- **My measure of success for this symposium is that we have an Officer Corps that clearly understands my Vision, Goals, Objectives, and Priorities for the Montana National Guard and takes the initiative to get the job done!**
- **Communication is key to our success as an organization!**



# 2008 Accomplishments



- **2008 was a year filled with positive change for the National Guard.**
  - **The NDAA of 2008, enacted in January, designated the National Guard Bureau (NGB) as a joint activity of the Department of Defense (DoD).**
  - **The law also elevated the grade of the Chief, National Guard Bureau to the rank of General.**
  - **NGB is better positioned to represent National Guard issues and concerns at the highest levels in the DoD.**
- **We are no longer the “once in a lifetime use strategic reserve” as envisioned during the Cold War.**



# 2008 National Guard Highlights



- **We are now an operational force that is an integral part of the Army and Air Force!**
- **Our ranks are now populated by seasoned veterans with multiple deployments in support of operations in Iraq, Afghanistan, Kyrgyzstan, the Balkans, and many other locations around the world.**
- **The Montana National Guard will remain “Always Ready, Always There.”**

# Montana National Guard



# Dept of Military Affairs

CG, MT NG  
The Adjutant General  
BG Walsh

DCG, Air  
Asst Adjutant General, Air

DCG, Army  
Asst Adjutant General, Army



**Dept of Military Affairs  
State of Montana**

DES	Veterans Affairs
Centralized Services	ChalleNGe Program
Starbase	MTNG Scholarship

**120th FW**      **219th Red Horse**

**Montana Air National Guard**

**Cdr. 95th Trp Cmd**      **MT Med Command**

**Montana Army National Guard**

Personal Staff Chaplain/IG	Special Staff SRAAG PAO JAG
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**Director, Joint Staff**

**Vice Chief Joint Staff**

**J-Staff**      **JFHQ MT**



# Vision

**Montana's Best - A Professional Force...**



**Ready to Serve . . .**



**Anywhere, Anytime**

**The Montana National Guard will remain "Always Ready, Always There."**



# Vision Statement



- **The Montana National Guard will remain focused on maintaining a fully manned, fully trained, fully equipped and fully resourced force. We must be trained, equipped and ready for both the seen and unforeseen challenges that lie ahead.**
- **The Montana National Guard must continue to embrace the minuteman posture – ready at a moments notice to answer the call to the colors.**
- **Readiness Starts with our people and we must continue to recruit and retain the best Montana has to offer...**



# Mission



**The mission of the Montana National Guard is three-fold!**

- **Federal:** To provide mission-ready Soldiers & Airmen in support of National Security objectives when called upon by the President of the United States.
- **State:** To provide for the protection of life and property, preservation of peace, order and public safety when called upon by the Governor of Montana.
- **Community:** Participate in local, state and national programs that add value to our cities and State.



# Core Values



**Loyalty, Duty, Respect, Selfless-Service, Honor, Integrity, Personal Courage**

- **Integrity** – As leaders we must adhere to the highest standards of personal conduct and have the conviction to do what is “right” legally and morally.
- **Commitment to People** - As leaders we must be committed to our Soldiers, Airmen, their families and employers of the Montana National Guard community. I expect every Soldier and Airman in the Montana National Guard to treat one another with dignity and respect that promotes and sustains the highest standards of honesty and trust.
- **Loyalty** – We bear true faith and allegiance to the United States Constitution.
- **Selfless Service** – We must put the welfare of the Nation, State and organization before our own.
- **Professionalism** – Excellence is our standard of performance in all that we do!



# Goals



Capitalize on momentum gained over the past several years!

- **1. Safety**
- **2. Personnel Readiness**
- **3. Training Readiness**
- **4. Equipment Readiness**
- **5. Quality of Life**
- **6. Complete the Transformation to an Operational Force**



# Goals/Objectives

- ***#1 Continue to develop and obtain a force structure that is relevant, balanced and capable. One that can be employed across the full spectrum of State and National contingencies. We must ensure appropriate capabilities/unit mix***
  - ***We must ensure appropriate capabilities/unit mix.***
  - ***ARNG – Obtain a Force Structure that provides for approximately 3000 Authorized Spaces.***
  - ***ANG – Maintain current force structure/mission continue to move forward with F15 Conversion.***
  
- ***#2. Maintain a force that is relevant and ready to accomplish Federal and State Missions.***
  - ***Maintain Strength Levels at or above 100% of Authorized Strength.***
  - ***Insure that 90% or more of our assigned Soldiers/Airmen are qualified***



# Goals/Objectives

- ***#3. Provide for our Soldiers/Airmen the necessary Equipment, supplies and resources necessary to accomplish the mission.***
  - ***Ensure every Soldier/Airman is properly equipped.***
  - ***Provide training areas and ranges that allow our Soldiers/Airmen to train to standard.***
  
- ***#4 Provide facilities that enhance the training and readiness of our units.***
  - ***Plan and construct modern, innovative and efficient readiness centers.***
  - ***Maintain and improve upon our existing facilities.***



# Goals/Objectives

- ***#5 Develop, implement, and oversee a comprehensive environmental program.***
  - ***Train and educate our Soldiers/Airmen regarding environmental programs, regulations and policies.***
  - ***Enhance quality assurance through external and internal assessment and assistance visits.***
  
- ***#6 Sustain and improve established communication systems while increasing interoperability.***
  - ***Continue to develop and implement a communication system that provides redundant connectivity to armories throughout the State.***
  - ***Continue to develop and improve Continuity of Operations sites to provide for backup capability in the event of an emergency.***



# Priorities

- **The National Guard is the nation's community-based force, we will always answer the call of the President and the Governor.**
  
- ***We have several constant priorities:***
  - **Maintain a fully manned, fully trained, fully equipped and fully resourced force.**
  
  - **Provide for the security and defense of our homeland at home and abroad.**
  
  - **Support the Global War on Terror**
  
  - **Respond to America's need for a reliable and ready National Guard that is transformed for the 21st century.**



# Priorities



- **Strive to attain a “Quality Force”**
- **End-Strength: Recruiting & Retention**
- **Continue to implement & improve upon our “Beyond the Yellow Ribbon Campaign”**
- **Family Readiness Programs**
- **Improve our IDT Training Program**
- **Improve and Maintain Organizational Readiness Levels**
- **Expand our Innovative Readiness Training Program**



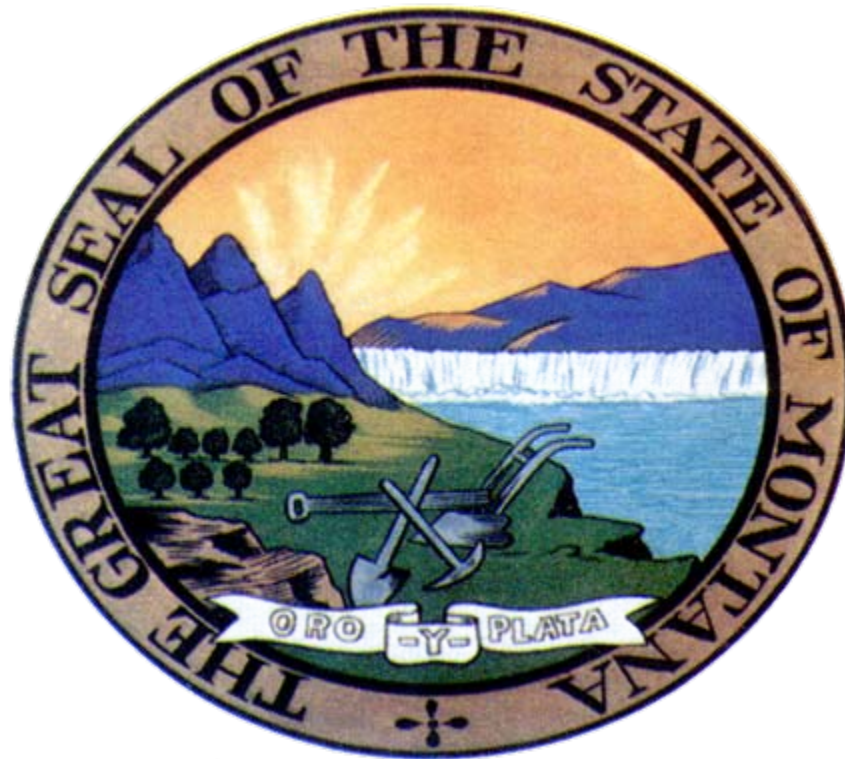
# 2009 is the Year of the NCO



- In recognition of their commitment to service and their willingness to make great sacrifices.
- The NCO Corps truly is the “backbone of the American Army.”



## *DEPARTMENT OF MILITARY AFFAIRS*



*“Building lasting partnerships  
through coordination,  
cooperation,*

*collaboration, communication  
and a commitment to  
excellence.”*