



SPACE



CYBERSPACE



AIR



LAND



MARITIME



LCC VISION

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Organizational Vision:

Our Purpose: *Warfighting* – Accelerate the NVARNG’s momentum by prioritizing warfighting, building ready teams, driving innovation, and fostering learning with strategic leader development and alignment

Our Mission: To *prepare* for overseas deployments and respond effectively to local emergencies

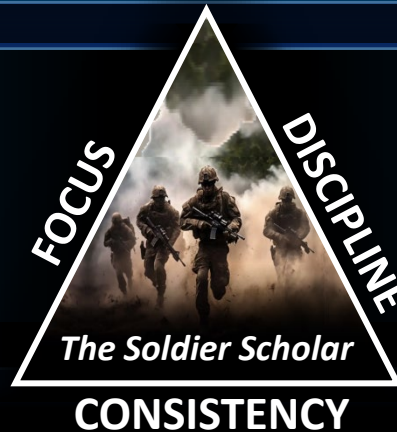
Foundation of Success: Anchored in care for Soldiers, their families and the community organizations that strengthen our collective resilience

Foundational Values

Unity-Integrity-Safety-5 Cs (Courage, Character, Competence, Commitment, and Compassion)

What the Team Does

1. Solve Problems
2. Develop S.T.A.R. Leaders
3. Rapid, Repetitive, Relentless and Positive (R3P) Communication



Team Expectations

1. Take Ownership
2. Initiative Taking (Fail forward)
3. No Problem, Is Not My Problem
4. Get to Yes (Legally, Morally, Ethically)

Growth Values

Innovation-Competition-Growth Mindset

Desired Outcome:

A ready and reliable force, focused on purpose and commitment, excelling in every mission while strengthening trust with Soldiers, families and communities

Warfighting Vision and Expectations:

Our Purpose: *Warfighting* – Accelerate the NVARNG’s momentum by prioritizing warfighting, building ready teams, driving innovation, and fostering learning with strategic leader development and alignment

Our Mission: To *prepare* for overseas deployments and respond effectively to local emergencies

Foundation of Success: Anchored in team to squad proficiency; company grade leader development; Focused on Multi-Domain Operations in a Large-Scale Combat Operations environment

Senior Field Grades (O6 and above)

Expectation: *Elevate the organization by leading with vision, innovation, and accountability*

- Lead with innovation, fostering a dynamic environment for continuous learning
- Ensure all leaders integrate and drive the vision across the organization
- Measure success by your ability to lift the Potential of those you lead
- Cultivate a culture of competition and excellence, driving the team toward mission success



Field Grade Officers (O4-O5)

Expectation: *Be the problem-solvers and guardians of Soldier welfare, driving mission readiness*

- Anticipate requirements and create options to ensure mission success
- Mentor and develop junior officers and NCOs, preparing them for future leadership
- Embrace ownership and initiative, ensuring no problem is left unresolved
- Drive organizational success by safeguarding Soldier well-being and mission focus



Company Grade Officers (O1-O3)

Expectation: *Master the tactical and technical aspects of company-level operations*

- Set the standard at first formation, ensuring proficiency in troop-leading procedures
- Conduct effective company-level training meetings, making them the center of gravity for training
- Continuously seek improvement, mastering your craft through guidance and rehearsals
- Lead your teams by example, fostering discipline and readiness at every level



Warrant Officers (WO1-CW5)

Expectation: *Be the technical experts and mentors, ensuring excellence in all technical operations*

- Lead by coaching and mentoring NCOs, ensuring high standards are upheld
 - Take ownership of vehicle and equipment readiness, ensuring mission-critical assets are operational
- Serve as the go-to experts in your field, providing technical solutions to complex problems
- Develop future warrant officers by instilling discipline, technical excellence, and leadership



Senior Non-Commissioned Officers (E7-E9)

Expectation: *Set the tone and uphold the standards, driving discipline and accountability across the ranks*

- Lead by example, ensuring standards are maintained without compromise
- Mentor and develop both officers and junior NCOs, guiding them to reach their full potential
- Instill discipline and accountability, always ensuring mission readiness
- Serve as the driving force behind mission success, ensuring tasks are executed to the highest standard



Junior Non-Commissioned Officers (E5-E6)

Expectation: *Be the embodiment of the warrior spirit, leading with excellence and initiative*

- Set the standard for excellence in every task and action
- Embrace innovation and calculated risks, learning from setbacks and driving improvement
- Lead your Soldiers with purpose, fostering discipline and commitment to the mission
- Master the 8-Step Training Model, ensuring your teams are always prepared and mission-ready



Enlisted Soldiers (E1-E4)

Expectation: *Be the foundation of the organization, executing tasks with discipline and dedication*

- Apply the skills and knowledge you’ve gained with precision and commitment
- Let your purpose guide your actions, always striving to be the best version of yourself
- Contribute to the mission with hard work, discipline, and unwavering commitment
- Take pride in your role, knowing your efforts are crucial to the success of the team



Officers **LEAD** the organization • NCO’s **DRIVE** the organization • Enlisted Soldiers **CARRY** the organization

Top ~~10~~ winning behaviors

- 1. Mission-Driven Accountability**
 - Demonstrate unwavering commitment to the mission by owning actions, decisions, and outcomes, ensuring readiness and alignment with objectives
- 2. Clear and Positive Communication (R3P)**
 - Practice rapid, relentless, repetitive, and positive communication to maintain clarity, ensure understanding, and foster trust across all levels
- 3. Discipline and Consistency**
 - Exhibit focus and discipline in daily routines and operations, ensuring consistent performance aligned with organizational standards and objectives
- 4. Adaptability and Resilience**
 - Stay flexible in the face of challenges, quickly adjusting to changes while maintaining mission readiness and a positive mindset
- 5. Collaboration and Team Focus**
 - Prioritize teamwork and mutual respect, leveraging collective strengths to achieve shared goals and build cohesive, high-performing teams
- 6. Growth Mindset and Continuous Improvement**
 - Embrace learning opportunities, welcome constructive feedback, and pursue both personal and professional growth to enhance individual and team success
- 7. Integrity and Professionalism**
 - Uphold the highest ethical standards, model exemplary behavior, and serve as a trusted example for others to follow
- 8. Recognition and Motivation**
 - Actively recognize achievements and contributions, fostering a culture of appreciation, motivation, and mutual respect
- 9. Proactive Problem-Solving**
 - Anticipate challenges and take initiative to develop solutions that align with mission objectives and operational effectiveness
- 10. Warfighting Excellence**
 - Maintain a relentless focus on operational readiness, ensuring that individuals and teams are prepared to execute at the highest levels when called upon