

Lt Gen Hawkins Reflects on Mentoring Journey as AFCOMA Gala Speaker



Lt Gen Stacey T. Hawkins

The Air Force Cadet Officer Mentor Association (AFCOMA), Inc. hosted its 34th annual awards gala at the Joint Base Anacostia-Bolling Club in Washington D.C. on May 6, 2023. Lt Gen Stacey T. Hawkins, Commander, Air Force Sustainment Center, Air Force Materiel Command, Tinker Air Force Base, Oklahoma, was the honored keynote speaker.

Gen Hawkins was an ideal speaker for the gala. It was not too long after his commissioning from the Air Force Academy that he served as an Air Force Honor Guard assigned in Washington D.C. when Lt Col. Ronnie Hawkins (no familial relations) encouraged him to attend an AFCOMAP meeting which set him on a successful path early.

He attributes his success to mentors including the positive impact that AFCOMAP, the predecessor to AFCOMA, had on him.

To an audience of Air Force officers, ROTC cadets, retired Air Force members, and civilians, Gen Hawkins prefaced his speech on AFCOMA's vision of "Strengthening Future Air Force and Space Force Leaders Through Mentorship" and on scholarships that would come later during the evening.

The general said, "Mentoring is a two-way journey." He noted the key role Chief Master Sergeants and senior non-commissioned officers had played in his career. He also underscored the importance of powering through setbacks and staying anchored in one's values. He emphasized that diversity of thought, background, and experience outperforms homogeneity.

Gen Hawkins highlighted "timeless and immutable" attributes of great mentors committed to pursuing the profession of arms as a life journey by putting in the necessary repetitions, navigating the cycles needed to thrive in the appropriate environment, and building circuits to help navigate bureaucracy. He said, "AFCOMA is one of those circuits."

Also that evening, AFCOMA's Chairman, Dr. Al Moseley, Col. (Ret.), announced the recipients of the Col. Paul G. Patton Legacy Scholarship worth \$2,500 each. That honor went to five AFROTC cadets.

The culminating event was the signing of the memorandum of understanding between the Department of the Air Force and AFCOMA, Inc.



Lt Gen Stacey T. Hawkins and Dr. Alphronzo Moseley

Inside this issue

FROM THE CHAIRMAN'S DESK	2
COL PATTON SCHOLARSHIP WINNERS	3
DAF-AFCOMA MOU SIGNING	4
STRAIGHT TALK: WOMEN IN THE ARENA	5
LEADERSHIP TIP	6
OBJECTIVES, GOALS, AND INITIATIVES	7
CHAPTER ACTIVATION STRATEGY	8
Calendar of Events/Trivia Questions	9

AFCOMA Mentorship Program Benefits



AFCOMA

Founded at the Pentagon
30 June 1989

*"Strengthening
Future Air Force and Space
Force Leaders Through
Mentorship"*

- Exclusive access to a network of active-duty and retired Air Force/Space Force mentors
- Greater than 90 percent satisfaction rate for our mentorship program
- Discussion of "straight talk" mentoring forum topics including *Preparation for Command, Leadership Philosophy, Toxic Leadership, Conflict Management, and Officer Evaluations*
- Opportunity to mentor ROTC cadets in tandem with the Cadet Program
- Advise DAF (Air Force and Space Force) senior leaders regarding mentorship needs and pressing issues
- Mentees experience professional growth and development in the mentoring cohorts (recently completed successful 2nd cohort of 50 participants)

From the Chairman's Desk



Did You Know

Since its inception in 1989, AFCOMA has paved the way for new Lieutenants to make a smooth transition from campus life to the military.

AFCOMA has also helped develop officers through structured mentoring so that all officers and civilians can reach their maximum potential in the Department of the Air Force.

AFCOMA is the "mother" of Air Force mentoring and hundreds of officers have testimonials of the positive results that mentoring produces.

Greetings AFCOMA Family!

Ahhh, the Summer issue of *The Mentor*!

If you missed the 34th anniversary awards gala, you missed a dynamic, engaging speaker—Lt Gen Stacey T. Hawkins, Commander, Air Force Sustainment Center, Air Force Materiel Command!

See the gala news article (<https://www.afsc.af.mil/News/Article/3410705/afsc-commander-recounts-importance-of-mentoring-during-afcoma-gala/>).

At the gala, we also announced the winners of the Col. Paul G. Patton Legacy Scholarship. The names of the scholarship recipients, their AFROTC detachments, and schools they attend are in this issue.

I was excited to jointly sign the DAF-AFCOMA MOU with Ms. Marianne Malizia, Director, Diversity and Inclusion, Office of the Secretary of the Air Force (SAF/DI). The write-up of this historic signing is in this newsletter.

Finally, congratulations to Col Dear "DB" Beloved on his recent promotion and Capt Tyler Relph on completing his Doctor of Nursing Practice degree in Healthcare Systems Leadership as well as being selected for Major!

As always, thank you for all that you do to advance the cause of mentoring!



Dr. Al Moseley

All the Best,
Al Moseley

Col Paul G. Patton Legacy Scholarship Recipients

34th AFCOMA Awards Gala, 6 May 2023

\$2,500 Air Force ROTC Outstanding Cadet Award



Cadet Owen Young

Detachment 390, University of Michigan, MI

In May 2024, Cadet Young will graduate with a B.S. in Computer Science. Cadet Young is in Arnold Air Society and Athletics Color Guard,



Cadet Sarah Majka

Detachment 355, Northeastern University, MA

In May 2026, Cadet Majka will graduate with a B.S. in Mechanical Engineering. Cadet Majka volunteers at New England Center and Home for Veterans and Vanderbilt University Medical Center.



Cadet Caden VanNatta

Detachment 640, Miami University, OH

In May 2026, Cadet VanNatta will graduate with a B.S. in Mechanical Engineering. Cadet VanNatta serves as a Choir member and Freshman Ambassador,



Cadet John Clapp, Jr.

Detachment 867, Norwich University, VT

In May 2026, Cadet Clapp will graduate with a B.A. in International Studies and Spanish. Cadet Clapp is active in the Boy Scouts, missionary services, and he is an interfaith leader in church.



Cadet Madison Weachter

Detachment 730, University of Pittsburgh, PA

In May 2025, Cadet Weachter will graduate with a B.A. in Arabic and Political Science. Cadet Weachter holds roles in Arnold Air Society as Deputy Commander and Women in Law at Pitt.

DAF-AFCOMA MOU Signing

AFCOMA Chairman Moseley and SAF/DI's Senior Executive Malizia Sign Historic MOU at the 34th Anniversary Awards Gala



Dr. Al Moseley Signs MOU

Dr. Al Moseley, AFCOMA's Chairman, and Ms. Marianne Malizia, Director, Diversity and Inclusion, Office of the Secretary of the Air Force, sign the Department of the Air Force (DAF) and AFCOMA, Inc. memorandum of understanding (MOU) at the award gala held at the Joint Base Anacostia-Bolling Club on May 6, 2023.

This historic signing on May 6, 2023 between the DAF and AFCOMA recognizes an official relationship and cooperative effort between them.



Ms. Marianne Malizia Signs MOU

This signing commemorates 29 years since the Secretary of the Air Force at that time, Dr. Sheila Widnall, and Chief of Staff of the Air Force, General Ronald Fogleman, signed the AFCOMAP Proclamation in 1994. AFCOMAP (Air Force Cadet Officer Mentor Action Program) is the predecessor organization to AFCOMA, Inc.

Ms. Malizia represented the DAF in signing the MOU. The DAF-AFCOMA MOU, however, is broader in scope. The DAF is defined as the Headquarters, Department of the Air Force, the United States Air Force, and the United States Space Force.

This DAF-AFCOMA MOU became official on May 6, 2023, and it is projected to expire on May 6, 2029 unless it is renewed by both parties. The MOU supports three mutual goals between the parties:

1. Developing, implementing, and improving strategies for the recruitment and retention of a diverse and inclusive workforce of officers and civilian employees.
2. Fostering a positive image of the Department of the Air Force in local communities, highlighting the military services as an employer of choice.
3. Providing professional and leadership development, mentorship, training opportunities, and career-enhancing education programs.

Finally, embodied in these three mutual goals, and equally significant, will be opportunities for AFCOMA to collaborate with the Holm Center to identify appropriate recipients of supplemental AFROTC cadet scholarships and opportunities to gain support in establishing chapters at USAF, USSF, and Joint Bases in CONUS and overseas.



Dr. Al Moseley and Ms. Marianne Malizia hold signed DAF-AFCOMA MOU

Women in the Arena

This impactful panel of senior leaders delivered an engaging mentorship session for Women's History Month.



Brig. Gen. (S) Joy Kaczor shared her leadership philosophy of courage and accountability. Regarding feedback, she emphasized being honest and open with clear team expectations though mistakes are inevitable. She encouraged full commitment to the team and suggested it was more important to demonstrate this concept through action versus words. Col. Kaczor also emphasized having the courage to admit when you are wrong and stepping outside of one's comfort zone.

Col. Eries Mentzer highlighted her motto "Just Do Right" especially when it is not easy or expeditious. Additionally, she encouraged having confidence and competence while leading courageously. She spoke about the 12 June 2023 75th Anniversary of Women's Armed Service Integration and the 26 July 2023 75th Anniversary of Executive Order (E.O.) 9981 that desegregated the Armed Forces. Col. Mentzer noted how both present the opportunity to reflect on our past progress and potential while renewing our commitment to uniformed service. The founding ideals of a fully integrated Armed Forces are codified in the Freedom to Serve Report on the President Truman website. She emphasized the national security imperative to increase talent and remove barriers to service to improve lethality. "We are the change we have been waiting for. Be the change."

Col. Kathryn Cantù described great leaders as the ones who take care of us consistently and recognize our need at the first sign. During maternity leave, an impactful leader reminded her to take care of herself and lightened her load to provide balance. This leader recognized Col. Cantù's dedication and nominated her for an annual award despite being on bed rest for a few months.

Dr. Alethea Duhon acknowledged leaders who advocated for her and trusted her for challenging jobs. These kinds of leaders remove roadblocks and set the tone for an improved work environment as she does. She asked the audience, "What billboard message would you like to share with millions?," as she noted the importance of making others feel valued. Dr. Duhon emphasized having a wingman to mold ideas and giving people the opportunity to be heard, including rounds and virtual coffee talks. It is often a good idea to assume positive intent, be whole, delegate, and trust others.

Moreover, the ladies discussed letting go of unrealistic expectations from others and focusing on important areas. They recommended ways to center oneself such as reading, scheduling time on the calendar to focus, mentoring the youth, and having family dinners. The panel also recommended outsourcing activities (e.g., meal delivery or housekeeping) and focusing on quality versus quantity. Consider reframing thoughts like concentrating on a must-succeed mission instead of a no-fail mission.

Finally, the ladies spoke about giving yourself grace and controlling the controllables. Remember your support system within your house and what is needed to keep it whole. Do not close the door to others, close gaps instead and mentor others! Lastly, seek opportunities to be the best version of yourself (e.g., personal assessments and executive coaching).

Leadership Tip: Self-Awareness is Vital to Become a Better Leader

"It is wisdom to know others; it is enlightenment to know one's self." ~ Lao-Tzu, Chinese philosopher

Self-awareness is a vital quality to possess if you want to become a better leader. Lao Tzu says, "It is enlightenment to know one's self." Have you ever worked with individuals who were extremely self-aware? They took responsibility for their own mistakes, were thoughtful in their conversations, displayed humility about what they were good at, and were genuinely aware of how their words and actions affected others. These individuals were great to work with, and if a boss, great to work for.

How do you build this vital quality of self-awareness? The Johari Window, created by psychologists Joseph Luft and Harry Ingham in 1955, is a simple tool to help you develop self-awareness. The Johari Window has four quadrant Areas: Open, Blind, Hidden, and Unknown. The goal is to increase your Open Area while reducing the other three.



Johari Window

1. Open Area (Quadrant 1)

- Represents the things you know about yourself and others know about you—such as your behavior, knowledge, skills, attitudes, and "public" history.
- The more you know about yourself and one another, the more productive, cooperative, and trusting you will be when working together. A large 'Open Area' shows that you are aware of your abilities, feelings, and behaviors and that the individuals around you understand you well.
- A small 'Open Area' may suggest that you are a new team member or that you may not be very self-aware.

2. Blind Area (Quadrant 2)

- Represents things about yourself that you are not aware of, but that others know about you. For example, you do not look individuals in the eye when you talk to them. Someone has to point that out to you.
- Could reveal other issues about you, feelings of incompetence or anger that others sense in you, but you do not.
- A small 'Blind Area' suggests you are aware of how your behavior affects others; a large area suggests that you may be naive or even in denial about it, and it could mean others have chosen to be silent.
- Strategy: practice seeking feedback from others.

3. Hidden Area (Quadrant 3)

- Represents things that you know about yourself, but you keep hidden from others.
- Do not share all of your private information. No need to reveal anything that makes you feel embarrassed or vulnerable. Withholding information is reasonable if it has no bearing on your work.
- Hiding work or performance-related information about yourself could cause others to trust you less.
- Strategy: be more open with others, especially your teammates, if this area is large; self-disclosure can help.

4. Unknown Area (Quadrant 4)

- Represents things that are unknown to you and by others. For example, you may have some amazing untapped abilities that neither you nor anyone else knows about.
- A large 'Unknown Area' may just be related to inexperience or you need to work harder on discovering and releasing new information about yourself.

Bottom line: Using the Johari Window tool can help you build trusting relationships with others.

Source: This article was adapted from <https://www.mindtools.com/au7v71d/the-johari-window>.

CHAIRMAN'S OBJECTIVES, GOALS, AND INITIATIVES

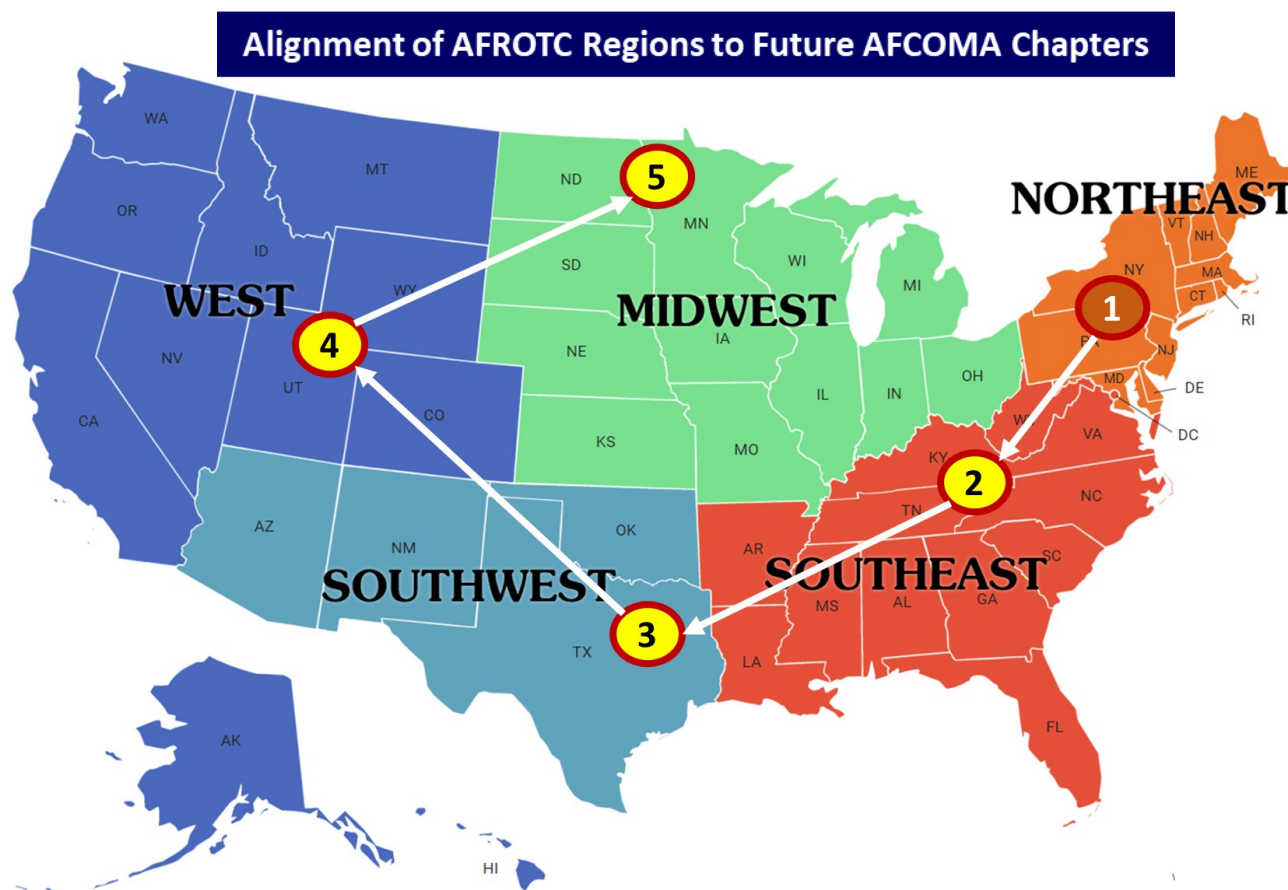
The chart below provides a status update of the Chairman's objectives, goals, and initiatives for the 2022-2023 operational year: six objectives, eight goals, and seven initiatives.

Objectives:	Goals and Initiatives	Status
Objective 1: Provide Mentorship for Professional Development of Officers, Civilians, and Cadets	<ul style="list-style-type: none"> Goal 1: Conduct 5 Mentoring Forums (One is a Pre-Gala Event) Goal 2: Conduct 4 ROTC Campus Visits (2 In-Person) Goal 3: Establish Automated Mentoring Connection and Conduct 1 Mentoring Cohort 	<ul style="list-style-type: none"> Completed 4 of 5 Completed 3 of 4 Started: 10 Apr 2023; Est. Comp: 27 Oct 2023
Objective 2: Expand AFCOMA's Reach in the U.S. and Overseas	<ul style="list-style-type: none"> Goal 1. Establish 2 Chapters (Virtual or In-Person) Goal 2. Increase Membership 50% 	<ul style="list-style-type: none"> In Progress Completed
Objective 3: Provide Awards and Recognition, and Fellowship with AFCOMA Members and Supporters	<ul style="list-style-type: none"> Goal 1. Host 34th AFCOMA Gala and Pre-Mentoring Session Goal 2. Award 6 Cadet Scholarships (\$2,500 Each) Initiative 1: Revamp Awards and Recognition for AFCOMA Members per Bylaws 	<ul style="list-style-type: none"> Completed One scholarship recipient accepted AFA appointment In Progress
Objective 4: Share Information Internally and Externally	<ul style="list-style-type: none"> Goal 1. Publicize 4 Quarterly Newsletters 	<ul style="list-style-type: none"> Completed
Objective 5: Build a Collaborative Relationship with the DAF and AFA	<ul style="list-style-type: none"> Initiative 1: Sign DAF-AFCOMA MOU Initiative 2: Investigate Hosting an AFCOMA Booth at the 2023 AFA Convention 	<ul style="list-style-type: none"> Completed In Progress
Objective 6: Enhance AFCOMA Operations and Outreach	<ul style="list-style-type: none"> Initiative 1: Review AFCOMA Bylaws and Recommend Changes Initiative 2: Trademark AFCOMA Logo Initiative 3: Establish Vet Transition Program Initiative 4: Investigate and Recommend AFCOMA Paraphernalia (e.g., shirts, hats, coins, ink pens, cups, etc.) 	<ul style="list-style-type: none"> Completed In Progress Completed In Progress

CHAPTER ACTIVATION STRATEGY

See our chapter activation rollout strategy below. It calls for the planting of chapters in all five AFROTC regions so that future scholarship recipients come from those regions. In 2021, we activated the first virtual chapter in the District of Columbia, Maryland, and Virginia called the DMV Chapter of AFCOMA, Inc. This year, our scholarship recipients came from AFROTC detachments in the Northeast Region.

By year's end, the goal is to activate two additional chapters, one in the Southeast Region and another in the Southwest. In 2024, we should have chapters in the two remaining regions, the Midwest and West. If you are interested in joining the Chapter Activation Team (CAT), please contact the AFCOMA Chairman at FutureYr30@aol.com.



Regions	Approx. # AFROTC Dets by Region
Northeast	33
Southeast	38
Southwest	30
Midwest	25
West	19
Total	145

Suggested Chapter Rollout Strategy

Regions	Projected Chapters	Year
1. Northeast	DMV	2021
2. Southeast	TBD	2023
3. Southwest	TBD	2023
4. West	TBD	2024
5. Midwest	TBD	2024

CALENDAR EVENTS/TRIVIA QUESTIONS

JUNE 2023

AFCOMA Meeting

15 Jun 2023, 7:00 pm-8:00 pm EST
Election of Officers

Mentoring Forum

22 Jun 2023, 7:00 pm-8:00 pm EST

JULY 2023

No General AFCOMA Meeting

AUGUST 2023

No General AFCOMA Meeting

Board of Director's Strategic
Planning Session (TBA)

STAY CONNECTED

CADET PROGRAM	Ms. Jasmine Brooks jchapmanbrooks@gmail.com
MENTORING PROGRAM	Mr. Ian Madison ianmadison@gmail.com
MENTORING FORUMS	Ms. Minnenne Holloway m.kinako@gmail.com
SCHOLARSHIPS	Ms. Tieu Myers Tieu.myers@gmail.com
MEMBERSHIP	Mr. George Peasant peasantiii@aol.com
VETERANS OUTREACH	Mr. Dennis May dmay966142@aol.com
CHAPTER ACTIVATION	Dr. Al Moseley FutureYr30@aol.com
AFCOMA WEBSITE	www.afcoma.org

TRIVIA QUESTIONS

The Mentor Spring Issue Question:
No Winner!

Question: What AFCOMA founding member is the AFCOMA scholarship named after and what year did the AFCOMA Chairman activate the new name?

Answer: Col Paul G. Patton in 2021. The new name is the Col Paul G. Patton Legacy Scholarship.

The Mentor Summer Issue Question:

New Question: Who was the keynote speaker of the 32nd AFCOMA Anniversary Awards Gala?

IMPORTANT: The first AFCOMA member to respond with the correct answer wins!
Send your answer to FutureYr30@aol.com



AFCOMA Membership Tiers

Cadet or OTS Candidate	\$0
01-03 & GS-12 (Non-Life Member)	\$0
GS-13 & Above (Non-Life Member)	\$100
04 & Above (Non-Life Member)	\$100
Life Membership	\$750

To join, go to: www.afcoma.org

DISCLAIMER: AFCOMA, Inc. is a non-Federal entity. It is not a part of the Department of Defense or any of its components, and it has no governmental status. *The MENTOR* is an official publication of AFCOMA, Inc. It is published quarterly for the AFCOMA members, friends, external stakeholders and the Air and Space Forces communities. The opinions expressed in this publication are those of the authors. They do not purport to reflect the opinions or views of AFCOMA, Inc. or its members.