



## DEPARTMENT OF THE AIR FORCE



Command Teams & Supervisors,

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Connecting with our fellow Airmen is a mission imperative and has to be a top priority. As each of you focus on carrying out objectives of our National Defense Strategy, it is not lost on us that time is critical and we cannot create more time in a 24-hour day. However, we must make time for the things we value: the well-being and development of our Airmen who serve this great Nation delivering *Airpower...Anytime, Anywhere!*

In a deliberate effort to advance this cause, we are initiating *Airmen's Time*. In the past few years, we've learned vital lessons from the Resiliency Tactic Pause and the need for crucial conversations within our formations. We specifically acknowledged that building trust and belonging is never a one-time event - *it is a daily commitment to those we serve*. To further advance this cultural shift, leaders at every level are entrusted to prioritize time to elevate connection, growth, and enhance the well-being of individual Airmen while building unity within their teams.

Command Teams own the culture and climate in their organizations, and it is best shaped through engagement. The intent of *Airmen's Time* is to create a safe space, be present, and ensure that our Air Force culture invites healthy conversation for every Airman...*anytime, anywhere*. Many of you may ask, where do we begin? Here are a few areas to consider: *share perspectives and life lessons, discuss what values guide us, or what is our team's purpose*.

*Airmen's Time* is a way of life - not a program. Care cannot be outsourced. Getting to know and see our Airmen beyond the uniform is how we build connection. It must be intentional at every level to create trust and belonging. During these moments, we will continue to be open, show consideration, value differences, and seek to understand multiple perspectives.

What connects Airmen to our Air Force is how we treat each other and the experiences we share while taking on extraordinary things together. Success will be measured when the concept of *Airmen's Time* becomes a part of what we do at the foundational level and a natural aspect of our Air Force way of life. Let's make every second count - *One Team!*

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