

# ***Department of the Air Force***

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## **SBTW 21 BLUE DAY - LOE 1 Update** ***Building Mission Focused Small Business Leaders***



**Jeff Mellott**  
**AFMC/SB**  
**19 Aug 2021**

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***Mission-Focused Small Business Leadership***






# LoE 1 – Objectives & Key Results



LoE: Build Mission-Focused Small Business Leaders


Champion: Jeff Mellott, Team #1

NDS	AF Priority	OKR Lead	Team: Delamarter, Blue, Kaw-uh, Mellott, Norman, Perry, Sikora, Souriolle, Fox	Enabling Initiatives
<b>Objective 1: Attract, Access and Retain Key Talent</b>				
1.0 Build a More Lethal Force: Talent Mgt.	1.0 The AF We Need for the Future - Develop Exceptional Leaders	Mellott, Norman & SAF/SB Staff 	<b>KR2: Standardize position descriptions of GS-12/13/14 SBP PDs.</b> <b>STATUS:</b> Approach presently to gain more current individual PD's and PRD's across field – recent success in AFMC, AETC and AFGSC with more pending. Pursue more SCPD's after completion of Obj 1, KR4. Target complete: 31 Dec 21	SAF/SB Training Cell
		SAF/SB Staff, Kaw-uh & Norman 	<b>KR3: Destination of Choice with Small Business credentialing or badge (resume impact) and sufficiently addressed in other career field curriculum, e.g., 1101, 1102, etc.</b> <b>STATUS:</b> Appears both PM and PK will have SB credentials. DAU working SB credentialing under contracting. SAF/SB will need replacement to liaison with DAU with Nicole Perry's departure.	SAF/SB Training Cell
3.0 Reform the Dept: Organize for innovation		Mellott, Norman & SAF/SB Staff	<b>KR4: Defined Reporting Chain &amp; determine Optimal State &amp; study (vacancies, tenures, etc.)</b> <b>STATUS:</b> In process, AFMC/SB now working with AFMC and USSF "4G Command" Working Group at AFMC on reporting chain for Space GARRISON SB's. Working other COAs for enterprise with target presentation to SAF/SB: 31 Dec 21.	SAF/SB Training Cell
1.0 Build a More Lethal Force: Talent Mgt.		Fox, Norman, Mellott 	<b>KR5: FY23 POM add to reflect approved SB Manpower Determinant</b> <b>STATUS:</b> In HQ AFMC POM process for initial 11 AFMC UMD positions (9 Center, 1 AMC, 1 PACAF). If approved in AFMC corporate process, will transition to AFIMSC for remaining 15 positions across AF as defined in determinant. Next milestone: Support positions and ranking to AFMC board, 22 Feb 21. Number 6 in mission support panel. Number 66 in AFMC "1 to n" list. Maintained position in AFMC Council. POM submitted to SAF. Awaiting final determination as to inclusion of SB positions in AF POM submitted.	SAF/SB Manpower Determinant

Key:

 = Complete

 = Next Up

 = Current Priority





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Champion: Jeff Mellott, Team #1

NDS	AF Priority	OKR Lead	Team: Delamarter, Blue, Kaw-uh, Mellott, Norman, Perry, Sikora, Souriolle, Fox	Enabling Initiatives
<b>Objective 2: Invest in Workforce Development and Targeted Training</b>				
1.0 Build a More Lethal Force: Civilian Workforce Expertise	1.0 The AF We Need for the Future - Develop Exceptional Leaders	Blue, Norman & SAF/SB Staff 	<b>KR1: On-line Resource site for new SB directors providing relevant information necessary to execute MAJCOM director duties. Hosted on SAF/SB share-point site and updated as necessary. Considering revision to a SB Director “Welcome Package” with useful links, examples, processes. Briefed concept and provided draft letter to SAF/SB at June 2021 BoD. SAF/SB currently reviewing/finalizing letter content.</b> <b>STATUS: In process. Target complete: 30 Sep 21.</b>	SAF/SB Training Cell
		Mellott, Fox, & SAF/SB staff 	<b>KR2: Targeted training to enhance professionalism and mission focus. I.e., topics relevant to STATUS AF mission/direction, e.g., Artificial Intelligence, Venture Capital. BOD/trng cell ID topics.</b> <b>STATUS: Initial AI pilot on 12 Nov. Damon to provide MAJCOM specific SAM training by 29 Oct 21.</b>	SAF/SB Training Cell & Board of Directors
		Souriolle, Norman & SAF/SB Staff	<b>KR3: Determine workload state; e.g.,, execution, outreach, in-reach, to assess “bandwidth” and “gaps” of SBP workforce. Use workforce study. Update as necessary. Use of virtual outreach methods.</b> <b>STATUS: Future endeavor to update manpower study and evaluate bandwidth and gaps. Target start: Fourth quarter FY21. In process with cloud-based AFMAA manpower “price-out” tool to provide standard AF wide SB manpower determinant.</b>	SAF/SB Training Cell

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<b>Objective 3: Integration - Standardize processes and improve utilization of SB resources</b>				
3.0 Reform the Dept: - Organize for innovation	3.0 Fielding Tomorrow's Air Force - Drive Innovation	Mellott, Norman, USSF/SB and SAF/SB 	<b>KR2: Define SAF/SB, USSF and AFMC roles &amp; responsibilities in supporting Space Force (AFMC/USSF Pplan, Joint SAF/SB, USSF and AFMC MOU)</b> <b>STATUS: AFMC Garrison support Pplan annex S complete 2 letter review/coordination complete 19 April. AFMC/SB briefed AFMC/CD on 08 Feb 21 and received concurrence. SBPs below USSF - Field Command level will be on AF/AFMC UMD. Signed by AFMC/CC.</b>	Board of Directors
1.0 Build a More Lethal Force: Talent Mgt.	1.0 The AF We Need for the Future - Develop Exceptional Leaders	Mellott, Norman & SAF/SB Staff 	<b>KR4: SB Professional Development and Career Opportunities</b> <b>STATUS: Eglin EWI opportunity with potential firms provided to SAF/AQH in Oct. Considering virtual career broadening opportunities, e.g., virtual SAF/SB AO exposure by attending SAF/SB staff meeting and other meetings/events as appropriate. Another potential – SB exposure to large business small business program or subcontracting manager. Target plan complete: 31 Dec 21</b>	SAF/SB Training Cell
3.0 Reform the Dept: Organize for innovation	3.0 Fielding Tomorrow's Air Force - Drive Innovation	Sikora  <i>NEW</i>	<b>KR5: Standardized MAJCOM Annual SB Scorecard format and content.</b> <b>STATUS: Initiating multi-MAJCOM team to baseline current scorecard content/format, define OSBP/SAF/SB scorecard content needs, determine when auto data-pull is sufficient, and map-out standard approach for future MAJCOM scorecards. Target completion: 30 Sep 21.</b>	Board of Directors

Key:

= Complete

= Next Up



# LOE1 - OBJ1/KR1



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|--|--|
| <ul style="list-style-type: none"><li>▪ Problem: No guidance targeted for brand new MAJCOM SB Directors</li><li>▪ Impact: Gaps in MAJCOM program execution</li><li>▪ Desired Goal: Seamless assumption of new duties</li></ul> | <ul style="list-style-type: none"><li>▪ Task: Create a tool to convey expectations and directions to available guidance and mandates</li></ul> |
| <ul style="list-style-type: none"><li>▪ Tool: “Welcome Memo” with links to pertinent information; signed by SAF/SB</li><li>▪ Status: Ready for submission/adoption</li></ul>   | <ul style="list-style-type: none"><li>▪ Recommendation: Welcome memo and attached listing be maintained/updated at SAF/SB level</li></ul>      |

Briefed at Jun 2021 BoD





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Champion: Jeff Mellott, Team #1



## Complete

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			<b>Objective 3: Integration - Standardize processes and improve utilization of SB resources</b>	
3.0 Reform the Dept: - Organize for innovation	3.0 Fielding Tomorrow's Air Force - Drive Innovation	SAF/SB, Nicole Perry & Mellott ✓	<b>KR1: Modify/terminate existing processes as necessary, "Clean-sweep" (e.g. delegation of SBP appointments/waivers, Streamlined annual scorecard assessment, process, due date, etc.).</b> <b>Complete. Delegation Issued by SAF/SB.</b> <b>Follow-on: Guidance on site for reporting SBP appointments, etc. to facilitate DAU training requirements.</b>	LOE 2, Tools Not Rules
1.0 Build a More Lethal Force: Talent Mgt.	1.0 The AF We Need for the Future - Develop Exceptional Leaders	Kaw-uh, Norman & SAF/SB Staff ✓	<b>KR3: Defined SBP DAU course list, i.e., re-examine SBP course list/content</b> <b>STATUS: Initial analysis complete at Feb 20 training cell and provided to SAF/SB to support deputy's meeting w/ DAU. Will re-evaluate based on new DAU course structure at next training cell and contribute SAF/SB perspective into new OSD team.</b>	SAF/SB Training Cell

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## **SBTW 21 BLUE DAY - LOE 2 Update** ***Tools not Rules***



**Harry Loughran**  
**AETC/SB**  
**19 Aug 2021**

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***Mission-Focused Small Business Leadership***





# LoE 2 – Objectives & Key Results

LoE: Tools Not Rules w/ Mapping to NDS & Air Force Priorities

LoE 2 Champion: Harry T. Loughran (AETC/SB)



NDS	AF Priority	OKR Lead	Team: Tracy Nicholson; Mike McWilliams; Max Kidalov; Ron Saville; Brian Norman; Liz Cardenas; Damon Oakes; Heather Kuba; Haile Taddele; Nicole Perry; Bruce Miller; Bill Harris (Retired), Schatten Douglas (SAF/AQC)	Enabling Initiatives
		<b>McWilliams, Kidalov, Saville</b>	<b>Objective 1: Maintain Streamlined &amp; Simplified Rules</b>	
3.0 Streamline Rapid, Iterative Approaches from Development to Fielding	2.0 Grow Strong Leaders and Resilient Family	McWilliams, Kidalov, Saville, w/ BoD & SAF/SB Staff input ✓	<b>KR1: Identify Tools, Regs, Instructions, Guidance, Authorities, and Resources (TRIGARs) that govern Air &amp; Space Force Small Business –</b> <b>STATUS: Complete. TRIGARS are captured in SB Guidebook Appendices C/G-J</b> <b>TRIGAR's = Tools, Regs, Instructions, Guides, Authorities, and Resources</b>	SB Guidebook; SB Knowledge Center; Awareness Campaign
		McWilliams, Kidalov, Saville, w/ BoD & SAF/SB Staff input ✓	<b>KR2: Identify/Assess potential issues within regulations/policy and/or SAF/SB guidance that can be streamlined or eliminated via CRM process –</b> Return on Investment analysis or Just Do It Decisions <b>STATUS: Complete. TRIGARS are reviewed regularly IAW IMS via CRM Process</b> latest reviews in play are AFI 90-1801 & feedback from GAO Audit.	Recurring Reviews IAW IMS - SB Guidebook; Policy Letters; AFI 90-1801; FAR Council – CRM Process
		McWilliams, Kidalov, Saville, w/ BoD & SAF/SB Staff input → ★	<b>KR3: Review and recommend implementation of Legislative changes (NDAA, SBA Changes; FAR Case Analysis)</b> <b>STATUS: Complete. Recurring Process. Latest Policies/Guidance that affect TRIGARS are reviewed regularly IAW IMS via CRM Process.</b> <b>Next:</b> AFI 90-1801 – working with GC to resolve JA / GC comments issue, Shooting for end of Aug. Final approval/Implementation date <b>TBD</b> . Then on to SB Guidebook	Max on FAR/DAR Council SB Teams & DoD OSBP PLAG; Annual NDAA Review, Policy Letters; AFI 90-1801

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LoE: Tools Not Rules w/ Mapping to NDS & Air Force Priorities

LoE 2 Champion: Harry T. Loughran (AETC/SB)



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		Loughran, Douglas, Taddele	<b>Objective 2: Enable/Maximize Small Business Opportunities</b>	
3 - Cultivate workforce talent: civ WF expertise	1 - Modernizing the Air & Space Force We Need	Loughran, Douglas, Oakes, Kuba ✓	<b>KR1: Detailed list of Tools/Templates with description of Use/Benefit – SB Guidebook Appdx. C, but see KR 3</b> <b>STATUS: Complete.</b> SB Tools/Sys listed in SB Guidebook Appx C. & SAF/SB sharePoint	SB Guidebook; SB Knowledge Cntr; PMRT, APM Awareness Campaign
1 - Modernize Key Capabilities: Advanced autonomous systems;		Loughran, Douglas, Taddele, Oakes, Kuba, w Tm 2 & BoD Input ★	<b>KR2: Develop SB Dashboards at AF, MAJCOM, &amp; Unit Levels using common data areas of Goaling, Performance, and Market Research using existing Excel &amp; PMRT data</b> <b>STATUS: In-Process.</b> AF SB Director/MAJCOM Director, COVID, & Monopoly Board Dashboards in place / continue to fine tune/ train. <b>Content/format/speed issues improving.</b> Have: MAJCOM/Unit Perf against goals, NAICs, PSC, COVID, Award by location, vendor, state, sortable by # of actions, awarded \$'s, Obligated \$'s, SBIR data by phases, etc. <b>Next:</b> Train/Feedback of Directors/SBP's: <b>Clark/Jones</b> , Aldrich, Strozier, Cardenas, Miller, Staff	Damons monthly Excel Goaling format, PMRT, Templates for SSS/RFIs; Knowledge Ctr
		Miller, Norman, Douglas →	<b>KR3: Map Critical SB Tools to APM to support Man Power Determinant</b> <b>STATUS: In-Process.</b> 2hr meeting last wk to review AFMD 47D1 Tasks/Processes/Tools <b>Next:</b> intent is to do preliminary mapping in next several weeks then have focus/ validation group to refine. Then determine SAF/AQ support required to update APM or place in our SB Guide Book or on SAF/SB Sharepoint site – <b>NOTHING NEW TO REPORT</b>	Schattens Tool Matrix, Input from Bill on Quad Chart Tool, APM SB Flow
		Perry, Norman, BoD →	<b>KR4: Tools/Training Needs/Gaps assessment/questionnaire – Joint w/ LOE 1 &amp; 3 – Tools</b> <b>STATUS: In-Process.</b> Meetings w/ SAF/SB Trng Lead & LOE Leads continue. Draft tools assessment reviewed by team 2. Will merge comments, share w/ LOE 1,2,3 leads & SAF/SB prior to using paid ACC/SB Survey Monkey subscription to execute. Will also allow SBP's to ID other "highest priority" desires for training so we're focused on highest priorities - <b>NOTHING NEW TO REPORT</b>	Input from Requirement Offices (PEO; MAJCOMs, Centers, etc); AF Training Week
2 - Harness and protect the Natl Sec Innovation Base		Kidalov, Miller, Oakes, Douglas →	<b>KR5: SBIR/STTR data for 15 USC 638 Rqmts &amp; SB RDT&amp;E participation – dashboards?</b> <b>STATUS: Complete.</b> Data necessary to answer Congress on 15 USC 638 identified. <b>Next:</b> Briefing Sr. AQ Leaders per AQ request on RDT&E. Damon preping PSC delivered capabilities data. FY21-23 Plan Letter being prepped for SAF/SB signature. <b>NOTHING NEW TO REPORT</b>	AFRL Tech hub; Centers Mission Videos; AFRL website, AF Training

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# LoE 2 – Objectives & Key Results

LoE: Tools Not Rules w/ Mapping to NDS & Air Force Priorities

LoE 2 Champion: Harry T. Loughran (AETC/SB)



NDS	AF Priority	OKR Lead	Team: Tracy Nicholson; Mike McWilliams; Max Kidalov; <b>Ron Saville</b> ; Brian Norman; Liz Cardenas; Damon Oakes; Heather Kuba; <b>Haile Taddele</b> ; <b>Nicole Perry</b> ; Bruce Miller; <b>Bill Harris (Retired)</b> , <b>Schatten Douglas (SAF/AQC)</b>	Enabling Initiatives
		<b>Perry</b> , Nicholson, Cardenas w/ Tm 2 & BoD	<b>Objective 3: Effective In-reach and Outreach Tools</b>	
3 - Drive budget Discipline and affordability	2 – Strengthen our Allies and Partners	<b>Perry</b> ; Nicholson; <b>Heredia</b>  	<b>KR1: In-Reach:</b> a) SAF/SB SharePoint content review/Link check complete – now with NRI team to update SharePoint site. Other Updates (SB POC, Appointments, BoD, etc.) now underway. b) Standardize training charts in core area are/(will be) available at SAF/SB Sharepoint under Learning Center. Charts updated yearly prior to SBTW or date TBD through review of established SB Training Cell. <b>STATUS: In-Process.</b> AFSC completed SharePoint link review, now w/ NRI team for update <b>Next:</b> need fdback from training needs assessment (Obj 2) to prioritize In-Reach Trng efforts <b>Nothing New to Report – upcoming training needs assessment will help focus efforts</b>	SB Knowledge Center; SBA 1 <sup>st</sup> Wed; AF Training Week; DAU, YouTube, PodCast,
3 - Cultivate workforce talent: civ WF expertise		<b>Cardenas</b> ; <b>Nicholson</b> , <b>Loughran</b> ; <b>SB BoD</b> 	<b>KR2: Outreach:</b> a) Develop measurable outreach success – which performance indicators can best identify if the outreach even is effective (part of survey questions?) b) How does SBA measure successful outreach for surveillance reviews? Is intent to demonstrate through rating/categorizing outreach events or to quantify? c) PTAC videos teaching SB's to use Beta.SAM to find niche & SBTW videos on conducting virtual outreach event <b>STATUS: In-Process. PTAC videos and Recurring Svc Contract List &amp; FSRM linked to external AF SB website.</b> Formulated a comprehensive listing of Outreach performance indicators and developed a prototype worksheet to measure Outreach, aka, Return On Investment (ROI). <b>Next:</b> Briefed results of Post-Event Survey used as “test case” of Outreach ROI from Industry Day. Data compiled and presented to BOD at Dayton Dir's Conference. A tool in tool box to support Outreach Effectiveness. <b>Nothing New to Report</b>	Team with PTACs; other Agencies; Pitch Days;

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## **SBTW 21 BLUE DAY - LOE 3 Update** ***Become the Partner of Choice***



**James "Bill" Wolski**  
**USAFA/SB**  
**19 Aug 2021**

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***Mission-Focused Small Business Leadership***



# LoE 3 – Objectives & Key Results

LoE 3: Become the Partner of Choice

Champion: James “Bill” Wolski

Team Members: Brian Norman, Heather Kuba, Cynthia Randall,  
Bruce Miller, Lenny Capik, Ron Saville



NDS	AFP	OKR Lead	Description	Enabling Initiatives
			<b>Objective 1: Eliminate Barriers to Entry</b>	
2. Strengthen Alliance and attract new partners	1. Air Force We Need for the Future	Cynthia/Lenny	KR1: Expand Regional consultative mechanisms and collaborative planning - Regional/MAJCOM Virtual B2G Events – Leverage MAJCOM Director Role - These happened organically almost to an in-efficient level -- Curtailing due to coming back to work. Working on revamp to leverage COVID "experience." in smaller forums w/ different audiences. - E.g. PTACs went from 20-30 to 50-60 – not the same experience --Initially looking for the absolute MAJCOM Level "normally" Large Business Contracts to either flip or provide more SB subcontracts.	Take in a different direction vs reformulating KR
		Bruce/Ron	KR2: How do we make ourselves the partner of choice - SBIR social media contractor collaboration - has templates - we can adapt info for more transparency and availability - Positive advertising (Industry Day Letter as an example) - DATABASE- Format for joint trainings with PTAC/SBDC such as Effective Capabilities Statements, etc.	Take in a different direction vs reformulating KR
			<b>Objective 2: Effectiveness-Build credibility</b>	
1. Rebuild military readiness as we build a more Lethal Joint Force	2. Build a more lethal and ready Air Force	Wolski/Damon/ Heather	KR1: Uphold a foundation of mutual respect, responsibility, priorities, and accountability - Looking a goal negotiation for consistency and fairness/ SBA typically "gives" overarching Goals (downward directed) versus AF building a Data driven NAICS based model --Base Level can adjust goals – Gives more credibility to local SB Reps with local Command. --Paradigm shift of goals not written in stone, adjusting as we go...Qtrly MAJCOM Meeting	
			<b>Objective 3: Exploit-Innovation efforts/lessons learned; tell story of SB Program's benefits (cost saving to warfighter) to DAF mission and community</b>	
3. Reform the department for greater performance	1. Air Force We Need for the Future	Bill/Michelle	KR1: Organize for innovation and deliver performance at the speed of relevancy -Working letter for inclusion in Pitch Day packages. Letter is ready!! Mechanism for letter inclusion and curtailing "cold calls" coming --Ensuring it gets into every package and establish swim lanes to proper SB POCs) --This will take coord w/ CONS side.	
		Bill/Brian	KR2: Small Business Professionals providing success stories SharePoint site is fully functional - Working timeline for inputs and process mapping to make permanent - Recommend kickoff align with new FY	

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## **SBTW 21 BLUE DAY - LOE 4 Update** ***Stand Up the United States Space Force***



**Paul Aldrich**  
**SAF/SB**  
**19 Aug 2021**

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***Mission-Focused Small Business Leadership***



# LoE 4 – Objectives & Key Results

LoE: Establishing the US Space Force (SpOC, SYSCOM, STAR)  
 Champion: Paul Aldrich Team #4



NDS	AFP	OKR Lead	TEAM: Theresa Clark, Luke Schultz, Willard Strozier, Paul Aldrich, (Mr. Norman)	Enabling Initiatives
<b>Objective 1: Baseline</b>				
1.0 Build a More Lethal Force: Tech Mgt	1.0 USSF Need for the Future - Develop Exceptional Leaders	Aldrich, Strozier	<p>KR1: Developed Plans for USSF where we need to plug in the Small Business Piece with the development of Space Force.</p> <p><b>STATUS:</b> PPlans operational – in implementation</p> <p>PPlans AFMC, Army SATCOM, Navy SATCOM</p> <p>SSC (Lead Mr. Strozier)</p> <ul style="list-style-type: none"> <li>- SLD 30 (Vandenberg),45(Patrick) Stand up. (Mid Aug )</li> <li>-Transition Support Plans Navy’s Mobile User Objective System (MUOS) &amp; USSF Commercial Satellite Communications Office (CSCO)</li> </ul> <p>Assured Access to Space (AATS)</p> <p>Base Naming (Peterson, Cheyenne Mountain, Schriever)</p>	SpOC, STAR, Cyber
3.0 Reform the Dept: Organize for innovation		Aldrich	<p>KR2: Developed ORG chart and provided to S1/S8/SAF SB.</p> <p><b>STATUS:</b> Still developing and working with S1 regarding additional positions for HQ STARCOM and Buckley Garrison. SESFWG indicates the most of the manpower resourcing allocations for FY22 (which include STARCOM) are delayed until FY23 or beyond.</p>	S1/S8
1.0 Build a More Lethal Force: Tech Mgt		Aldrich, Strozier	<p>KR3: Refining the SB Annex to the Programing Plan (PPlan) regarding USSF and begin preparation of a new SAE position for SAF/SB to oversee both USAF and USSF.</p> <p><b>No Change</b></p>	USSF, SpOC



# LoE 4 – Objectives & Key Results

LoE: Establishing the US Space Force (SpOC, SYSCOM, STAR)  
 Champion: Paul Aldrich Team #4



NDS	AFP	OKR Lead	TEAM: Theresa Clark, Luke Schultz, Willard Strozier, Paul Aldrich, (Mr. Norman)	Enabling Initiatives
<b>Objective 2: 5 year Plan</b>				
1.0 Build a More Lethal Force: Civilian Workforce Expertise	1.0 The AF We Need for the Future - Develop Exceptional Leaders	Strozier, Aldrich	KR1: Determine origination of acquisition support. Will dictate number of SBP authorizations. <b>STATUS: Tracking DoDAACs and workload as they evolve. Working with S1 and Mr. Norman regarding positions for the SpOC and STAR. STAR Command Stand up – Tentative Aug 21</b>	STAR and Buckley may need +1
		Strozier, Aldrich	KR2: Developed the Organizational Chart for USSF. <b>STATUS: No Change , Participating in various Re-design meetings.</b>	
		Strozier, Aldrich	KR3: Develop specialized training for SBP.(i.e. weapon systems contracting [SMC], Systems or unique/complex requirements) <b>STATUS: Continue to assist with SBIR/STTR and AFWERX Phase I awards</b> (Coordinating with requirements POCs to help transition technologies)	Develop a critical SBP position ascension plan for vacancies due to promotion/retirement, etc..
3.0 Reform the Dept: Organize for innovation	3.0 Fielding Tomorrow's Air Force - Drive Innovation	Aldrich, Strozier	KR4: Develop COA's to address a second SAE per the Statute with the assistance of JA to include updating regulations, etc. <b>STATUS: No Change</b>	Pending further decision





# LoE 4 – Objectives & Key Results

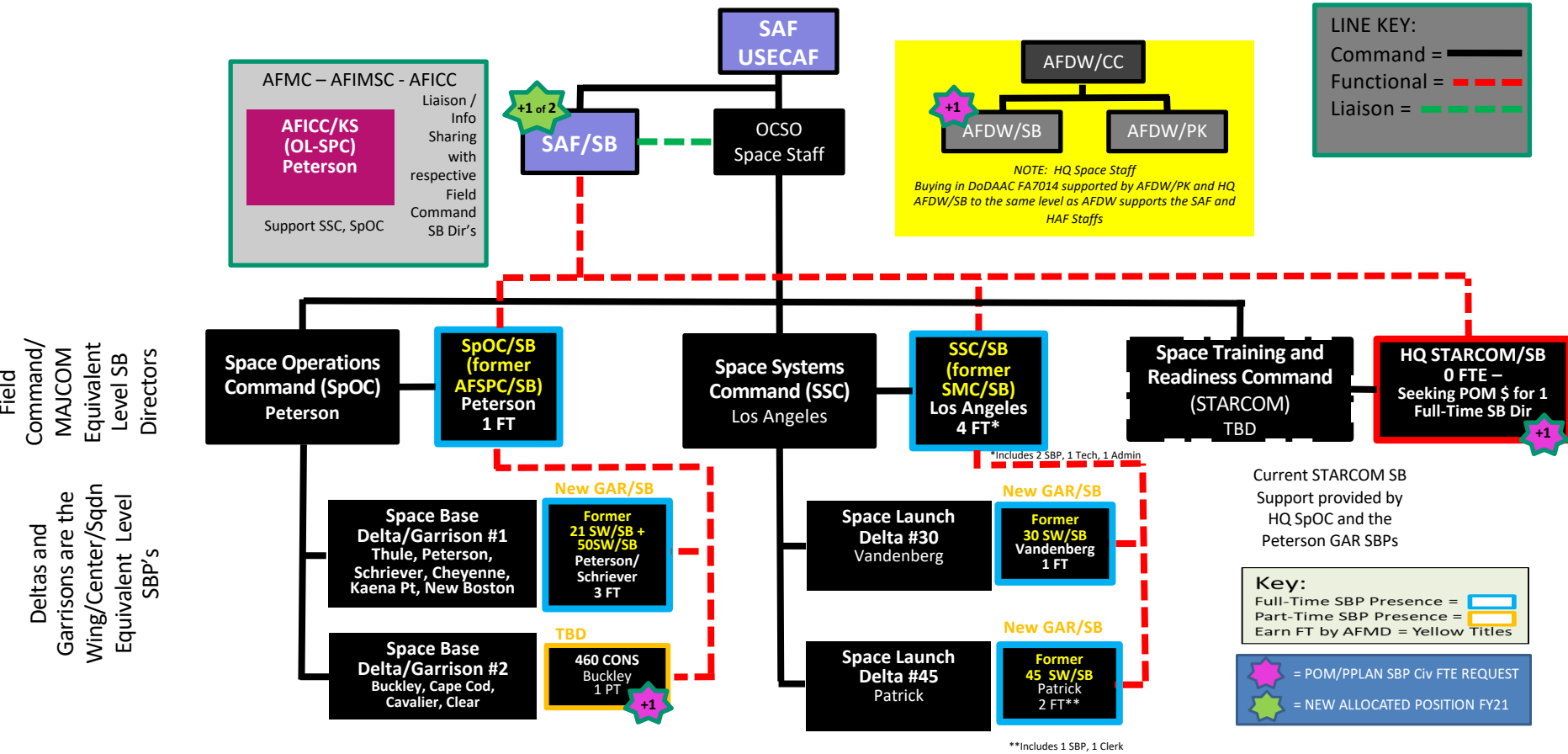
LoE: Establishing the US Space Force (SpOC, SYSCOM, STAR)  
 Champion: Paul Aldrich Team #4



NDS	AF Priority	OKR Lead	TEAM: Theresa Clark, Luke Schultz, Willard Strozier, Paul Aldrich, (Mr. Norman)	Enabling Initiatives
<b>Objective 3: Integration - Standardize processes &amp; improve utilization of our small business resources for USSF</b>				
3.0 Reform the Dept: - Organize for Innovation	3.0 Fielding Tomorrow's Air Force - Drive Innovation	Aldrich, Strozier	KR1: Do we separate from the Air Force?  <b>No Change</b>	<b>No</b> - Status Quo <b>Yes</b> – Obtain personnel authorizations to replicate SAF/SB operation
3.0 Reform the Dept: - Organize for Innovation	3.0 Fielding Tomorrow's Air Force - Drive Innovation	Aldrich Strozier	KR2: Will there be a need for two SAE?  <b>No Change</b>	Pending further discussion
1.0 Build a More Lethal Force: Talent Mgt.	1.0 The AF We Need for the Future - Develop Exceptional Leaders	Aldrich, Strozier Clark	KR3: Refining current SBP authorizations are adequate to staff the USSF? <b>NOTE: AFDW providing CSO with SB support, requires +1 FTE; also +2 FTE (one already onboard) for SAF/SB; +1 needed for STARCOM; Maybe FTE needed at Buckley to replace Part-timer; intending to closely monitor servicing arrangements, changes in workload, and capacity to be able to sustain essential SB operations in support of USSF.</b>  <b>Working with 45<sup>th</sup> for hiring action.</b>	<b>Yes</b> – Status Quo <b>No</b> - Request increase in authorizations. If no increase is authorized, explore consolidation of work center assignments (regional colocation).



# US Space Force Small Business



Source: SAF/SB as of 13 Aug 2021

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## **“BLUE DAY” BREAKOUT SESSION SBTW 2021**



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