



Joint Strategic Plan (FY24-27 Joint STRATPLAN)

Purpose- The Joint STRATPLAN is the TAG's overall approach to accomplishing our mission, achieving our vision, and improving our organization. The primary intent is to provide commanders and staff with a universal North Star to guide their own policies and decision-making. This STRATPLAN also serves as a tool to communicate the MONG's top priorities and long-term goals to our civilian leaders and other stakeholders.



Readiness

- If we as Soldiers are called to fight and win our Nation's Wars, we want to ensure we have the best possible training, the most capable equipment, and that units are fully manned. We owe that to our Soldiers and Airmen and we owe it to each other. In a large scale war every service member will be needed and there will be cross-leveling of units, a high state of readiness is imperative to give the United States the best possible chance at continued success in an ultra-completive, multi-polar world. "Do it for 'AMERICA'"
- "You go to war with the army you have, not the army you might want or wish to have at a later time." – Donald Rumsfeld

People

- Our People truly are our greatest resource and provide a strategic advantage against our adversaries.
- Taking care of each other as one team is morally the right thing to do. It keeps quality people in the organization and ultimately supports readiness.
 - Some Specific things MONG is doing to show progress:
 - Providing feedback from NCO Promotion/Selection Boards for the first time in 15yrs (or ever!)
 - MONG established a clear process for JEC issues/concerns/ideas to flow up to the top or the appropriate level is required for action
 - MONG is pouring significant resources into addressing the most pressing issues identified in DEOCS surveys for units with the highest need

Partnerships

- Having strong pre-existing relationships with our State/Federal partners resulted in a faster and better organized response to disasters where every minute can make the difference in lives saved.
- Can result in additional SPP countries that allow SMs exciting training opportunities with foreign partners where-in-which both sides gain valuable experience. (Adds to the SM MONG experience that can be shared with others)
- Partnerships often lead to increased resources for the MONG that help us all

Transformation

- Allows MONG to get the right force structure to offer the best opportunities for Soldiers
- Increases the amount of resources including FTUS available to support the MONG
- Brings additional jobs/revenue to the State of MO

Why does it matter to the everyday MONG Soldier/Airman?



Readiness

- Similar to the “Every Soldier is a sensor” concept we should consider for ourselves that “Every Soldier is an ambassador.” Each and every one of us makes an impact and each one of us can share our guard experience to draw more quality people to our team
 - Or
- Similar to the “Every Soldier is a sensor” concept we should consider for ourselves that “Every Soldier is a recruiter.” Every Soldier can take the small opportunities when they arise to share their guard experience verbally, bring a friend to the MONG IDT, or place them in contact with a recruiter
- Leaders: Put emphasis on quality/exciting training that engages Soldiers and builds their positive Guard Experience
- Leaders: Make it a priority to Emphasize retention efforts and support recruiting efforts
- Make the effort to attend PME sooner rather than later.
 - Leaders: Support Soldier efforts to attend PME schools

People

- Take the time or make the time to care for each other as one team.
- Leaders: Know your people, check on your people, and work with your people to help them reach their maximum potential.
 - Sometimes this means pushing them and sometimes this means being flexible to their competing needs between the MONG, Family, and/or Civilian Employment
- Communicate often and clearly with your team to ensure they know the WHY behind the things we do. If you as a leader don’t understand the why then it is your duty to ask so you can better lead and communicate.

Partnerships

- Leaders: Support State Partnership Program with personnel to attend/support SPP events
- Establish and maintain good relationships with the community, local government, and local leaders. Positive relationships at all levels add to the cause and constructively contribute to multiple other MONG LOEs

Transformation

- Coincidentally the best way to support MONG TRANSFORMATION efforts are to support readiness efforts discussed earlier. Having a strength Paid Strength and high DOMSQ % across the state are major factors for NGB to decide where new force structure gets allocated. These factors would also likely have positive impacts on applying for a second SPP State partner.

What can Leaders and Soldiers/Airmen do?



MONG JOINT STRATPLAN FY 24-27 (Enclosure #2)

We train, fight, and win while taking care of each other as one team

MISSION The Missouri National Guard organizes, trains, and equips a community-based, service-oriented operational force of ready Airmen and Soldiers as a cohesive organization to defend and serve the people of Missouri and the United States of America.

VISION The Missouri National Guard is a National Leader in Readiness that transforms rapidly to best serve our State, our Nation, our Partners, and our People.

LINES OF EFFORT (TAG PRIORITIES)



END STATES

- MONG's People are Committed, Cared For, Connected, and Capable.
- MONG is a modernized military force that is Manned, Trained, and Equipped to meet the demands of 2030.
- MONG has expanded global reach through: SPP, AATTC, ODTs, and Exercises.
- MONG is a trusted partner at the local, State, and National levels.
- MONG DOMOPS enterprise is modernized and scalable to meet future operating environments.



MONG JOINT STRATPLAN (FY24-27)



PEOPLE

The men and women of the Missouri National Guard are our greatest resource and the center of gravity for all that we do. The obligation to provide for the well-being and development of our Airmen and Soldiers remains constant. Our people remain an integrating priority, and their significance should influence everything we do.

1.1 Welcome Our People

We must make a positive first impression on our people. First impressions can be more powerful than fact!

1.2 Serve Our People

We serve our people from initial entry through retirement and beyond. Our people must know they are cared for. Good leaders have a major impact.

1.3 Inform Our People

Ensure our people are informed about everything they should know: benefits, events, opportunities, major decisions, and initiatives. Transparency is key for trust and to gain buy-in.

1.4 Develop Our People

As our people grow the organization must provide them the development they need to succeed

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MONG JOINT STRATPLAN (FY24-27)



READINESS

The Missouri National Guard will always be a trained and disciplined operational force. We must be agile and ready, able to deploy, fight, and win on behalf of the United States and the State of Missouri. We must be *Always Ready* to support national objectives around the world and *Always There* to protect local interests in our own communities.

2.1 Personnel Excellence

We must achieve or exceed our authorized strength with quality Soldiers/Airmen that are fit to deploy.

2.2 Operational Excellence

In order to excel, Soldiers/Airmen need to have the requisite MOS/AFSC training and PME. Achieve collective training proficiency. Accurately and efficiently execute our funding.

2.3 Logistics Excellence

Keep our equipment at a high Operational Readiness Rate and ensure we account for lost or damaged equipment in a timely manner.

We train, fight, and win while taking care of each other as one team



MONG JOINT STRATPLAN (FY24-27)



PARTNERSHIPS

The Missouri National Guard must continue to integrate with our joint, interagency, legislative, and community partners to develop cohesive operational responses to emergencies. We must also continue to develop international partnerships, through mutually beneficial agreements, collaborative planning, interoperability, information sharing, and expanding influence.

3.1 Expand State Partnership Program

Grow the MONG's current State Partnership Program capacity and put in the work to get a second State Partner of our choosing.

3.2 Joint, Interagency, and Community

Build strong relationships with our local, state, and federal civil support partners through mutual planning and training. Share the MONG story through media, leadership outreach, and positive engagements with the community as well as friends & family.

3.3 Legislative Liaison Partnerships

Legislative partnerships have significant impacts across the MONG from funding to State Partners. Sustain and enhance those partnerships through increased interactions that are positively beneficial for both the legislative partners and the MONG.

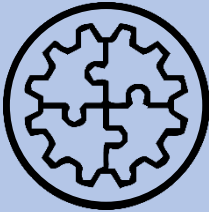
3.4 Higher echelon MIL to MIL Partnerships

The LSCO environment focuses heavily on AF MAJCOMs and Army Divisions. Cultivating and enhancing MONG Wing/BDE partnerships with those higher echelons is a critical element to military success.

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MONG JOINT STRATPLAN (FY24-27)



TRANSFORMATION

The Missouri National Guard embraces change. We look to the future; innovating systems, processes, and techniques to deliver at the speed of relevance. Organized for transformation as a true Joint Headquarters, we seek to improve the Missouri National Guard by setting long-term goals that increase resources, improve leader development, and expand the influence of our organization.

4.1 Shape the Missouri National Guard of 2030

Position the MONG for concurrent and proportional fielding of equipment and force structure.

4.2 Modernize Missouri National Guard Civil Support

Publish the MONG All Hazards plan with updated requisite branch plans and increase interoperability with civil support tactical communications equipment. Maintain a high level of civil support readiness with a 5yr Exercise plan that provides increased opportunities and longer planning lead time for MSC participation.

4.3 Foster a Culture of Innovation and Change

Implement the necessary initiatives to establish and sustain a culture of positive innovation and change that supports continuous improvement throughout the organization: (1) MONG Innovation Board, (2) Baldrige Excellence Framework, and (3) MONG Campaign Plan.

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