

BULLET BACKGROUND PAPER
ON
A REVITALIZED USAF CULTURE OF INNOVATION

PURPOSE

The combined stresses of global operations and tight budgets have constrained the resources and manpower available to pursue enterprise-wide process reinvention, workplace improvement, and a culture of innovation. We propose a new Innovation Office to integrate existing, related USAF programs and create a focal point for idea generation, development and implementation.

DISCUSSION

- Create an Innovation Office at the base and USAF level that is outside the chain of command and centralizes disparate USAF programs.
 - Capture ideas generated by existing military-industry partnerships.
 - Market & expand Education with Industry (EWI) and similar IDE opportunities to lower ranks while targeting innovative companies.
 - Provide structure & resources to develop ideas across the force.
 - Institute a sabbatical program for Airmen to tackle time-intensive, high ROI ideas.
 - Help facilitate cross-functional training (“deep dives”), tiger teams, and think tanks to attack specific problems at the grassroots level.
 - Create Innovation Councils at the base level to provide standing venue for brainstorming
 - Create momentum for change by creating positions with prestige to incentivize innovation.
 - Chief Innovation Officer (CINO) with similar prestige to a Chief of Safety at each base. CINO will have responsibility and political capital to push for change.
 - Staff manned via selective process focused on graduates of industry partnership programs.

RECOMMENDATION

We recommend consolidating existing USAF innovation programs into a new Innovation Office to provide a centralized forum for all Airmen.