



AMC WE CARE ... WE CONNECT



Implementation Guide

BACKGROUND

AMC is focused on building and sustaining a thriving and resilient Air Force community through the framework of Comprehensive Airman Fitness. The goal is for all AMC military and civilian Airmen to become more mentally, physically, socially, and spiritually fit. The AMC We Care...We Connect initiative places an emphasis on advancing a culture of support, belonging, unit cohesion, connectedness, and inclusion by highlighting opportunities for organizations to have deliberate and meaningful conversations, thus increasing commitment to the Air Force mission, the AMC mission, and ultimately to each other.

AMC We Care...We Connect has been developed to meet the needs of the individual units by providing tools and resources to assist leaders in effectively communicating with their personnel.

The concepts should be embedded into our everyday culture, in which Airmen are engaging with one another in a way that fosters continual communication and builds relationships. As Leaders, you can positively influence your workforce by reinforcing cohesion, connectedness, inclusion, and resilience.

We do not intend to require a one size fits all, but rather provide a standardized message with accompanying tools and resources to better assist in successful engagement. This is a holistic approach to strengthen resilience, reinforce protective factors and reduce unwanted behaviors through deliberate and meaningful personal and professional development. Focusing on our mission, building a shared purpose, and strong connections will aid in assisting our most vital resource, our people and create the AMC Culture of Care!

GENERAL FORMAT

Ideally, AMC We Care ... We Connect discussions should occur every month.

1. Recommended timeframe is typically 15-30 minutes. Topics may vary in length.
 - a. These are conversation starters, led by supervisors who know their personnel best.
2. Discussions can be conducted informally or during an existing forum at the leader's discretion. **Ideally the discussions should occur within naturally forming small groups/teams in work centers/sections.**
 - a. Virtual delivery is an option due to current COVID-19 operating restrictions.
 - b. Utilize Microsoft Teams/CVR, Zoomgov or telecon as an alternative means for connection.
3. These discussions focus on deliberate and meaningful topics to be conducted in small groups.
 - a. This effort is designed to keep our MAJCOM focused on a synchronized message each month.
 - b. Conversations will focus on various topics and touch upon core values, resilience, inclusion, connectedness, culture of care, and prevention.
4. AMC We Care...We Connect tools and resources will be distributed to wing leadership and Community Action Teams monthly.
 - a. Installation Community Support Coordinators will distribute accordingly.
 - b. AMC SharePoint link: "Coming Later this spring"

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ROLES AND RESPONSIBILITIES

1. *Commanders/Directors at the Wing, Group, Squadron level*
 - a. Emphasize AMC We Care ... We Connect topics. For example, include messaging during Commander/Director Calls or unit-wide emails.
 - b. Ensure monthly discussions are being conducted with unit personnel.
 - c. Provide quarterly feedback to AMC/AIZ upon request.
 - d. Consider establishing a Resilience team within the unit to focus on helping create strong connections and morale, as well as planning continued efforts. NOTE: You can utilize already trained Master Resilience Trainers (MRTs), Resilience Training Assistants (RTAs), prevention implementers, or other trained facilitators to foster additional innovative ideas and squadron implementation.
2. *Supervisors at the Division, Branch, Flight, Section, or any Frontline-level:*
 - a. Facilitate monthly AMC We Care ... We Connect discussions with assigned personnel.
 - i. Supervisors utilize the monthly tools provided.
 - ii. You are encouraged to integrate these discussions within the existing daily mission and not create an "Additional check the box" requirement.
3. *Installation Community Support Coordinators (CSCs)*
 - a. POC (with VPI) for implementation of AMC We Care... We Connect for installation AMC units.
 - b. Ensure AMC We Care... We Connect materials are distributed to AMC Leaders at all levels.
 - c. Provide units with assistance in building unit Integrated Resilience Teams if desired.
 - d. Facilitate connection to installation Community Action Team members Helping Agencies as needed.
 - e. Answer questions about the implementation or content of monthly AMC We Care... We Connect discussions.
4. *Installation Violence Prevention Integrators (VPI)*
 - a. POC (with CSC) for implementation of AMC We Care... We Connect for installation AMC units.
 - b. Primary OPR for March Topic, "Connectedness". Available to answer questions about SP core content.
 - c. Provide units with assistance in building unit Integrated Resilience Teams as needed.
 - d. Answer questions about the implementation or content of monthly AMC We Care... We Connect discussions as needed.

SUPERVISOR PREPARATION

1. The messenger matters! Discussions will be most effective if leaders spend time understanding the intent of the topic and how best to deliver the information.
2. Review the Facilitator Notes each month to help prepare for the discussion with your personnel.
3. Ensure the venue allows for open dialogue with the group. Be flexible – explore virtual options if your personnel are working from home.
4. Be genuine...use this time as an opportunity for dialogue and mentoring.
5. Prepare for potential questions and how you'll respond; questions should generate productive discussion. Avoid yes/no questions.
6. If a group is difficult to engage, you may want to consider pointedly asking certain members of the group for input on questions to aid in the conversation.
7. Some AMC We Care ... We Connect topics may include optional videos; if possible, consider a group location where you can use a computer/projector to play the video.
Note: Videos are located on the AMC We Care... We Connect SharePoint site and can be downloaded so that you do not have to play it using the Internet.
8. Consider talking with a Master Resilience Trainer (MRT)/Resilience Training Assistant (RTA) or other trained facilitators to foster innovative ideas in facilitating conversations. Note: Your installation CSC can assist in connecting you to an MRT/RTA.

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FEEDBACK/EVALAUTION:

Feedback: For installation specific feedback or questions, please contact your local Community Support Coordinator (CSC) or Violence Prevention Integrator (VPI).

For AMC specific feedback or questions, please contact the AMC Integrated Resilience Division,
AMC.AIZ.IRD@us.af.mil.

Evaluation: Details for quarterly evaluation is pending. AMC Community Action Team (CAT) will provide details once finalized.