



Be the kind of leader you would follow.

Sign hanging in a hallway at Air Command and Staff College

"Trust is the vital bond that unifies leaders with their followers and commanders with their units. Trust makes leaders effective."

Jesper R. Stubbendorff and Robert E. Overstreet, *A Commander's First Challenge - Building Trust*

Read

[\*A Commander's First Challenge - Building Trust\*](#)

Lt Col Jesper R. Stubbendorff, USAF  
Robert E. Overstreet, PhD

Trust played an enormous role during critical milestones in the Department of the Air Force's history. This "Heritage Today" video uses the topic of trust as a motivational framework to remind us of our duty to our country, and to the United States Air Force.

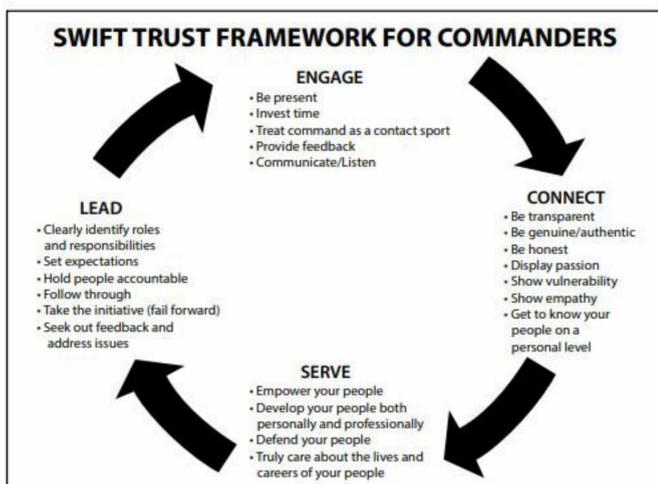
Watch this short video (click title to play) -- and discuss it with your team.

Watch



## Questions to Consider

How can you quickly build trust in your flight using these four themes?



Trust-building framework  
Source: ASPJ Summer 2019 p.18

### Engage - How can you engage your team members?

Leaders who meet regularly and communicate consistently with their people are investing time in their people, and building trust. Communication, to include constructive feedback, is vital to team-development.

### Connect - How can you "humanize" yourself?

Be open and honest. Use every opportunity to communicate with your people and develop a rapport. Build relationships with your Airmen on both a personal and professional level from day one.

### Serve - How do you serve your flight?

To serve your Airmen is to empower them. Trust them to make decisions. Don't second guess or micromanage every action. Empowering your Airmen improves performance and builds confidence.

### Lead - Does your flight know what is important?

Every Airman needs to know what is expected of them. Clearly communicate your expectations and be prepared to hold people accountable. Give consistent feedback.



Contact *The Flight Commander's Edge*

If your unit would like to create its own Flight-level leadership course using professionally-developed resources from Air University visit

<https://www.airuniversity.af.edu/eSchool>

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