

2025



316th Wing Strategic Plan



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Foreword

As the Commander of the 316th Wing, I am proud to introduce our 2025 Wing Strategic Plan, a comprehensive roadmap that outlines our vision, goals, and objectives for the next year. As we navigate the complexities of a rapidly evolving security landscape, our Wing remains committed to delivering unparalleled support to the National Capital Region (NCR) and beyond.

In support of Headquarters Air Force and the Chief of Staff of the Air Force's strategic objectives, as well as the Air Force District of Washington's (AFDW) strategic imperatives, we are focused on ensuring our Wing remains a dominant force in the years to come. This effort will enable our Wing to more effectively integrate with joint and coalition partners, while also enhancing our ability to provide critical support to the NCR.

At the heart of our strategy is our commitment to developing Mission-Ready Airmen who are prepared to tackle tomorrow's challenges. We recognize that our Airmen are the backbone of our Wing's success, and we will prioritize their development and preparation through operational training, professional development, and investment in their growth and well-being.

As a Joint Base, we also recognize the importance of building strong relationships, not only within our own organization, but with our Joint Base mission partners, as well as our local community. We will foster partnerships that promote collaboration, innovation, and mutual support, ultimately enhancing our ability to deliver effective and efficient support to the nation. By connecting with our community and our fellow military services, we will leverage the strengths of our Joint Base to drive success.

Effective communication is critical to our success, and we will prioritize clear, concise, and timely communication across our Wing and the Joint Base. Our Airmen will be informed, engaged, and empowered to contribute to our mission, ensuring that we are working together as a cohesive team to achieve our goals.

Our strategic plan is carefully aligned with the Air Force's seven Key Operational Imperatives, including Developing the Joint Force, Dominating the High Ground, and Winning the Fight. By focusing on the critical elements of readiness, partnerships, and communication, we will ensure our Wing remains a vital component of the Air Force's global presence, as we are America's Airfield.

As we embark on this journey, I am confident that the 316th Wing will continue to excel in its mission to support the NCR and our fellow military services. I am proud to lead such a talented and dedicated team of Airmen, and I am excited to see the impact we will make in the years to come.

JUN S. OH, Colonel, USAF
Commander

Strategic Imperatives

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Mission and Vision

Mission

Project airpower and enable diplomacy through ready Airmen who respond, defend, support, and care.

Vision

TEAM GRIFFIN:

Resilient, adaptive, and ready for tomorrow's challenges.



Strategic Imperatives

Focus Areas

Readiness

Develop Mission Ready Airmen prepared for tomorrow's challenges

Partnerships

Build connections across the Joint Base and in the surrounding community

Communication

Ensure effective and efficient communication flow up, down, and out of the Wing



Objectives, OPRs, and Key Performance Indicators

Readiness: Develop Mission Ready Airmen prepared for tomorrow's challenges		
Objective	OPR	Key Performance Indicator
Ensure readiness through a robust training program, focusing on the critical elements of readiness, partnerships, and communication.	Sq/CCs	<ul style="list-style-type: none"> • Ensure personnel are conducting training in accordance with all relevant DAFIs and OPLANS • Practice Deploy to Fight and Fight in Place Procedures • Participate in Wing CRE/CRI, and limited/no-notice readiness inspections, in order to test individual and unit readiness
Validate readiness through a robust inspection program, to improve readiness, discipline, and compliance.	IG	<ul style="list-style-type: none"> • Validate Compliance against readiness requirement found within all relevant DAFIs and OPLANS • Assess Deploy to Fight and Fight in Place procedures, along with Airmen Combat Skills through CRE/CRI and limited/no-notice readiness inspections • Provide Wing readiness reporting for leadership risk assessment and performance improvement
Establish development training for Airmen focused on development for future roles	FSS	<ul style="list-style-type: none"> • Develop comprehensive Wing professional development program which offers training and development across all ranks and civilian personnel by June 2025 • Development Advisor establishes a working group to identify further lines of effort
Implement evidence-based programs/training to reduce problematic behaviors associated with interpersonal violence and self-directed violence	IPPW	<ul style="list-style-type: none"> • Develop, implement, and control the annual Comprehensive Integrated Primary Prevention (CIPP) Plan with sustained measurable outcomes
Partnerships: Build connections across the Joint Base and in the surrounding community		
Objective	OPR	Key Performance Indicator
Foster a sense of belonging and community across 316 WG groups and mission partners	All Groups	<ul style="list-style-type: none"> • Increased base event participation through the use of multiple communication and social media platforms • Expanded events on both the East and West sides of the airfield to allow for more Mission Partner participation
Widen our engagement with the community, local and state leaders	All Groups	<ul style="list-style-type: none"> • Focus on increased participation in State of the Base event from elected leaders • Structure 2025 JBA Airshow to encourage maximum community engagement
Communication: Ensure effective & efficient communication flow up, down and out of the Wing		
Objective	OPR	Key Performance Indicator
Improve internal communication strategy internal to the 316 WG	CAG	<ul style="list-style-type: none"> • Consolidated utilization of TMT in addition to other communication resources ensuring timely information flow up and down the chain
Improve leadership communication strategy	CAG PA	<ul style="list-style-type: none"> • Expand upon current utilization of Social Media & JBA Connect to reach the maximum audience and disseminate pertinent information to all impacted base personnel
Improve communication strategy with mission partners	CAG PA	<ul style="list-style-type: none"> • Increased collaboration with mission partners on base wide events • Mission Partners have ease of access and singular point of information flow from host wing

RESPOND ... DEFEND ... SUPPORT ... CARE

Objectives, OPRs, and Key Performance Indicators



316TH WING

America's Airfield