

## Ep. 1: Pilot

Welcome to Sword and Shield, the official podcast of the 960<sup>th</sup> Cyberspace Wing. Join us for insight, knowledge, mentorship and some fun, as we discuss relevant topics in and around our wing. Please understand that the views expressed in this podcast are not necessarily the views of the U. S. Air Force, nor the Air Force Reserve, and no endorsement of any particular person or business is ever intended.

Welcome gladiators this is the first ever sword and shield podcast this is a chief master sergeant Chris Howard I'm an acting command chief of the 960th Cyberspace Wing and 960th Cyberspace Operations Group superintendent I this morning today I have Colonel Erredge with me hi good morning everybody this is Colonel Rick Erredge and I'm the vice commander at the at the wing here and so we're really excited about having this opportunity to reach out to you the first ever podcast well the reason we want to do the podcast is we will really want to find a way to connect with everybody and this is just one method and so I don't know what you've been doing chief during Covid to kind of keep yourself entertained but I've been listening to a lot of podcasts myself and some entertaining some professional and so I wanted to give this give us an opportunity so no agree sir I think that you know as we were trying to find new ways of getting information compared to what we're used to with meetings and interactions with individuals I've done the same thing right I've been looking at YouTube for different audio and video excerpts right both professional some of the entertainment some of it just gee whiz stuff like all the science things you turned me on to one actual video with the spread of germs for Covid which was pretty neat and then on top of that you know some professional development and military commentary a podcast specifically right those things they're just something to keep the brain going and keep that interaction without losing some of the professions of arms and those conversations we've had leading up to this podcast was how do we get that information out to our Airmen right how do we open the door because one of the things we talked about is the commute I have about a half hour commute to get into the office and what do I do spend my time on that right I like to keep moving and keep learning in these podcast was one of those things that I was using to actually learn things and some of my other mentors out there use different podcast and that time to do it so I know that's one of the reasons why I'm really excited about stepping up caste and being able to make that a connection to our airman what do you think sir yeah I'm the same way I have a much shorter commute because I live on base but I still don't listen the radio anymore and so I connect my phone to the car and I find a podcast or to find a radio station I want to listen to and I use that just fill that void I've three boys at home so they're constantly providing me with sources of entertainment and in the podcast has not really been one that they've been up on because I think they want more the visual stuff so I've been introducing them to some podcasts as well and so like you know I'm excited to use this we're gonna try to maybe deliberately handle some topics and maybe bring in some guests to kind of talk about that I've been energized and with enthusiasm of our of our public affairs officer Sam and she's been she's

been pushing us to really do a better job of communicating and using the different channels we have available to us and so this is just one of them and we've talked about we're gonna do some commentaries also our social media presence has been much more active and we're getting great feedback on that so I hope this this podcast will also give us an opportunity to engage your buddy and hopefully get some questions and have some topics and talk about it just in an open kind of not formal not formal venue yes sir and you know just kind of piggyback on that right all of the different avenues that we're using that Sam's helped us introduce with social media and then now even our command chief Bischoff he's got a couple of videos and a video series that he's working with it will implement he did one this morning that I saw that was really interesting about the difference between management and leadership I think that kind of goes with the thing that you were talking about of you know deliberate topics some of the things that we can discuss in these podcasts of you know talent management what it takes to get to the next level what expectations might be out there for specific positions and ranks and then just general philosophy of good airmanship right good wingman ship and then when we look at all the different challenges we have going on right now between coded social unrest things like that you know the this airmanship and wingman ship is going to be some key topics of how do we interact with one another and then how do we keep on developing them as we are isolated with Covid as we've already you know kind of talked about I think that this definitely gives us one more channel to open up to connect to those Airmen and let them know who we are and what our theories are what our thoughts are on some of these subjects and then open up some good dialogue through some guest speakers and some shared stories and things like that sir yeah I think that's really well said I spent a lot of time reflecting and sometimes I struggle with the way or our unit is organized with so many GSU's and what's the best method to talk to people what's the best method to give them information to consume how they want to consume it not necessarily how we think and force an old guy like me to think differently versus just throwing emails down people's throats it's not always the best way and so there's multiple avenues here and I think this is just one of those we're gonna continue to explore right good point you know just kind of changing our communication methods is a big piece it's a paradigm shift for a lot of us you know when we first came in at least I know when I did email was more of a g-wiz type of piece right we there's all interpersonal communication it was all in person you know we was through meetings it was through actual documents itself in each triple-s what wasn't an e triple-s it was just triple s it was an actual form and a blue folder that we walked around right and a lot of times I have a hand carry that up to the CSS and be really friendly with them you know bring him some donuts or some coffee to get something moved through to the commander to emails where we started firing off on that whole etiquette that we had to learn when email became the new medium of no caps you know tone getting lost in in that digital age to now rotating back to somewhat of a mixture of that impersonal where it's on-demand like we see with these podcasts and but being able to get tone and get some of the articulation out there that of what we're meaning versus just reading in black and white and interpreting that that piece I think that this this change this other paradigm change will definitely help with that

kind of bring in both of those mediums together I might not be able to look you in the eye every single time but you'll be able to hear the tone and inflection and understand where that passion is where their passion lies and maybe some of the intent behind the words being said but where it gets lost in that email you see so much an email and you kind of wait you were personally feeling you can reflect upon it in a negative or positive manner yeah that's a great point and I had an experience of that this week where I sent an email that I thought had the right tone and approach and obviously I did and I did get some good feedback back so I appreciate that as well so that had me kind of rethink of how do I how do I approach those issues and what's the best way to contribute to that discussion I think sometimes it's picking up the phone might have been you know a better Avenue or even trying to get a meeting scheduled even in this environment sometimes I feel like we missed some of that face-to-face so for those of you that are out there in the GSU's we're gonna try to use this as our you won't see your faces necessarily hear our voices you hear what we're concerned about what we're talking about what we think is important and what I find what and what I think about a lot is we're working a lot of these different changes and continue to try to solve problems at this level we don't do good job communicating kind of what those are what the strategic intent is what the commander's intent is this is one way I think we can help kind of explain why we're doing some things and then try to show everybody kind of hey this is what we're going this is the this is the future this is where we're trying to chart and this is what we want you know the unit to look like future and I know the unit's probably are thinking about hey this is what you know more about tomorrow and you know us at the wing and fill in our roles either as the as the senior full-time guy or is the acting command chief that we are thinking about tomorrow but also we're thinking about the one year to year five years down the road and if we can maybe talk about some of these things in this open forum it also helps us create those narratives and to talk about it and to share those and hopefully spur some other conversations either you know through email through a phone call somebody feels passionately about something certainly you know seek inputs in any method we can write and I think that that brings a point that I'd like to hit on is you know that tactical feedback loop that we're kind of missing sometimes you know we have barriers because we have GSU's we also have barriers based on the way we're structured between unit and group and then wing you know so when we're here looking at these problems and trying to solve them at this level that tactical feedback loop is really key right whether it's through the air force connect at where you can do anonymously or directly send information and feedback on what we're doing or ask those questions the happy or not that we're working on right now as an option or just email or phone calls as well no one would some of these decisions are doing at that tactical level and having that you know airman at all levels in all stages of this process getting involved to provide that input is definitely going to be key right it tends to be that we have to make decisions in a vacuum because we don't have that feedback loop and I'm hopeful that this will at least humanize some of the leadership change so that people feel a little bit more comfortable to exercise that feedback loop obviously we don't want to open it up to just general complaints or random concerns but we definitely want to open it up to hey this is something I'm

thinking this is something I want to see or something I'd like some clarification on and maybe we can tackle some of those questions in the podcast as well or even through other mediums oh yeah that's great I think you know repetition is good as well and so again talking about how people want to consume information if this is one thing that works to them on the run on their way in the morning at night you know on their phone on the computer whether it's a worker or their personal life I think that's important we can also share these thoughts you know through all those other all those other mediums we have available to us right as well so we're really excited about this opportunity it's gonna feel a little free-flowing and we may end up going down a tangent or two based on what's going on and we probably won't have a formal script maybe a topic to talk about and really hope to use this as an opportunity to engage everybody right kind of a clear focus to start off with and then see where it takes us especially as we have guests right we don't know what they might bring and then I would hate for us to get too structured so that it almost seems like a math quiz or you know the math teacher from Ferris Bueller is you know too mundane too structured almost slow and robotic to the point where I'm falling asleep unless of course that's what someone's looking for right is something I can fall asleep - that might be a totally different request I can't do any kind of Gregorian chants to kind of relax anybody but I definitely can get on a tangent of nonsense here yeah and the feel will be you know what you want from it and we're gonna try to try to just do this on some sort of regular recurring basis and we're gonna share it we're gonna share it kind of internally I think first and then we'll figure out a way to once we're comfortable with content the topics and maybe we'll find a broader place for you to consume this and hopefully we get better every week if they feel more comfortable is the first one I've done I don't have you done anything like this before not done anything like this before other than just practice to get the equipment working to be honest with you there may have been one other video thing I did years ago actually I was on the commercial for AFN when I was an airman awesome that was it that's a hidden gym out there no one's gonna give a speaking role yeah briefly but when they cut it because it was uh what was it was we were we got into some new dormitories and AFN decided to do you know a story about these new dorms and happen to know a couple of people over AF and at the time so I got roped into doing it nice so yeah it was a specific awkward thing to say the least when I think about I remember being seven oh six seven or eight and had this little tiny cassette recorder and I had a microphone connected to it and my friends and my brother were playing hockey and then I would try to do the play-by-play or the color commentary for the game that was going on then go back and listen to it at one point I had a dream to be a sports broadcaster obviously that didn't work out and pray for the best of everybody kind of like what I'm doing now yeah what I had is I had something similar but I used the mic to record the movies I like so I had gremlins on four different cassette tapes too so you listen to gremlins and evening or Goonies you know things that that were very popular in the 80s so it's funny with what you use technology for nowadays and right so like my daughter she has her iPad and she so she's four and a half and she likes watching some of the little video excerpts of kids play with their dolls so I've been sending her video so she can do the same thing and she makes up little stories and she likes watching their self on it

so it's awesome I can only imagine what that's gonna spur lots of headaches for me I'm sure yeah so Mike my kids are doing so I guessed which is a big deal right now for those people that video game they live stream twitch video games and so he's got the full set up and he streams and he had like a thousand people at one point watching him during one of these video games and kind of ebbs and flows and I find it interesting their attention span so my 21 old 21 year old yesterday said if it's a video that goes beyond a minute he's cut it off Wow he's not gonna it's not gonna it's too long so right in this in this Twitter world it's gonna drive us to try to get our content in a short period of time and we're gonna keep these podcasts I think down to manageable point time and I find myself listening to a couple podcasts about music and one is like an hour and a half and I couldn't date I just I couldn't stay with it I don't have that much time and one chunk to listen to so I kind of lost interest in that so we're gonna keep ours to manageable time agree I think that mines really in that 15 to 20 minute range anything outside of that starts to get lost let's of course I'm on a long drive day to day commute stuff day to day interactions at 15 20 minute mark and you know my son my oldest boy he's in the Navy so he's telling me yeah I'm interested in some of the podcast obviously from a leadership perspective and interest so I definitely know that his attention span is ringing that 15 to 1/2 hour mark at best I don't know if we can keep into one-minute blurbs and you know or Twitter sphere a type of insight but I definitely think that a manageable content will be helpful sir yeah I think that's good that's good plan there's a number of number of podcasts I don't know maybe in the future we can maybe even talk about some of those other podcasts that we find helpful other people can reach out from a resource perspective we find really interesting and so I was out share another story I was talking to this is not a name drop it just happens to be my neighbor but lieutenant general Hawk we live on base and so he we were in the driveway talking at physically distance appropriate distances and then he mentioned something about a podcast I was like he's like oh yeah I listen to podcasts all the time I'm like well cool if he's listening to him maybe I can get him a listen to this one as well but right um so he mentioned a couple podcasts that were really interesting so I took him took him up on those I've been listening to those and maybe will share some of those in the future right everybody give him some extra content some TED talks that are really good you know Simon Sine there's some good small chunks as you can break that into for leadership and then I believe we have a commander within ACC that was actually done a TED talk about his experience in Afghanistan and how you know some of the perspective the different levels on what you want me to do for your airman it really comes into play that I think would be good as well yeah those are great for snippets of commanders calls and/or different leadership teams or you know NCO training or any of those kind of opportunities with groups to do those small smaller chunks and I think with covet right now it's really created another opportunity we've seen so much more content even just if you just from the music sense so my kids really like listening music and stuff and they're doing all these kind of concerts and all these different platforms and small chunks and so there's a lot of good content coming out right now about a lot of topics and we just want to be a part of that community agree I mean just looking for a mic this past week was hard and because they've all been sucked up everybody's trying to do these things and

interact or find something a little bit better on the technology side to improve their zoom meeting or their interaction with their family or some of their meetings for work right I think this this actually microphone I have right here is one of those things that that was advertised for doing some of those meetings take a little bit more clear right versus that previously I have what was issued with the phone you know little headphones anybody Mike and I always thought that was cool and pretty a you know interesting but after listening to some of the feedback on these I think they are a lot clearer so yeah technology's gotten way better and my kids microphones they have they've got kind of a whole set up they just plug in with the USB they don't need a lot a mixer or software anything and being military even in the reserve and moving around a lot we've had the opportunity of course to meet in a lot of people and keep this big network of friends and family as you kind of move along and for the kids be able to stay connected and my kids communicate through technology with their friends kind of all the time so I think this is this is one way that we're going to try to communicate with everybody it's not gonna be the only way we're gonna start doing some more arty visual communications and written communications and try to and I know Sam's working on a strategic communication plan for the tire laying and this is just one of those one of those things that we're gonna do so a little together have multiple mediums and be able to share some insight I think that's a great idea sir excellent well thanks for joining us on our first ever podcast the sword shield we appreciate you listening and if you do have any feedback or thoughts for us certainly find a way any number of the ways to get hold of us with a topic or if you find it you know that's a positive feedback and negative feedback as well so appreciate your time and have a great day.