**[Opening Scene: Speaker Facing Camera with a Professional Background]**  
**Speaker:**  
Hi everyone! My name is Capt Cui. Working an execut officer at the Pentagon. Today, we’ll explore how the LOWD model applies to a real-world ethical challenge faced by a squadron commander.

The commander was in a charge of a Finance office on an Army base. They process military pay and leave for over 30,000 service members.

DFAS requires processing documents within three business days upon receipt.

During holidays (1,000+ documents/day) made it difficult to meet standards.

They had failed DFAS inspection for three years in a row.

Some employees timestamped documents upon processing to meet deadlines, raising ethical concerns.

**[Scene: Visual Representation of “Locate” Step – Split Screen of Deadlines and Values]**

**Speaker (Voiceover):**  
First, let’s *Locate* the ethical dilemma. The commander had to balance operational efficiency with integrity in document processing. Their team was under pressure to meet strict deadlines, especially during peak times. However, timestamping documents after processing to make deadlines posed a risk to the Air Force core values: Integrety, excellence, and service before self.

**[Scene: Speaker Facing Camera]**

**Speaker:**  
The challenge was clear—how could they uphold Air Force core values while ensuring timely and accurate processing for over 30,000 service members?

**[Scene: Options Step with Icons for Each Choice]**

**Speaker (Voiceover):**  
Next, let’s examine the *Options*:

First, Stick with manual processing, and let the soldiers work overtime.

Second, Allow timestamping of processed documents, which could compromise ethical standards.

Finally, Innovate with new procedures, aiming to reduce the workload while staying true to ethical principles.

**[Scene: Weight Step – Criteria Listed on Screen]**

**Speaker (Voiceover):**  
Now, to *Weight* these options, the commander considered several criteria:

* **Integrity:** Maintaining transparency and accountability was non-negotiable.
* **Efficiency:** They needed a solution that balanced speed with accuracy.
* **Team Collaboration:** Solutions had to align with IT and DFAS standards and policies.

**[Scene: Speaker Facing Camera with Animated Decision Process]**

**Speaker:**  
So, what was the decision? The commander chose innovation.

**[Scene: Visual of Automated System in Action]**

**Speaker (Voiceover):**  
They implemented automation in two key ways:

1. Automated timestamping upon receipt.
2. A script that extracted data from electronic documents and imported it into eMILPO.

This solution reduced an 2-hour task to just 11 seconds while maintaining integrity and compliance.

**[Scene: Highlight of the Soldier Presenting at DFAS Conference]**

**Speaker (Voiceover):**  
The results were extraordinary. Efficiency soared, manual labor plummeted, and ethical practices were upheld. The innovation was so impactful that the soldier who developed the scripts presented them at the DFAS Director’s Conference.

**[Scene: Speaker Reflecting Thoughtfully]**

**Speaker:**  
Now, let’s reflect on the ethical theories demonstrated in this decision-making process.

**[Scene: Theories Listed with Simple Graphics for Each]**

**Speaker (Voiceover):**

* **Rules-Based Ethics:** The commander adhered to integrity and military standards, showing commitment to ethical principles.
* **Consequentialist Thinking:** They focused on the positive outcomes—mission readiness and team well-being—without ethical compromise.
* **Virtue Ethics:** Innovation and collaboration reflected strong leadership values, fostering growth and trust within the team.

**[Scene: Speaker Sharing Personal Insights]**

**Speaker:**  
Comparing their reasoning to my own, I realized a key difference: their reliance on team collaboration and technical innovation stood out. While I value collaboration, I tend to approach challenges more individually. However, we both share a commitment to ethical integrity and mission success.

**[Scene: Speaker with Key Takeaways on Screen]**

**Speaker:**  
This interview expanded my understanding of ethical reasoning. It showed how balancing multiple ethical frameworks—rules, outcomes, and virtues—can lead to thoughtful and effective solutions. It also highlighted the importance of collaboration, communication, and innovation in addressing complex issues.

**[Closing Scene: Speaker Smiling Confidently]**  
**Speaker:**  
In the end, this case is a testament to how ethical decision-making, rooted in the profession of arms values, can overcome even the toughest challenges. Thank you for joining me, and I hope this story inspires you in your leadership journey. See you next time!