

TOP GUN TEAMWORK

Tactical Operating System

Mission and Purpose

Mission defines a measurable outcome with tactical objectives and an embedded sense of purpose. It is the 'what' and 'how' a team will execute a strategy to achieve our ultimate aim.

Purpose provides the foundational 'why' that drives team motivation and coherence within the organization, aligning with the broader organizational mission.

Commander's Intent

Clarity of Expectations: Provide a clear vision to enable autonomous decision-making.

- Expanded Purpose
- Key Tasks
- End State

Drive Engagement: Align team actions with mission success and foster commitment.

Team Life Cycle

Mission Planning

- Utilize the **E.A.G.L.E. Planning** for effective preparation.

Mission Briefing

- Utilize the **V.I.P.E.R. Pre-Mission Briefing** to communicate and inspire the team to want to go forth and execute according to expectations.

Mission Execution

- Executing the plan (who does what by when), adapting as necessary per mission objectives.

Debriefing

- Use the **F4 Debrief** to learn & improve next mission.

Return to Mission Planning

- Refine plans based on debrief insights and lessons learned.

★ E.A.G.L.E. Planning

Expectations Set

- Set clear, measurable, and achievable goals aligned with the mission purpose.

Apply Lessons from the Past

- Leverage previous experiences, both successes and failures.

Generate from the Target Backwards

- Plan backwards from the end goal defining who does what by when.

Lay Out Contingencies

- Anticipate potential challenges and obstacles; prepare mitigation strategies.

Evaluate from the Enemy's Perspective

- Assess external threats and opportunities; identify vulnerabilities.

★ V.I.P.E.R. Pre-Mission Briefing

Verify the Big Picture: Confirm the mission's purpose and goals.

Inspire with a Brief Overview: Motivate the team with a concise mission summary.

Provide the Specifics: Clarify roles, tasks, and key responsibilities.

Explain Contingencies: Prepare for challenges and outline backup plans.

Remind the Team of Success Factors: Reinforce how individual efforts contribute to success.

★ F4 Debrief

Facts

- Collect objective data and perspectives from all involved; establish who knew what and when.

Focus

- Identify key issues and successes related to mission objectives; formulate "why" questions.

Framing

- Perform root cause analysis; dig deeper to find underlying reasons for outcomes.

The Way Forward

- Develop actionable improvement strategies; document lessons learned for future planning.

Four Stages of Psychological Safety

Inclusion Safety

- Feel Included: Team members feel accepted and part of the team.

Learner Safety

- Safe to Learn: Encouraged to ask questions, experiment, and make mistakes without fear.

Contributor Safety

- Safe to Contribute: Empowered to contribute ideas and participate actively.

Challenger Safety

- Safe to Challenge: Able to question the status quo without negative consequences.

Debrief Core Values

Vulnerability. Be open and honest; admit mistakes and weaknesses.

Humility. Approach discussions without ego; everyone is equal in the debrief.

Ownership. Take responsibility for actions and outcomes; leaders own everything in their world.

Emotional Intelligence (EQ). Develop self-awareness, self-management, social awareness, and relationship management.

Collaboration. Work together; every team member contributes unique perspectives.

Empathy. Understand and share others' feelings; practice empathy during debriefs.