



WASHINGTON ARMY NATIONAL GUARD VISION 2021

SOLDIER FIRST!



The Washington Army National Guard (WAARNG) is formed of Citizen Soldiers who volunteer to serve our State and Nation. For nearly two centuries, these brave men and women, who are inherently connected to both the original Militia and to the U.S. Army, have distinguished themselves in combat for the United States and in selfless service to the great citizens of Washington State.

The current environment is one of challenge and opportunity. 18 years of Overseas Contingency Operations continues to strain the Army's Total Force. Over the next five years, the WAARNG will train and deploy more Soldiers than in any time since the beginning of the Global War on Terrorism. Our requirements in USINDOPACOM continue to rise. Domestic Contingency Operations and exercise requirements are increasing annually. Overall mission demands on the WAARNG are at the highest level in recent history and I predict they will only continue to grow. While the growth of expanding mission sets present challenges, it also offers great opportunity.

The **WAARNG's Mission:** The WAARNG delivers Combat-Ready forces ISO Federal Missions. On Order, provides prepared teams to Civil Authorities to protect the lives, rights, and property of our communities.

WAARNG Tenets. The foundation of our behavior is ***One Chain of Command***. Our decisions, actions, or policies promote unity between our full-time Soldiers and our traditional Soldiers. It enables the following organizational values to maximize the strengths of our Guard.

Soldier First is what you do. We are **Soldiers First**, and must be competent in our individual Soldier requirements and skills. As our touchstone, this requires the belief in individual readiness and the connection of each Soldier to the powerful tradition of service in the U.S. Army and our National Guard. **Soldier First** requires a steadfast commitment to Army Values, standards, and toughness.

Soldier Centric is what the organization does. Everything we do as Command Teams, Staffs, or Leaders must be framed by the critical question, "What does this mean to the Soldier and his or her Family?" Everything from planning to execution is through the lens of the Soldier. When we get this right, we will build trust.



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Brilliance in the Basics is our approach to training. We train tough, ethical, and professionally competent Soldiers. We identify and prioritize the basic tasks we choose to execute and then master them.

Leader Development. We train **Leadership** at echelon. We develop leaders by trusting and empowering them to execute consequential missions. We instill authority, ownership, and decision making back at all echelons down to the lowest level possible. Diversity in leadership strengthens our Guard. Developing leaders includes ensuring the value of fair competition for key assignments, opportunities, and promotions.

Disciplined Initiative within Intent. We enable this by communicating precisely **through** echelon and by building **mutual trust & shared understanding** of Commander's Intent. This forms the foundation of **Mission Command**, which enables us to accomplish all missions and capitalize on emerging opportunities.

Build Winning Units. Our units are built with Guardsmen who are **Soldiers First**, and their units have such a powerful Army identity that Soldiers are **proud to serve** here. Winning units are technically, tactically, and operationally proficient while remaining ready to execute our **mission**. Winning is measured with science by performance in key metrics and assessed in art by the command.

Our desired end-state is the WAARNG's reputation and readiness are trusted and valued by our Soldiers, our community, the Army and our elected officials allowing us to benefit from new opportunities. We are regionally aligned within Washington State to maximize mission command, with a force structure optimized for strategic opportunities. We capitalize on our unique differences, becoming an organization of choice for our Soldiers and Civilians and is a key influencer of the strategic direction of the National Guard.

This vision is the basis of the WAARNG 2020-2030 strategy published in October of 2020. Our strategy serves as a guide for the way our organization behaves moving forward and ensures our ends are achieved.

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Command Sergeant Major
Washington ARNG

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DANIEL H. DENT
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Commanding

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