



Warhawk Strategic Plan





COMMANDERS PHILOSOPHY

Warhawks,

When we loudly and proudly chant: *We are...Warhawks!* We affirm our commitment to training and educating U.S. and international civilians and students into disciplined, resilient Department of War and international service members that are ready to lead, adapt and excel in an evolving global security environment, *while also developing better citizens for the world*. Guided by the priorities of **People, Culture and Mission**, we achieve success through being **Connected**, being **Curious**, being **Better**, being **Ready** and being **Bold**.

Each of you are precious souls. **Being connected is the foundation of trust, understanding and appreciation.** When we thrive, being connected with each other helps us “enjoy the joy” more. When times are bad, being connected helps us endure. All of us face challenges at work and in life. Being connected with each other, knowing each of you have one more person in your life that is there for you, will help you get back up when life knocks you down.

Being curious is marked by a desire to learn and to have an interest in others. Asking questions out of curiosity allows each of us to better understand the topic. Curiosity helps us build positive relationships by helping us appreciate what we do and why we do it, to be more empathetic. Finally, by asking the question out of curiosity, we will have a greater opportunity to explore new ideas and possibilities.

We are all on a shared journey to become the person we are meant to be -- a better human, a better spouse or partner, a better friend, a better Airman or Guardian, a better Warhawk. None of us are fully developed yet, and we must take advantage of the opportunities we are blessed with each day. We should appreciate our fellow Warhawks and the people around us that expect more out of us than we do of ourselves. **We do this by being kind to each other, not being nice; and by teaching, coaching, and mentoring to help us all be the standard and make each other proud.**

Being ready for China is important, and we will be ready! We must also be ready for all the challenges life will present between now and then. **To truly be ready, we must know ourselves and our roles.** We must know when we are stressed or overwhelmed, confused or doubtful, happy or joyful. We must understand how our emotions and actions impact the environment we share. We must know our responsibilities, our roles, and the value of airpower so well that regardless of the situation -- hardships at home, deployment, crisis or conflict -- we will succeed.

We can be bold when all the above behaviors come together. Being bold allows us to be confident in ourselves and each other. It helps us feel empowered to take decisive action and make difficult decisions. It inspires us to push boundaries and foster innovation and resilience in the face of challenges.


WILL COOPER, COLONEL, USAF
COMMANDER, 37TH TRAINING WING





CHIEF'S WARRIOR ETHOS

We are **Warhawks**; we are humble yet fierce, credible yet relentless professionals. **Forged in adversity**, fueled by purpose, and defined by ironclad resolve. Our ethos is simple: **Never Quit. Never Surrender. Keep Fighting.**

Our mission is clear: *To train **disciplined, dynamic** Airmen, Guardians, partners, and allies **trusted to secure tomorrow***. We ensure they are ready to **dominate the fight** and **win without hesitation**. We build **warfighters who refuse to break** and who **do not flinch in the face of chaos**. We **sharpen each other** for the storms ahead, not just through tactics and skills, but through the **unyielding mindset** of warfighters.

We embrace a **hard-to-kill** mindset; we are physically strong, mentally unshakable, emotionally anchored. This is not bravado; this is **readiness**. Resilience is earned through **sacrifice, discipline, hardship, and relentless pursuit of excellence**. We suffer now so we will not fail later, realizing our strength comes not from isolation but from **connection** to each other, our mission, and the legacy of Warhawks who faced storms before us.

When the storm gathers, we do not retreat. Warhawks see through the storm and **strike without hesitation**. We face adversity head-on **together, focused, relentless, and unafraid**. We seek the fight because on the far side of pain and hardship lie **strength and triumph ...victory**.

We fight not for ourselves but for **each other, our mission, and the sacred oath** we have sworn to this Nation. We do not endure hardship; we **own it, overcome it, and are forged by it**.

Our ethos aligns with our Commander's vision: **People. Culture. Mission**. We achieve greatness because we are **connected, curious, driven, prepared, and bold**. These are not mere aspirations; these are **how we live, fight, and lead**.

We choose the hard road because it's where **warriors are made, excellence is forged, and victory is earned**. Excellence is not luck; it is a **weapon sharpened through discipline and daily decisions**.

We are Warhawks: **unbroken, unstoppable, and united in relentless pursuit of excellence**.



CALEB VADEN, CMSGT, USAF
COMMAND CHIEF, 37TH TRAINING WING



MISSION

“Train and develop
disciplined and
dynamic Airmen,
Guardians, Partners
and Allies trusted to
secure tomorrow”



VISION

“We are the training standard of excellence
now and tomorrow”

PRIORITIES

People - Culture - Mission

People are precious.

Trust forms the foundation for success in professional and personal growth.

Warhawks set high expectations and hold each other accountable.

We empower individuals to reach their full potential and contribute to our collective achievements.



PEOPLE

Objectives

1.1. Maximize Warhawk Potential: Provide holistic professional and personal growth opportunities, from entry to beyond service.

1.2. Enhance Leadership Development: Implement a leadership development program that reinforces behaviors and attitudes that leaders at all levels should model.

1.3. Establish a Robust Mentorship Program: Connect Airmen and Guardians with experienced mentors, helping agencies and local resources to foster personal and professional development, enhance leadership skills, and promote career progression.

Create a shared commitment to an environment where every member feels valued, respected, and empowered.

Through open communication, teamwork, and a shared commitment to excellence, we foster a community that strengthens morale and unity.



CULTURE

2.1. Cultivate an Environment of Dignity and Respect: We will foster a resilient, mission-driven culture within the 37th Training Wing, ensuring that every Airman and Guardian embraces the values and ethos of the Warhawk community. By promoting our expected behaviors, we aim to build a cohesive environment where teamwork, curiosity, and personal development thrive.

2.2. Promote a Culture that Actively Encourages Curiosity and Creativity: Support an organizational culture by empowering individuals to explore new ideas, take thoughtful risks, and collaborate across perspectives to drive continuous growth and problem-solving excellence.

2.3. Strengthen Mission-Driven Engagement: Create mission-centered engagement programs that highlight how each member's role contributes to the broader objectives of the Department of the Air Force, reinforcing the importance of teamwork, dedication, and operational success.

Objectives

Warhawks have a shared mission to transform, train, and develop Department of War and international service members through a portfolio of programs that includes foundational and technical training, language instruction, and professional military education to develop mission-ready leaders and better citizens for the world.



MISSION

Objectives

3.1. Streamline Processes and Provide Clear Guidance: We remain committed to fine-tuning processes for more effective and efficient performance output. We strive to provide clear and concise guidance, considering feedback across the enterprise, with the intent to reinforce our expected behaviors.

3.2. Readiness: Train mission-ready Airmen and Guardians. Warhawks are resilient. Warhawk's ingenuity, grit and commitment, paired with modern weapon systems, is our competitive advantage.

3.3. Modernize Infrastructure, Technology and Operations: We will redesign our training and education environment, automate processes, and utilize new technologies that enable Airmen and Guardians to progress at their own speed of learning while maintaining mission success.

INTER-AMERICAN AIR FORCES ACADEMY

Builds partnerships across the Americas by delivering technical, aircrew, and professional military education in Spanish. The Academy fosters peace, democratic values, good governance, human rights, and effective joint and interagency operations within partner nation military and security forces.



937TH TRAINING GROUP

Trains 16 enlisted and 3 officer Air Force medical specialties, offering over 69 formal courses across the U.S. to develop medical professionals ready to serve anytime, anywhere. The Group oversees the Clinical Training and Phase II Program, conducted at medical facilities nationwide in accordance with Defense Health Agency, Air Force, and state directives.



737TH TRAINING GROUP

Generates 100% of the Air Force and Space Force enlisted Airmen and Guardians during 7.5-weeks. As the sole Department of the Air Force's location entrusted with this mission, Basic Military Training transforms civilians into professional, resilient service members through a curriculum grounded in foundational competencies.



37TH TRAINING GROUP

Provides technical training across 18 Air Force specialties from coast-to-coast to Airmen, Guardians, Soldiers, Sailors, Marines, and international students. As the Executive Agent for the Military Working Dog program, the 341st Training Squadron delivers all Department of War training for dogs, trainers, and kennel masters.



637TH TRAINING GROUP

The Defense Language Institute English Language Center delivers English language training and cultural immersion to U.S. and international students, as well as U.S. Army and Coast Guard Basic Combat Training recruits. As the Executive Agent for English language training, the “Gateway to America” supports over 3,500 students annually worldwide.



WING STAFF AGENCIES AND HUMAN PERFORMANCE SQUADRON

Delivers sustained, innovative support to the Warhawk Wing through a network of support agencies and an A-Staff, driving mission success. The 37th Human Performance Squadron unites health and performance experts at the Wing level to enhance trainee and student outcomes through data-driven programs.





We Are Warhawks.

