**EXPECTATIONS/PRIORITIES**

You – Your professional growth/satisfaction are paramount. I intend you to grow and I intend to help you meet your professional/personal goals. So you’ll need some.

Attitude – There are no “dog” cases, there are no “stupid” suspenses—externally. We can talk about our frustrations internally, but we exhibit a can-do attitude and confidence out in public. That doesn’t mean we say “yes” to everything, but we work every issue with enthusiasm. Weakness of attitude becomes weakness of character--*Albert Einstein*

Integrity – No room for error. Everything you do personally and professionally reflects on our office and the JAG Corps. We WILL set the standard … this is a zero-tolerance area.

Professionalism – Professional attitude/demeanor foster credibility and confidence. Meet/exceed standards. Dignity and respect up and down the chain in and out of the office is an absolute must. Meeting admin requirements—tedious, yes; necessary, yes. But don’t confuse any of this with not having fun…just be smart.

Excellence – Attention to detail and pride in your work product. Take initiative, give me your best every day and we’ll be fine. Don’t be afraid to fail … those who don’t try don’t fail. We’ll all make mistakes; own them and move on. I’ve got your back.

Honest communication/Work Ethic …with a balance. JAG Corps personnel work harder than most. That’ll continue. But we need to know when there are problems. I’ll work you hard, but not to death … I want you to have as long an AF career as you desire and will focus on helping everyone find their work/life balance.

**WORDS TO LIVE BY**

“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly; who errs and comes short again and again; because there is not effort without error and shortcomings; but who does actually strive to do the deed; who knows the great enthusiasm, the great devotion, who spends himself in a worthy cause, who at the best knows in the end the triumph of high achievement and who at the worst, if he fails, at least he fails while daring greatly. So that his place shall never be with those cold and timid souls who know neither victory nor defeat.”

“Far better it is to dare mighty things, to win glorious triumphs, even though checkered by failure … than to rank with those poor spirits who neither enjoy much nor suffer much, because they live in a gray twilight that knows not victory nor defeat.”

“To each there comes in their lifetime a special moment when they are figuratively tapped on the shoulder and offered the chance to do a very special thing, unique to them and fitted to their talents. What a tragedy if that moment finds them unprepared or unqualified for that which could have been their finest moment.”

**LEADERSHIP PRINCIPLES**

**When I think of leadership, I think of my father. In his 27-year Air Force career he faced many more leadership challenges as a Maintenance Officer than I likely ever will as a Judge Advocate. But the lessons he taught me, in day-to-day life and when he would bring me to the office for the day to watch him work and interact with his Airmen, or to sit in the back during one of his commander’s calls, or at squadron events, have stayed with me to this day. His leading from the front, with an infectiously positive and forward-leaning attitude, focused on the personal and professional development of his people, shape my approach to leadership:**

**Honesty and Integrity. It is about living your own standards and demanding that those who you lead and mentor do the same.**

**Leading from the front. It is about** spending whatever time or energy is necessary to accomplish the task at hand and not simply delegating all the work to subordinates.

**Magnanimity** and Humility. It is about giving credit where it is due and not self-promoting your own success to your subordinates. To spread the fame and take the blame is a hallmark of effective leadership.

**Be open to new ideas. It is about** being able to listen to new ideas, even if they do not conform to your usual way of thinking. CAVEAT…If it ain’t broke, don’t fix it, but don’t assume it ain’t broke.

**Decisively set a tone of assertiveness and fairness. It is about being able** to clearly state what is expected so that there will be no misunderstandings.

**Communicate often and effectively. It is about ensuring that all your subordinates understand your priorities/expectations, the mission and, in a more general sense, what is going on.**

**And do all of this with a steely resolve, an unflappable demeanor, and a good sense of humor.**

**SPECIFIC FOCUS AREAS**

**For now … and always:** Litigation excellence (which will drive MJ administrative success),morale and recognition, PT maximum effort; PME/training; meet suspenses, timeliness

**DANGER:** Col Thompson is impatient, has a terrible memory, has difficulty delegating, is unsentimental, still thinks he’s the AF’s top criminal litigator, dislikes administrivia, tends to talk out his thought process before settling on a COA, takes mentorship very seriously, and loves potlucks/ office parties. And Oxford commas, only one space after periods.