

KUKAILIMOKU



154th TACTICAL FIGHTER GROUP

VOL. 22 NO. 11 NOVEMBER 1977

"HANG AWARDS BANQUET"

The first Annual HANG Awards Banquet will be held Saturday 12 November at the Pearl Harbor Officers Club from 1800 to 0100 hours.

The bash is informal and open to ALL AIR GUARDSMEN regardless of rank. There will be a no-host bar and the evening costs only \$12.50 per person. Menu: Steak and Crab with wine. Dance music later in the evening.

Unfortunately, only 400 tickets will be sold due to limited accomodations. First come, first served. Get your tickets early.

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CANOE CLUB NOW A REALITY

-- Needs Members, Money & Expertise

Lt. Wayne Wakeman, 199th TFS, is the HANG OHANA's chief organizer of the Outrigger Canoe Project, and he's looking for men and women who can help in any way to get our new outrigger canoe "in the water" and fully operational.

If you haven't seen this beauty yet (and where you at this morning's formation!?) it is sitting in all its colorful glory in the grassy area fronting CBPO. The canoe, which has yet to be named, is wearing appropriate colors for HANG: air superiority blue and Aii gold; and needs not only all of our support, but the expertise, the cash, and the time and personal effort of every member of the Air Guard.

Wayne is particularly interested in Guardmembers -- both male and female -- who have had prior canoe-paddling experience, and who are knowledgeable about such things as: 1) How to obtain paddles and canoe equipment; 2) How to rig the Ama and Akos (actual outriggers) of the canoe; and 3) How to help raise the cash necessary to help keep this important project afloat -- both literally and figuratively.

If you can help in any way -- and we stress that you don't have to be an expert paddler -- please contact Lt. WAYNE WAKEMAN at the 199th Tac Ftr Sqdn (ph: 449-2862) or at the alert pad (449-6631).

154TH WING
HISTORY OFFICE
FILE # 2.98.184

General Ishimoto's Messages to Commanders

(At a Commanders meeting, Major General Arthur Ishimoto, HANG Commander, hit on many points which were repeating. We have reprinted his entire talk for we feel he has many excellent points which should be shared with all HANG'men, not just the commanders.)

"The reason I have asked subordinate unit commanders to attend this meeting is to convey to you my concept of leadership. As I had mentioned in the previous commanders meeting, management is a science--it can be taught in a classroom. Leadership is an art. You must try various methods to make positive things happen.

"One of the main ingredients of leadership is the people program. What are you doing to inspire your people to perform collectively? Do you command respect from your people? Are you sensitive to the needs of your troops?

"How are you using the airmen's council? The airmen's council is for the lower ranking airmen to meet, discuss problems, and make recommendations to you. It is their instrument to express their feelings. The higher ranking NCOs and officers must not be members of the council, with the exception of the first sergeant. I would like to see the council composed of officers and higher ranking NCOs. To say, you would not have a free and honest discussion--the whole purpose of the council goes down the drain. What has your council accomplished? Have they told you that in many cases they are used for purposes other than in their so called career field? Where were you when members of your unit won a sports program and was awarded a trophy? These are some of the complaints I have heard from your own members. Obviously, in these cases, you did not care about your people. You were insensitive to their needs, to their irritants. Ask yourself, what do I know or care about their working conditions? What have I done to improve the pay program? Are you using your first sergeant properly? TIG Brief dated 1 October 1977 outlines a checklist for a first sergeant: 1.) Is the first sergeant the appropriate noncommissioned officer for the unit? 2.) Does the First Sergeant maintain the highest personal and professional standards? 3.) How does the First Sergeant assist the commander in managing the unit? 4.) Are the First Sergeant and Commander working as a team in managing squadron activities? 5.) How does the First Sergeant evaluate and communicate the views, complaints, and suggestions of squadron personnel to the commander? 6.) Does the First Sergeant work with other First Sergeants in furthering support of the installation commander? 7.) What actions are taken to assist the commander in establishing an effective Commander's Call program that reaches all unit personnel. 8.) Does the First Sergeant or the move, visiting personnel in their respective work areas and shortstopping small irritants before they become major problems? 9.) Are all unit councils participated in by the First Sergeant? 10.) Is the First Sergeant effectively monitoring the unit sponsorship/INR program? 11.) Does the First Sergeant provide an effective newcomers' briefing that is both informative and makes the newly arrived feel welcome and a part of the unit mission? 12.) In what ways does the First Sergeant assist the commander and supervisors in efforts to rehabilitate problem individuals? 13.) In what specific ways does the First Sergeant provide leadership to subordinate personnel and management assistance to supervisors?

(Con't General Ishimoto Address)

"Let's talk about air technicians for a moment. I have noticed that the same people always receive excellent or outstanding ratings in their annual technician performance report. What about others and why not? I have also noticed that job performance standards in few cases are so low that it is easy to justify outstanding ratings. I know it has hurt individuals receiving outstanding because of low standards established and when required to perform for others, they have failed to live up to expectation. Get involved with your people. Know who are deserving of higher ratings and question his or her supervisor why only a satisfactory rating is recommended. Don't rubber stamp the technician performance report.

"In an effort to enhance the people program, I have asked for several programs to be implemented. One is the special services committee; the others are the HANG Ohana musical group, canoe club, and the community action CPR program. Colonel Lee conceived the idea of the HANG awards banquet. William Tell, load crew competition, JCS exercise, etc.--these are people programs. I am sure you can conceive other programs.

"Another essential ingredient of leadership is loyalty. A great majority of you practice this virtue diligently. Nevertheless, I have heard subordinates make adverse comments of their supervisor or commander. Some examples are this policy is not my idea; it came from above and I can't do anything about it. Or blame it on the commander or higher headquarters. If you practice this kind of negative leadership, I suggest you correct it immediately. There is no place for such negative leadership in the Guard or in the Air Force. Before a policy is rendered, you have your day in court to express your concerns. Once the decision is made by your boss, the conversation ends and you must live up to the policy. However, after abiding by the policy and you find it to be detrimental to your operation, to the welfare of your people or to their morale, then you should state your facts in writing and request for reconsideration. Here, I am stressing that you must have facts and that the reconsideration is not based on emotion. A point in case, HANG supplement to ANGR 39-29 which has to do with promotion of airmen, i.e., time in grade restriction, was reduced from six years to five years for promotion to E-5 by the NGB. Our supplement added a restriction by requiring attendance at McGhee Tyson ANGB or comparable correspondence course in leadership training. The reduction from six years to five years was to enhance retention. When we added our requirement, it was counterproductive to the to the retention effort. This matter was brought to my attention by a second lieutenant who had written a fully justified letter stating the problems he had in retention. This is leadership and he showed he really cared for his people. After checking into the problem, I rescinded the supplement.

"All of us must work together and press forward toward attaining a common goal--readiness. We cannot readily attain this if we continue to back bite or undermine the efforts of management. In this regard, I want to state it very clearly that I will not tolerate any disparaging remarks made against my headquarters or any member of my staff or to any commander. My staff is available to help you and I want to assure you that they are not spies.

(Con't General Ishimoto Address)

Examples of how my staff has helped the units are the C-E activity inspections and VCO inspections. Initially, the units did not accept the program; however, these inspections have helped the units to eliminate many discrepancies and, as a result, the recent MBI had no writeups in these areas. If you have any heartburns of any individual on my staff, discuss it with me personally and I will resolve it, but I will not tolerate any disparaging remarks. The key word is cooperation. We must pull together.

COMPTROLLERS GARNER FIRST ANNUAL
154TH COMBAT SUPPORT SQ VOLLEYBALL TOURNAMENT

Major John Oshiro's surprising spikers captured the 1977 154th CSS Volleyball Tournament last Wednesday night in a rousing final set 15-0 finish that saw the heavily-favored CBPO team suffer their second straight loss to the finance-men. In a four-team tourney which sorely missed the potent spiking power of a Security Police contingent, action nevertheless waxed hot and heavy with a surprise showing of individual squadron talent. First night action saw Ata Takayama's CBPO team defeating Comptrollers 16-14, 15-17, 18-16 sending them into the losers bracket. In the preliminary, Wayne Soma's Combos finally bowed to Dobo's Destroyers from Hq 154 TFG 15-6, 15-8 in a colorful spill and thrill game. Despite a fine showing by twin terrors Moana Quinn and Lynn McCluskey, the Combos became the first team eliminated through the courtesy of coach F. Zoller's hustling Comptrollers in the nightcap. Displaying fine team-work in the night's first game, CBPO quickly took advantage of the absence of HQ 154 TFG's Ronny Whang and the Rodrigues boys which left a glaring weakness - no setter for power-hitter Mial Cintron. Final Score: 15-6, 15-8, CBPO. Third night action saw the surging Comptrollers eliminate HQ154TFG in their quest for the Commanders Trophy and a chance to meet CBPO in the night's finale. With former Kailua star Mel Akamine and Waipahu reject George Sensano hitting, plus fine defensive play from Randy Hiyane and Steven Chang, Oshiro's Offense combined for a 15-4, 15-13 verdict, setting up the rematch,

CBPO started off strong winning the first set decisively 15-6 behind some great hitting from Darryl Ho, C.J. Simmons and Ata Takayama. The next two sets were not to be denied the Comptrollers however, as they prevailed 15-1 15-12 with great defensive play and a patterned offensive attack. Takusan kudos to Lt Col Richard Settsu for his establishing the Annual Tournament and the Commanders Trophy and especially for arranging for the gym site. Congratulations go to the Comptrollers who will now reign as the 1977 Champs and much aloha to all who supported the tournament. (Post Tourney Note: Wait til NEXT YEAR!)

"RACQUETBALL"

Anyone interested in sweating it out and fellowship with a fast game of racquetball, please contact SSgt James Pahukula at 449-1201 or Maj. James Iwamu at 449-1330.

***** TECH TRAINING REORGANIZATION *****

The Air Training Command plans to reorganize its five technical training centers by Jan. 1, 1978, a move expected to eliminate approximately 374 positions and save the Air Force about \$5 million annually.

The centers are the Air Force Military Training Center at Lackland and Sheppard AFBs, Tex., and the technical training centers at Chanute AFB, Ill., Lowry AFB, Colo., and Keesler AFB, Miss.

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"CINSAFE"

The past few months has seen an increase in moving violations issued to HANG personnel on Hickam AFB. This increase indicates people are not really paying attention to their driving or surrounding environment which can very easily set the stage for an accident. Please, for your own sake, buckle up when you get in and be aware of all the stimuli around you when you are driving.

Out with the old, in with the new... I am resigning from my position as Chief of Safety, and until a permanent successor is tried, Capt. Ken Wicks will be filling the position. I'll still be here as a part-timer, of course, but over in the Fighter Squadron. A heartfelt thanks to all of you for your support of the safety program. You are the people that make it all go and you've been great.

GEOFFREY S. AVERY

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ANNIVERSARY OF THE ROYAL GUARD

The Hawaii Air National Guard-sponsored Royal Guard would like to commemorate the fourteenth anniversary of its modern re-creation on Wednesday, November 16, 1977. In 1963, the Governor granted permission to "call the Royal Guard from the past" at a ceremony in front of Iolani Barracks on Hotel Street. Each anniversary since then permission has been granted to mount guard over the Palace. Coincidentally, the date is also the 141st anniversary of King Kalakaua's birth.

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***** MEN'S FLIGHT CAP APPROVED FOR WEAR BY WOMEN *****

Women pilots and navigators recently received approval to wear the men's blue flight cap when wearing flight suits. Air Force officials said that women's authorized headgear did not meet the needs of the women during their training.

DIS-N-DOT

Can't understand it: We remind you about the Radar Boys on Base but you guys still get tickets...Four recently! When you are going home this afternoon, a radar beam WILL track your car. Whether or not you are stopped will depend on your speedometer. Don't say we didn't warn you!....

Lt Col Kenji Sumida has been appointed chairman of the HANG Awards Board. Serving with him are Lt Col Paul Mori, Major Ron Silva, CMSgt Cliff Chee, and SMSgt Arthur T.Y. Lee. Alternates are Major Richard K.H. Lee and SMSgt Cornwall K.S. Matsusaka....For the month of September, high recruiter was SSgt Kenneth S. Enoki of the 201 CMBTCG. He is with team "C" and stacked up 60 points....The 154th has started to gather data on the William Tell and hope to enter the competition next year. Geevem!....During the January Sunday drill, we plan a meeting of a CB'ers at a place to be determined here at the 154th. If you own or operate a CB in a car, plan to attend. We are forming a club which will be fun! More about this during the December drill....The 154th CAMRON has achieved another significant milestone. In the month of September, we flew 211 sorties. Congratulations to each and every member of CAMRON!!!.....Hickam has a "35-10 Spot Check" team roaming Hickam looking for violations to the standards outlined in AFR 35-10 Dress and Personal Appearance for Air Force Personnel. If caught, you and your immediate supervisor must stand an open ranks inspection with the 15th ABW Senior Enlisted Advisor on Saturday morning!....Capt Sasha Saromines wants to sell her 1971 Fiat 850 Spiker. "Needs work," says the lady. \$850 or offer! See the nice lady today, room 211, Headquarters, 154th....

Here's a cute one: If you get two parking tickets on base within a 12-month period, you loose your on-base driving privileges for seven (7) days!!!!....

Pilot Lt Col Kurt Johnson and WSO Capt. David Nishioka returned to Hickam yesterday afternoon from Guam after spending 8 hours sitting in that cramped cockpit. The flight originated in Tainan, Taiwan with Kurt and Dave in one F-4 and Capt Bill Spillane (front seat) and Lt Steve Coonan (a short distance away in the other F-4). Both aircraft made it to Guam but Kurt's bird developed nose gear problems. So Bill and Steve split and arrived Wednesday last. Kurt and Dave had to wait three days for repairs....

Here's one on Hickam's Security Police: Checking the Guard parking lot for drugs, security personnel saw a package of white powder in a parked car. They scooped it up and ran off to the lab. Really thought they had something! Turned out they got some corn starch which a Guardsman was going to use to make Haupia!.....Aloha to good-guy Capt. Geof Avery, our fulltime Safety Officer, who will be joining Hawaiian Airlines; Don't panic ladies, he'll remain on drill status....And we'll close with some trivia: The bathtub was invented in 1850 and the phone in 1875. This means that for 25 years, people could sit in the tub without hearing the phone ring.

Merry Christmas!