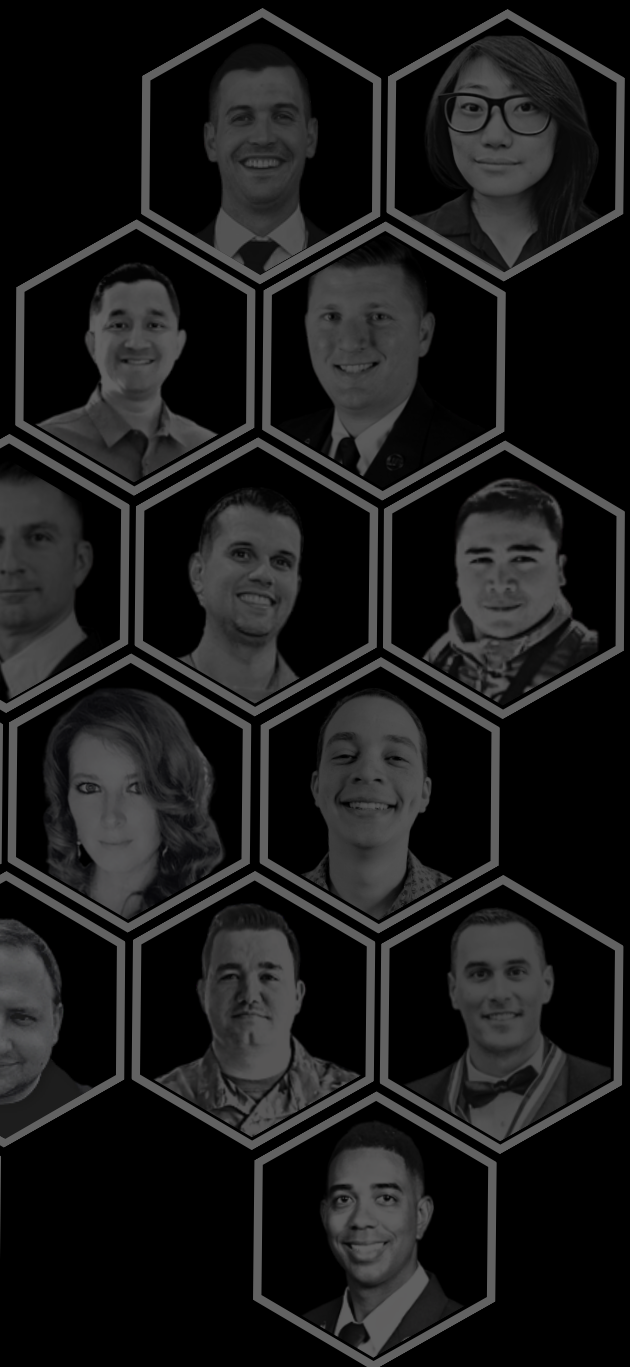# LNO

COMMUNITY

STRATEGY

LNO COMMUNITY STRATEGY

OVERVIEW

The Tesseract core team is successful with the help of continuous momentum forged from a community of liaisons (LNOs) that accurately reflect the voice and willpower of Airmen who accelerate change. The liaisons further Tesseract initiatives in the field and are the eyes and ears of innovation in the A4 community.

The current community exists on the digital platform SLACK. However, the community and the constituents' interactions with one another is the true platform. Slack is merely a tool that will one day be replaced. It is the community, team effort, and communication that exist within this Tesseract ecosystem that keeps it alive.

The ecosystem is self-sustaining and self-monitoring, similar to that of a Co-Op. Existing and growing through the people that are members of the community. While the same members will learn and grow from being part of the same ecosystem (Ubuntu).

....

" "THE KEY TO CREATING OR TRANSFORMING COMMUNITY, THEN, IS TO SEE THE POWER IN THE SMALL BUT IMPORTANT ELEMENTS OF BEING WITH OTHERS. THE SHIFT WE SEEK NEEDS TO BE EMBODIED IN EACH INVITATION WE MAKE, EACH RELATIONSHIP WE ENCOUNTER, AND EACH MEETING WE ATTEND. FOR AT THE MOST OPERATIONAL AND PRACTICAL LEVEL, AFTER ALL THE THINKING ABOUT POLICY, STRATEGY, MISSION, AND MILESTONES, IT GETS DOWN TO THIS: HOW ARE WE GOING TO BE WHEN WE GATHER TOGETHER?"

Peter Block

GOALS

We aim to have equal representation. We are constantly searching for new LNOs to join our team. The more we diversify our ecosystem, the more likely it is that the solutions we help deliver are inclusive to all of our Warfighters. In addition to diversifying demographics, we would also like to have liaisons at every Air Force installation.

How might we connect nodes through sensors on the ground in the field to get the hard work done?

- Define four areas of an LNO: Sensor, Actor, Facilitator, & Representative
- Incentivize the LNO Community with training, TDYs, & access to HAF level projects
- Everyone will only be in some areas of an LNO. However, each person has the potential to develop something outstanding based on small incremental steps.
- Success is not met alone; it takes a team and a community of like-minded people after the same goal.

LNO REPRESENTATIVES

LNO FACILITATORS

LNO ACTORS

LNO SENSORS
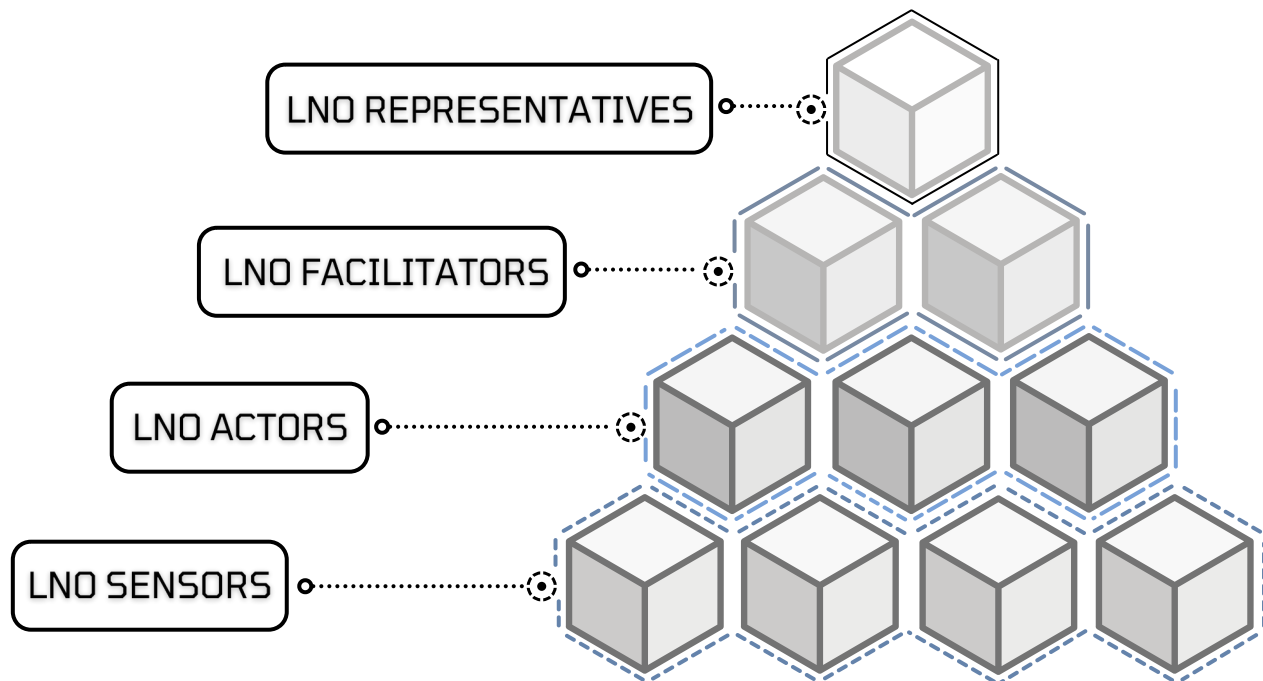
> What makes community building so complex is that it occurs in an infinite number of small steps, sometimes in quiet moments that we notice out of the corner of our eye. It calls for us to treat as important many things that we thought we incidental. An afterthought becomes the point; a comment made in passing defines who we are more than all that came before. If the artist is one who captures the nuance of experience, then this is whom each of us must become.
>
> *Peter Block*

QUALIFICATIONS

The capacity of LNOs to build a community depends on understanding the importance of sensors. Sensors are the foundation of the network; they forge an interpersonal relationship between the community and its members. Even if hundreds are in the room, real change happens when people become configured into small groups working towards a greater goal.

LNO Sensors

[ell-en-oh sen-sirs]   *noun*

LNO Sensors are liaisons who provide communication efforts and feedback within the Tesseract community. They commit to being engaged in the happenings of their organizations to accelerate change and drive a more collaborative community.

Specific Skills:

⬡ Willingness to engage with Tesseract Community

CORE TEAM ACTIONS

⬡ Invite Airmen to the digital network

> "
> TAKE THE MAVERICKS IN YOUR SERVICE, THE ONES THAT WEAR RUMPLED UNIFORMS AND LOOK LIKE A BAG OF MUD BUT WHOSE IDEAS ARE SO OFFSETTING THAT THEY ACTUALLY UPSET THE PEOPLE IN THE BUREAUCRACY. ONE OF YOUR PRIMARY JOBS IS TO TAKE THE RISK AND PROTECT THESE PEOPLE, BECAUSE IF THEY ARE NOT NURTURED IN YOUR SERVICE, THE ENEMY WILL BRING THEIR CONTRARY IDEAS TO YOU.
>
> *Secretary Jim Mattis* "

LNO Actors

[ell-en-oh ak-ters] *noun*

LNO Actors are delivering successful projects at their base and unit levels. Actors are also committed to managing Tesseract Projects at the base level to deliver a sustainable solution at the grassroots. LNO Actors are developing projects to accelerate an innovative culture.

Specific Skills (at least two):

- ⬡ Spark cell affiliation
- ⬡ Been affiliated with a Theory of Constraints
- ⬡ Been affiliated with a Theory of Constraints project
- ⬡ Completed and sustained a project that impacted the mission at their unit
- ⬡ A TPOC on an SBIR

CORE TEAM ACTIONS

- ⬡ Offer training opportunities such as: design thinking, Scrum, Systems Thinking, Theory of Constraints, and basic coding. *Training not limited and may vary based on the ability and capability of the LNO*
- ⬡ Connect Airmen to the right resources so that they may find the appropriate stakeholders to collaborate with on projects.
- ⬡ Create engaging content in the LNO digital network to grow, develop, and encourage LNO Actors.

LNO Facilitators

[ell-en-oh fuh-sil-i-tey-ters] *noun*

LNO Facilitators are experienced communicators and tactful teachers in Agile methodologies, Theory of Constraints, CPI, Six Sigma, and communication methods that involve Psychological Safety. LNO Facilitators act on behalf of the Tesseract Core Team and deliver training and understanding across the force.

Specific Skills (at least one):

- ⬡ Coached an Aether Sprint Team
- ⬡ Certified Theory of Constraints Facilitator
- ⬡ Certified in an Agile practice or skill

CORE TEAM ACTIONS

- ⬡ Offer additional training that may expand the LNOs current skill set
- ⬡ Embed (Select) specific LNOs with projects that require unique facilitation that a Core Team Member would otherwise conduct
- ⬡ Create engaging content in the LNO Digital network to grow, develop, and encourage LNO Facilitators
- ⬡ Expand education opportunities through gathered resources and potential facilitation opportunities

LNO Representatives
[ell-en-oh rep-ri-zen-tuh-tivs]   *noun*

LNO Representatives have completed projects that have sustained a difference in the Air Force Enterprise (multiple MAJCOMs). They understand the bureaucracies that exist around the colors of money, logistics IT systems, adaptive manufacturing, and policy change. Representatives are subject matter experts in the field, delivering sustainable solutions across the enterprise.

Specific Skills (all highly recommended) :
- Understand the colors of money ~ ⬡ ⊕ ⬡
- Has been a TPOC on an SBIR ~   ⬡ ⊕ ⬡
- Familiar with drafting Letters of Support ~ ⬡ ⊕ ⬡
- Understands the AF 847 and 1067 process and other forms for policy change ~ ⬡ ⊕ ⬡
- Certified in Agile Practices or Theory of Constraints ~ ⬡ ⊕ ⬡ ⊕ ⬡
- Communicating with Senior Leaders ~ ⬡

SPECIALTIES

MAJCOM
MAJCOM Representatives will have a very specific identifier: they are required to report and sync with the organizations under their MAJCOM, and they help the core team establish connections within the MAJCOM.

PROCESS ADVANCEMENT
Process Advancement Representatives are focused towards the policy, strategy, and procedure development for innovation. Along with sustainment for constraint-based program management and education.

CONCEPT INTEGRATION
Concept Integration Representatives are geared towards the development of emerging sustainment technology, hardware, and software initiatives. Ensuring the success of integration within the A4 enterprise.

CORE TEAM ACTIONS

- **Offer additional training that may expand the LNOs current skill set.**
- **Embed (Select) specific LNOs with projects that require unique facilitation that a Core Team Member would otherwise conduct.**
- **Create engaging content in the LNO Digital network to grow, develop, and encourage LNO Facilitators.**
- **Expand education opportunities through gathered resources and potential facilitation opportunities.**

COMMUNITY ACTIONS

LNO Sensors
- Engage within the Tesseract Community
- Be the eyes and ears to the ground

Core Team
- Build Insightful relationships
- Engage via digital channels with LNOs
- Host reoccurring open conversations to grow collaborative thought

LNO Actors
- Ability to take on a Tesseract Project
- Growing innovative ideas before they reach MAJCOM
- Co-writing Letters of Support for various Tesseract projects
- Mentoring projects within the Vision repository for further development and growth
- Act as a Team Lead or Scrum Master with the ability to embed in new projects

Core Team
- Identify Actors in the field that can take on smaller projects
- Engage via digital channels with LNOs
- Host reoccurring open conversations to grow collaborative thought

LNO Facilitators

- Ability to facilitate workshops for Tesseract Projects
- Facilitate Agile Methods, Theory of Constraints, & other cohorts that revolve around breaking barriers in production
- Mentor and develop other facilitators Practice and deliver Mission Briefs to senior leaders to help build a culture & further develop the LNO community

Core Team

- Identify and name Facilitators that can act on behalf of Tesseract
- Engage via digital channels with LNOs and add respective LNO Facilitators to the private channels
- Host reoccurring syncs to improve and drive facilitation skills across the community
- Draft and co-design Tesseract Mission Brief for various cohorts

LNO Representatives

- Facilitate workshops & events without the guidance of Tesseract
- Representatives are functioning at a close capacity to that of a Core member
- Facilitate: Agile Methods, Theory of Constraints, & other cohorts that revolve around breaking barriers in production
- Mentor other facilitators, innovators, & Airman on culture + effective problem-solving skills
- Active in the LNO community: encourages & drives collaboration
- Deliver Tesseract Mission Brief

Core Team

- Identify & name Representatives that can act on behalf of Tesseract
- Engage via digital channels with LNOs & add respective LNO Representatives to the private channels
- Host reoccurring syncs to improve and drive skills across the community
- Fund recurring TDYs for representatives so they may act on behalf of the core team

MANAGING THE
DIGITAL LNO COMMUNITY

The focus should be on managing the digital network, not the community or people. Creating an environment for people to share, learn and develop their needs in a level playing ground regardless of rank. While Slack is currently our digital platform of choice, how we manage and contribute to the community should always remain. The Slack Core team will sustain a healthy ecosystem and community with the below actions:

- Managing access to the private channels ensures the right cadre of LNOs is in the channel.

- Updating the digital LNO Calendar

- Influencing other LNOs to share stories and experiences

Weekly Engagement
(at least one of the following):

- Events

- TDY's

- Training Opportunities

- Stories from the core team

- Open Ended Questions to enforce deeper conversations and stronger engagement from individuals who may be less likely to speak up

> WE ARE A COMMUNITY OF POSSIBILITIES, NOT A COMMUNITY OF PROBLEMS. COMMUNITY EXISTS FOR THE SAKE OF BELONGING AND TAKES ITS IDENTITY FROM THE GIFTS, GENEROSITY, AND ACCOUNTABILITY OF ITS CITIZENS. IT IS NOT DEFINED BY ITS FEARS, ITS ISOLATION, OR ITS PENCHANT FOR RETRIBUTION. • WE CURRENTLY HAVE ALL THE CAPACITY, EXPERTISE, PROGRAMS, LEADERS, REGULATIONS, AND WEALTH REQUIRED TO END UNNECESSARY SUFFERING AND CREATE AN ALTERNATIVE FUTURE.

Peter Block

THE ECOSYSTEM SO FAR
(REBUILDING THE COMMUNITY AS OF SEPT. 22)

Jason Yunker

LNO Representative

⬡ Viper Kit

Dakota Belcher

LNO Facilitator

⬡ PM for VCC Project

Kevin Wolfe

LNO Representative

⬡ Software for TNB/FOM

Nick Cavanaugh

LNO Facilitator

⬡ PM for VCC Project
⬡ Aether Sprint Coach

Kyle Soliday

LNO Actor

⬡ Git Hub Repository

Brandon Eastman

LNO Facilitator

⬡ Design Thinking

Mariana Chavez

LNO Actor

⬡ Git Hub Repository

Taylor Mogford

LNO Facilitator

⬡ Aether Sprint

Derrick Brooke

LNO Facilitator

⬡ Aether Sprint

Joshua Nash

LNO Facilitator

⬡ Aether Sprint

Chris Anderson

**LNO Facilitator +
LNO Actor**

⬡ Aether Sprint
⬡ VCC Innovator

Kareem Samuels

LNO Facilitator

⬡ Aether Sprint

There are many more LNO Actors, Facilitators, and Representatives we have yet to unlock