



Texas Military Department

Our PEOPLE FIRST

Our organization is only as strong as the people that fill the ranks. We will focus on placing people first in our organization. All of us have a duty to value one another regardless of our beliefs or position in our organization. It is everyone's responsibility to look out for the people who make up our formations. This organization's strength hinges on the confidence that people know they belong and feel safe and respected.

Understand the strengths and weaknesses of our people, align them to their strengths and coach them where they are weak. We must uphold mutual commitments as leaders and led. Committed leadership and enforcing standards are the best ways to ensure people understand what right looks like. Standards are where leadership and interaction are critical. The example we set will have a ripple effect on the organization, it is up to us to ensure those ripples are examples of professionalism and care for our fellow employees.

Refine our goals, this is how we continue to have the most professional military force in the world. We have instituted a Diversity and Resiliency Program focused on values of equality and strengthening our team. We will simultaneously invest in inclusion, resiliency, and equality. We will refine the culture by focusing on the people that serve our nation, and commit to provide leaders that will ensure our core values are upheld and promoted. We will embrace diversity as a core value.

TO ATTAIN THESE GOALS WE MUST:

Prioritize people first in our organization and be dedicated to their safety, welfare and success.

Observe and report issues within the organization that are not aligned with our culture and values.

Lead by example and enforce standards that promote the Texas Military Department as a beacon of professionalism.

Energize subordinates by fostering trust, honesty, accountability, and comradery within the organization.

Promote an environment of inclusion and diversity regardless of age, race, color, sex, religion or national origin.

Establish a culture that gives everyone a voice to be heard and report incidents that are not aligned with our values.

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