

#ProjectNext

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8TH COMMUNICATIONS SQUADRON
SECTION CHIEF CLIENT SYSTEMS

COHORT 6 TEAM: RUN WITH IT

Training, Education, and Recruitment

We spent a lot of time learning that hiring individuals based on personality-based assessments was a bad idea. We eventually pivoted and focused on how to give Airmen a framework to get after innovation. Our team grew our knowledge, skill sets, and toolboxes through the Project Mercury program. We advocated for and started pushing the Project Mercury workshops out at the installation level. The workshops ran at nine locations, with more scheduled for 2023.

Personal AHA Moment:

In the military, we often mistake advocacy for permission.

I believe Capt Adam Bordeau said, "we don't need their permission; we can do it anyway." As we continued the conversation, he said, "if they can't tell us yes, they can't tell us no." This was my AHA moment. We started utilizing the term, meaning get to the person who can make it happen.

What's Next After Project Mercury:

We received around \$3.5 million dollars for R&D projects.

Thuddle Phase II SBIR - We delivered gamified SAPR 2022 training via personal phones to all Airman and GS employees of the 319 RW, GSUs and Cavalier Space Force Station.

Culture/Education - To make innovation happen on a large scale we need to develop and maintain the right culture to accept mitigated risks.

Autonomous sUAS - Thread/Airtonomy: We were awarded a \$1.2 million dollar contract with Thread, to develop an autonomous perimeter security system that will replace the need for humans to conduct patrols.

410 Medical Phase II SBIR - Rapid blood and fluid infusion device, that can get a unit of blood or fluid back into the human body in around 1 minute.

5vs Phase II SBIR - A wearable device that monitors individuals' vital signs.

Dream Job:

My dream job would be working for an organization that allows me to advance technology, build partnerships, conduct research and development, fail often, and disrupt processes.



Team AHA Moment:

We spent around a month focused on developing a system for the military to hire specific positions based on personality-based assessments. At one point, when we converged on all the disconfirming data, **we learned that numerous experiments have failed mainly due to perceived biased these assessments can bring. They can be great to utilize as a tool to help understand different perception and behaviors.** However, an individual's actions are extremely complicated to predict without understanding their morals, values, beliefs and socio-emotional based behaviors.

How do you use the skills learned in Project Mercury today?

One of the concepts from Project Mercury that I have been successful with is taking shots on goal. One exercise focuses on conducting numerous experiments to see what sticks, what fails, and what you learn. **I've applied this concept to multiple scenarios in the military and my personal life.** At the North Spark Defense Innovation Laboratory, we built our 1st full-time positions around the competing values framework taught in Project Mercury. It has been a critical aspect of our success. I recently got to Kunsan AB and returned to the communications career field. I still utilize the tools learned in Project Mercury to develop teams, disrupt processes, and implement change.