



# Sector Honolulu's Command Philosophy



## People

Our people are our greatest strength. At every level, we are inclusive leaders laser focused on creating a safe and professional workplace where our people can thrive. We value professional and personal development; we cultivate potential, invest in our future, and strive for continuous growth through honest feedback. We elevate our people first, and lead with *aloha*.

## Purpose

We share a sense of responsibility. Protecting lives, livelihoods, and the 'āina (land and sea) demands that we know our jobs and do them well. We prioritize training and maintenance in order to be responsive and ready to take action. Through trust and teamwork, we live and uphold our Coast Guard core values of Honor, Respect, and Devotion to Duty.

## Partnerships

We value this community. We practice mission excellence through close and continuous coordination with our diverse federal, state, county, and local partners. In this vast area, our relationships are crucial and cultivating and growing our partnerships is vital to our shared success. Take the time to know our partners, train jointly, and develop emergency plans. Together, we move forward.

## Leadership Team Expectations

These expectations reflect this command team's values, and give you a guide for your actions while you are part of Sector Honolulu. Consider them in the context of the Coast Guard's Leadership Development Framework.

### Leading Others & Teams

- People, people, people
- Mentoring is an obligation
- Teamwork
- Ohana means family
- Always be developing
- Feedback is a gift!
- Consistency

### Leading Performance and Change

- Communicate & collaborate
- Routinely discuss risk versus gain
- Creativity, innovation, & process improvement

### Leading Programs & Coalitions

- Know when to show red
- Prepare our Sector for tomorrow

### Leading the Coast Guard

- Equity-minded
- Inclusive culture

### Leading Self

- Authenticity
- Know your strengths & values
- Reinforce organizational values & standards
- Learn & share how you recharge
- Are you listening or waiting to talk

  
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