



AFLOAT **MANAGERS** NEEDED



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The cutter fleet is aging rapidly and help has been hindered by dramatically cut future budgets. Now, more than ever the cutter community needs its leaders to roll up their sleeves and get their hands dirty to help preserve the aging fleet. Aside from the WMSL, WPB 154, and the WPB 87; the average age of the remaining cutters classes (14 in all) is nearly 40 years old!

Experienced afloat operators must do everything in their power to ensure maintenance, training, and mentoring are executed correctly and a timely fashion. Preventative maintenance is the first line of defense to preservation of each hull. If done properly and within the scheduled time frames preventive maintenance will sustain the majority of the cutters structure and operating systems. Usually, low to mid-level leaders oversee and perform all maintenance task; however, it's crucial that more senior leaders be involved with this process to ensure the task and documentation are done correctly. Being more involved with what's considered lower level tasking is not micro managing. Following up on a junior members performance is actually part of a senior leader's job description.

Training on cutter systems and processes is essential for future managers and how they will maintain the mature cutter fleet. Ensuring all your subordinates get the pipeline training they are billeted for will significantly enhance their performance during their tour and make sure the cutter systems are operated correctly. Likewise, departmental training is crucial to make certain all your personnel are on the same page with processes, maintenance, and documentation. As a mid-level or senior leader you should be directly involved with planning and implementation of all departmental training.

Similar to any other Coast Guard specialty, afloat knowledge and education must be passed onto our junior members and future cutterman. With compressed schedules, reduced budgets, and increased workloads it's extremely difficult to find time in the day for mentoring. However, as mid-level and senior managers onboard these older cutters we have to incorporate mentoring into our daily routine. Passing on your personal knowledge and experience of operating and maintaining a ship will not only profit the cutter, but will greatly enhance your junior member's individual repertoire.

Maintaining this aging fleet of cutters while performing all of our assigned missions is no easy task, but it's the task we have been given to complete. Mid-level and senior leaders within the afloat community have to stay completely engaged with preventative maintenance; training/education, and mentoring to make certain these cutters can continue to carry out their missions safely and efficiently well into the future.

Leadership Competencies: Mentoring, Accountability and Responsibility, Customer Focus and Stewardship