Mr. Jeffery R. Shelton is the Director of Resource Integration, Deputy Chief of Staff (DCS) for Logistics, Installations and Mission Support, Headquarters U.S. Air Force, Washington, D.C. He supports the DCS mission to carry out the training, organizing, and equipping of personnel for all facets of the Air Force’s Logistics, Installations, and Mission Support programs. Mr. Shelton advocates resources in support of Air Force civil engineering, security forces, and logistics. As a champion for Agile Combat Support and Life Cycle Logistics he is responsible for planning, programming and budgeting of weapons systems sustainment, equipment, and logistics and installations resource requirements, currently totaling $30 billion Air Force-wide. He is also responsible for executing the organization’s $1.1 billion annual operations budget. As a member of the Air Force Corporate Structure he monitors performance of operations and maintenance, working capital funds and investment programs; participates in program and financial review groups; administers Air Force logistics efficiency goals and activities; and, advocates for financial resource adjustments to optimize force readiness. Mr. Shelton oversees preparation and defense of Air Force logistics programs to the Office of the Secretary of Defense (OSD), the Office of Management and Budget (OMB), and Congress. Finally, he is the Air Force Career Field Functional Manager for enterprise-wide logistics civilian workforce development. Mr. Shelton’s leadership has resulted in a highly effective and critically important resource organization. Moreover, he sets the pace in mentoring employees and assisting in their professional development.

Mr. Shelton knows and embodies leadership. His daily actions demonstrate his ability to inspire his employees to achieve new heights in accomplishing the mission and in reaching career goals. His by-example leadership instills in them the need to shed old business practices within prescribed law and seek innovative yet common-sense solutions. Mr. Shelton’s team approach routinely produces the shortest path to mission success. He is routinely sought out to be on special teams and projects due to his incredible skills of facilitation, team building, driving consensus and closure. He empowers his staff to look for what one can do as opposed to what one cannot do. Mr. Shelton sees mistakes and failures as teaching tools and learning opportunities, and he transforms them into a source of strength for the organization. The result of Mr. Shelton’s regular encouragement and mentoring is that his staff performs because they want to, not because they have to. And, everyone wants to be on his team.

Mr. Shelton was appointed co-chair of the Logistics Advisory Council in 2011 where he set in motion a new civilian development strategy, employing major command and Air Force depot expertise to gain an enterprise logistics career field view. He took on a synergistic approach to guiding the Council and conferring with the more senior Logistics Executive Board on matters concerning career development. This action alone ensured a smooth and steady flow of standardized and repeatable processes. Mr. Shelton was the first Senior Executive Service member to visit the Logistics Career Field Team in San Antonio, Texas and conduct one-on-one career counseling meetings with assigned team members. He showed compassion and true concern for career field members in their current assignment and desires for future placement and advancement within DoD. Mr. Shelton has initiated weekly telecoms with his geo-dispersed career field team to improve processes and communication. He directed the review and prioritization of Logistics career broadening positions and realigned those positions where applicable to provide the best possible broadening experiences.

Mr. Shelton, with a diverse background in acquisition, computers, finance and logistics has had the opportunity to sit on several functional developmental teams. He has worked with numerous employees to help them develop their nomination packages to compete for advance learning degree programs, executive development assignments, career broadening and strategic academic course work. He regularly meets with individuals to discuss their career goals, career status, assessing their desires and realities of the workplace to provide guidance, mentoring for their development and package input. He challenges individuals to get out of their comfort zone, stretch themselves for more growth and that could be in course work, assignments and sometimes encouraging them to be mobile. As someone who has moved to better serve the Air Force, he truly understands and can speak to the opportunities job mobility brings to ones’ career. His participation on developmental team assessment boards gives him insight to skills, training and development shortfalls as well as packages that are the rock stars of performance. He utilizes all his board scoring experience and discussion with colleagues and weaves back into sessions with employees to make them understand the process and competition. He reinvests his experiences and knowledge to the work force, truly shaping those who will lead in the future.

Mr. Shelton set up quarterly video/telecom conferences with Mission Support Group deputies stationed around the world. The individuals in these positions faced tough competition for these career broadening assignments and they come from all functional domains – communications, personnel, logistics, and finance. There is no one entity looking out for them, keeping them connected to what is happening in the AF. These sessions provide informing, mentoring, brainstorming, venting, coaching and teaching. In the beginning, 8 out of 25 folks would participate. Within a year, all 25 participate, send in questions in advance, and note how a senior loggie has truly demonstrated leadership for them all to emulate.

Mr. Shelton is a member of his college fraternity, Omega Psi Phi, and is active today in the mentoring program for a high school and junior college in Frederick, MD. He helps young folks explore career opportunities not just in the AF but in all federal agencies. One of his proudest accomplishments is a young man who is now a GS-12 for the Dept of Agriculture. He works with young people on their resumes, interview skills, life skills and leadership development. His interest in mentoring developed from his own experience of being in a Cooperative Education program in college, working at Warner Robins Air Logistics Center, GA and competing for a full time civil service position upon graduation.

Mr. Shelton’s vision is to create the best, most integrated and diverse employee workforce in the history of the Air Force. He has a passion for his career and country. People see it, hear it and experience it from interacting with him. He and his efforts are a work in progress but, all agree his leadership is making a difference and that is what leaders do…make a difference everyday.