

2025

STRATEGIC PLAN

Accelerate Four '28



Connect with Mobility



ACCELERATE FOUR '28

DIRECTOR'S INTENT

Entering 2025, our strategic direction to *Accelerate Four '28* is firmly established. We made considerable progress over the past year. Now, we have the critical opportunity to *move the needle* toward achieving our 2028 objectives. Continuing conflicts in the Middle East and Ukraine punctuate a tenuous global political climate where Russian aggression persists and China's President Xi remains committed to having the ability to take Taiwan by force in the next 3-5 years. "China, China, China," is not only the Secretary of the Air Force's guidance—it is a call to be ready, to *move the needle* toward unmatched mobility fleet readiness. To do so, the 1700+ dedicated personnel who drive the Mobility Directorate will prioritize efforts, select strategies, and execute with urgency *now* to *Accelerate Four* Lines of Effort (LOEs) to maximize readiness by **2028**.



Mr. Kevin Stamey, Program Executive Officer

LOE 1 – Program Execution: *We must* execute critical programs with a sustained sense of urgency. We must develop specific acquisition and sustainment strategies to increase aircraft availability (AA) to at least the attainable AA and implement priority capability upgrades needed over the next 3-5 years.

LOE 2 - Resource Management: *We will* posture our processes, strategies, and infrastructure to support the warfighter in a changing national security environment.

LOE 3 - Digital Materiel Management (DMM): *We must* devise unique strategies for weapons systems to maximize DMM benefits for decision-making, acquisition, and robust system design.

LOE 4 – Warfighting Culture: *We will* shift our mindset to rapidly respond to warfighter needs, enable real world operations, and prepare for conflict. We will operate with a sense of urgency to prepare for competition and improve readiness. We will drive our team to develop mental and physical resilience focused on collaboration, competition, urgency, and readiness.



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2025 MOBILITY STRATEGIC GOALS

Accelerate Four '28 establishes a 3-5 year intent for PEO Mobility. Strategic annual goals provide specific targets linked to each LOE. Goals focused on producing effects in the 3-5 year timeframe are prioritized over activities or initiatives producing effects beyond 5 years. PEO Mobility will pursue the following strategic goals to *Move the Needle* in 2025:

LOE 1 – Program Execution

- **Goal—Drive Aircraft Availability increases across all Mobility platforms**
 - *AA is the core of Air Force readiness. Mobility strategies and decisions will focus on maximizing readiness now.*
- **Goal—Enhance mobility aircraft survivability**
 - *Mobility aircraft, both airlift and tankers, are increasingly challenged in the current strategic landscape. Mobility will field threat-informed physical survivability capabilities to ensure mission accomplishment.*
- **Goal – Increase Mobility Aircraft fleet connectivity**
 - *Mobility will prioritize efforts to connect the fleet with the goal of providing secure communications in pursuit of global command and control. Mobility will produce a platform-specific connectivity roadmap aligned with the DAF Battle Management Network (C3BM).*
- **Goal—Drive adoption of additively manufactured (AM) parts**
 - *Additive Manufacturing (AM) enables accelerated parts fielding. Mobility will continue pursuit of structural, metallic, AM parts in 2025 to codify manufacturing and airworthiness processes in pursuit of improved Aircraft Availability.*
- **Goal—Build Future Tankers acquisition team**
 - *Future Tanker capabilities underpin the USAF Case for Change. Mobility will develop a next-generation acquisition model to deliver advanced tanker capabilities and build a worldclass team of acquisition expertise in line with AF guidance.*
- **Goal – Accelerate Mobility Fleet Capability Development Initiatives**
 - *Mobility will manage new technologies applicable to MAF platform issues and provide rapid, tailored, and proactive solutions. Accelerate autonomy efforts to enhance operational efficiency and readiness through advanced, automated initiatives.*

LOE 2 - Resource Management

- **Goal—Develop enterprise records and process management hub**
 - *The DAF 365 environment is the standardized enterprise resource solution. Mobility will maximize process efficiency by developing directorate-level capabilities and training our workforce for proficiency.*
- **Goal—Institute modern Product Lifecycle Management practices**
 - *The Air Force-Product Lifecycle Management (AF-PLM) system is the enterprise solution for acquisition product lifecycle management. Mobility will prioritize the usage of AF-PLM, in conjunction with other necessary tools, to build robust system understanding for rapid decision making.*

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- **Goal—Build-out required directorate secure space**
 - *Secure space facilitates accelerated acquisition. Mobility must resource secure space to meet directorate needs at all geographic locations.*

LOE 3 - Digital Materiel Management (DMM)

- **Goal—Integrate Artificial Intelligence (AI)**
 - *Multiple Mobility programs are producing enormous amounts of data requiring the power of AI to accelerate understanding and decisions. Mobility will lean forward on AI adoption across the mobility fleet.*
- **Goal—Conduct model-based decision reviews**
 - *Model-Based tools are increasing in use throughout Mobility. Mobility will accelerate adoption of model-based tactics, techniques, and procedures by conducting model-based decision reviews.*
- **Goal—Establish acquisition strategies centered on principles of DMM**
 - *DMM is the future of lifecycle design for everything from minor modifications to new aircraft. Mobility will build strategies and incorporate DMM across the portfolio.*

LOE 4 – Warfighting Culture

- **Goal—Deliver semi-annual directorate-wide intelligence briefings**
 - *Mobility will integrate acquisition intelligence into all aspects of our mission—for those challenges facing us today and those on the horizon.*
- **Goal—Reward acceleration champions**
 - *Competition is the heart of warfighting culture. Mobility will reward its members and teams for executing AA improvement with speed, innovation, and foresight.*
- **Goal—Exercise directorate-wide capabilities**
 - *We will develop our teams, practices, and processes through targeted exercise activity. Mobility will provide portfolio specific input to Blue Flag '25.*
- **Goal—Connect with our customers**
 - *Relationships with our customers make us better acquirers. Mobility will actively pursue engagements with our fielded products and the units they support.*
- **Goal – Establish Directorate-wide Key Support Liaison Program**
 - *To enhance readiness and establish a sense of community, Mobility will establish key support liaisons aimed to enhance connection, provide resources, and promote communication from leadership to Mobility families.*



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