



## COL Anthony C. Funkhouser, Commander Afghanistan Engineer District—South

To the Afghanistan Engineer District-South Team,

I want to extend my sincere thanks and appreciation of what you do each day in this contingency environment and for your tremendous hospitality you greeted me with when I arrived. What a great bunch of people ... smart, professional and incredibly selfless. I look forward to serving with you these next twelve months.

I have spoken with many of you but wanted to pass on my command philosophy to make AES the best district it can be. First, I will continue to emphasize **Safety** - Safety for our employees and Soldiers. This contingency environment is filled with risks. We must keep safety at the forefront and mitigate the risks we identify in all we do. As a lean organization, every team member is a valued part of the lineup and any loss requires the rest of the team to carry the additional load. Additionally, you are all appointed as "safety officers" and I expect you to stop any unsafe actions you encounter and ask that you share them with the chain of command. Safety is the foundation of our trust, and we will maintain it as the primary criteria of our actions and decisions.

Second, I want each of us to **improve our areas of responsibility daily**. If there is one thing I have learned over the years in the Army, it is that we must improve our foxhole each day. We must make our organizations, relationships and teams better than they were yesterday. We must raise the bar daily to grow as an organization. If everyone ends each day making some aspect of their workplace better, then we can only get better overall as an organization.

Next is **Discipline**. I want our organization to have systems in place to do routine things routinely. We have people constantly rotating through our team so it is imperative that we build continuity books and used established QMS processes to maintain momentum. We also need to ensure we ask ourselves, who else needs to know this information and communicate with them? Then we can deal with those last-minute issues that require leader focus together. We need our team to continue to enforce standards, set the example, meet suspenses and only promise what you can keep for our organization and for our partners and stakeholders.

Finally, we need to sustain our greatest strength -- **Teamwork**. We have strength when we work together and move in the same direction. This increases our effectiveness as an organization and makes coming to work fun.

Again, I truly look forward to meeting each of you and serving together in such an important and noble mission to serve our Nation and the great Soldiers of our country.

Building Strong!

Rebel 6  
ANTHONY C. FUNKHOUSER  
COL, EN  
Commander, Afghanistan Engineer District - South