

JOSHUA R. JOHNSON

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EDUCATION

Bachelor of Science | Psychology | Colorado State University | GPA 3.9

Associate of Science | Aviation Management | Community College of the Air Force | GPA 4.0

PROFESSIONAL EXPERIENCE

US Air Force / Michigan Air National Guard (ANG)

August 2009 – Present

Wing First Sergeant

- Executive advisor to seven command teams responsible for 1,400 Airmen during a KC-46 mission transition.
- Delivered 71 hours of 1:1 executive coaching, improving leadership and reinforcing a performance-driven culture.
- Developed enterprise-wide leadership programs, enhancing ethics, talent management, and supervisory skills.
- Spearheaded cultural transformation through strategic initiatives with mentoring, open feedback programs, and authoring climate surveys which resulted in 96% leadership trust and doubled climate survey response rates.
- Instructor for ANG First Sgt Development Course and USAF First Sgt Academy resulting in 6 classes per year.

Operations Manager

- Designed and implemented a training program for 14 airfield personnel. Authored regulations, conducted quality training, accomplished timely record reviews, and reduced regulatory discrepancies by 86%.
- Led cross-functional collaboration with senior leadership to optimize airfield operations, oversaw the management of projects achieving organizational goals and objectives achieving zero safety incidents.
- Selected to a senior level, provided training and documentation required to comply with strict aviation policies. Managed airport driving program and compliance for 1,700 drivers resulting in no major aviation safety violations.

Deputy Airfield Manager

- Re-engineered Airfield Management programs and web-based services to enhance safety and efficiency for aircraft operations at the only dual nuclear-capable airport. Ensured mission success during harsh winter storms.
- Managed \$288M of airfield facilities and assets, optimizing logistical support for aircraft, personnel, and equipment.

Colorado State University – Fort Collins, Colorado

August 2020 – December 2021

Statewide Veterans Outreach Coordinator, Adult Learner and Veteran Services

- Developed a marketing and education strategy, expanding the values-based model across 64 Colorado counties.
- Consulted institutions on structuring resources, programming, and services to student veterans around their strengths.
- Developed and led training for Extension Agents on veterans' needs in benefits, education, and workforce integration.

LEADERSHIP, CERTIFICATIONS

Department of the Air Force Executive Coach | Two Roads Leadership

Applied Suicide Intervention Skills Training | Living Works

Leadership Institute | Student Veterans of America

VOLUNTEER ACTIVITIES

Deputy Director | Air Force Heritage Memorial to Memorial (M2M) Bicycle Ride | M2MRide.com

Coach | Air Force Cycling Team

Athlete | Air Force Triathlon Team

AWARDS

Academia - Colorado State University Graduate of the Last Decade Award (2024); Associated Students of CSU Senator of the Year (2018 and 2019); Student Veteran Chapter of the Year (2019); Dean's Scholar (2018 – 2020)

Military - Outstanding Airman of the Year, First Sgt, Air National Guard (2022); Outstanding Airman of the Year, First Sgt, State of Colorado (2021); Meritorious Service Medal (3x); Air Force Commendation Medal (3x); Army Commendation Medal; AF Achievement Medal (2x); Airfield Management Airman of the Year (2011); Cyclist of the Year, AF Cycling Team (2017)