



58th Special Operations Wing



U.S. AIR FORCE

58 SOW

Enlisted Professional Development Initiatives

Fusing youth & enthusiasm with experience & heritage



Overview



- Enlisted Force Development Initiative
- MSgt-select Mentorship Program
- The Way Ahead...

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Enlisted Development Initiatives



4 Phases of Implementation		
	Suspense	Status
1) Enhancing the Human Cognition Session	9 Jun 15	Complete
2) 6 Common Core Areas of Facilitated Instruction		
ID/Train Course Instructors	17 Jul 15	Complete
ID/Develop Course Curriculum	15 Oct 15	Complete
Lesson One: Professionalism	14 Sep 15	Complete
Lesson Two: Leadership	14 Sep 15	Complete
Lesson Three: Feedback	14 Nov 15	Complete
Lesson Four: Mentorship	15 Nov 15	Complete
Lesson Five: Diversity	15 Dec 15	Complete
Lesson Six: Building Effective Teams	15 Jan 16	Complete
Establish Course of Actions (Frequency/Class Size)	4 Sep 15	Complete (Instruction Has Begun)
3) Resource Area for Frontline Supervisors	15 Feb 16	Materials on Sharepoint (Masked)
4) Deliberate Development of Newly Selected SNCOs	1 Aug 15	Implementation in Progress

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MSgt Select Mentorship Program

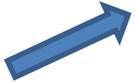


- Starts with MSgt Release
- Symbolic crossing of the line
- 12 Months of Mentorship with Targeted Senior Leaders
 - MSgt selects receive 58 SOW SNCO Mentorship Program book
 - 12 topics chosen/briefed by Senior Leaders...one per month
 - Example: Broken Window Theory, Servant Leadership, Mentorship, Budgeting, Air National Guard 101 etc.

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MSgt Select Mentorship Program



Wg Leaders and SNCO Tier



SNCO "Line of responsibility"



Junior Enlisted Amn and NCO Tiers

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The Way Ahead...

- **Jan 2016** – SharePoint 2010 (AETC) or 2013 (Global Strike) fully implemented
 - **Mar 2016**
 - Full access to 58 SOW PACE site (materials and resources) to wing and GSUs
 - Enlisted Development Processes codified
 - **May 2016**
 - 2-Day Full Leadership Course for “seasoned” SNCOs
 - Second CADRE of facilitators trained to replace PCS’d members
 - “Train the Trainer” Facilitation Course for self-sustainment
 - **Enduring**
 - Wing support to Groups/Squadrons to help facilitate tailored programs
-

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Summary



- Enlisted Force Development Initiative
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Questions?

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