



Ira C. Eaker Center for Professional Development



**Lt Col Andy Hosler
Commanders' School**

“Provide vision & set the environment” – CSAF 21

Lead Yourself → Lead Your Squadron → Lead Our Air Force



Eaker Center

- PCE vs PME
- 4 primary schools within the Center
- 65 courses: 47 residence, 3 on-site (mobile), and 15 DL
- 18,548 graduates in CY17
- ~\$4.68M total FY16 Funding (Budget + Functional)
- GO, SES, Sr Mil/Civ Adjunct Faculty
- Provide adjunct faculty to AU PME schools
- Publish professional publications

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CSAF CC's School

Dean of Education



Chaplain Corps College



DFM&CS

Academic Operations



Force Support Prof Dev School



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Civilian Professional Development Update

6 December 2017

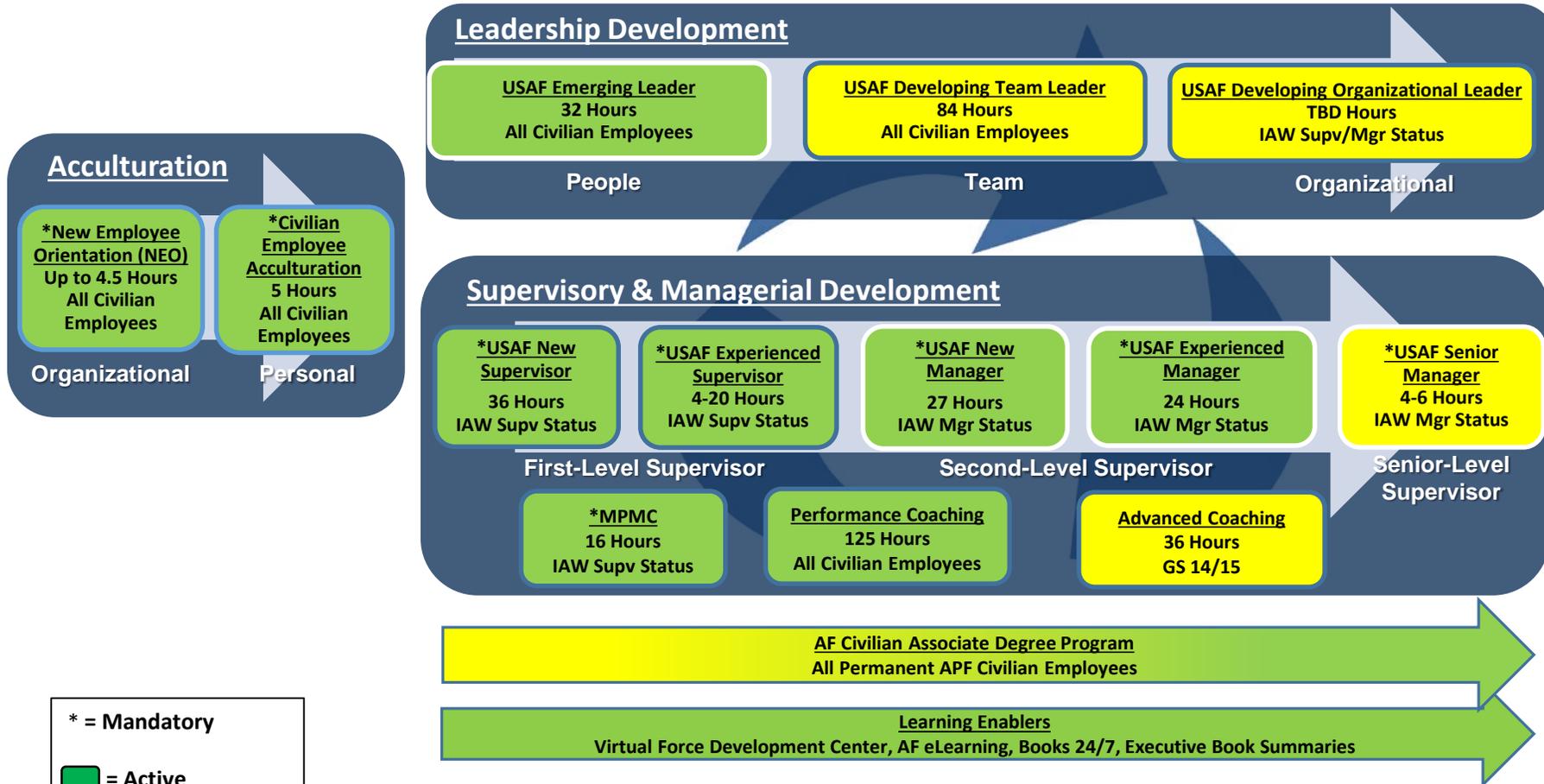
**Mr Mark Logan
Course Director**

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Civilian Supervisory and Leadership Development Continuum



Civilian Supervisory, Managerial and Leadership Development complied with the NDAA 2010 and 5 CFR 412 as well as DoD and OPM Manager and Supervisory framework requirements



Civilian Associate Degree

AAS in AF Leadership & Management Studies

PROGRAM DESCRIPTION

Associate of Applied Science (AAS) Degree in Air Force Leadership and Management Studies at little or no cost to eligible AF civilian employees

PROGRAM BENEFITS

- Provides employees with competencies that enhance supervisory & leadership skills
- Supports 5 CFR 412 requirement to provide civilian development opportunities
- Increases number of civilians with degrees filling officer equivalent positions
- Places more civilians on path to qualifying for Professional Military Education (PME)

AF Leadership and Management Studies

Annual Enrollment: 90 Students

Credit Hours: Total of 60 credit hours

- 30 credit hours of General Education and Electives completed through transfer or credit by exam
- 30 credit hours in program core completed through 10 blended e-learning courses taught by AU
- 5 terms of 9-weeks each year
- Award of an Associate of Applied Science degree regionally accredited by the Southern Association of Colleges and Schools (SACS)

Core Program Curriculum:

Airpower	Leadership	Management
Professionalism in the Air Force	Foundations of Leadership	Intro to Management
History and Heritage of the AF	Principles of Leadership I	Conflict Resolution
	Principles of Leadership II	Organizational Culture
		Process Improvement
		Thinking, Logic, & Decision Making



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Air Force Squadron Commander Development Course Overview



Lt Col Andy Hosler
Course Director

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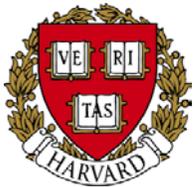
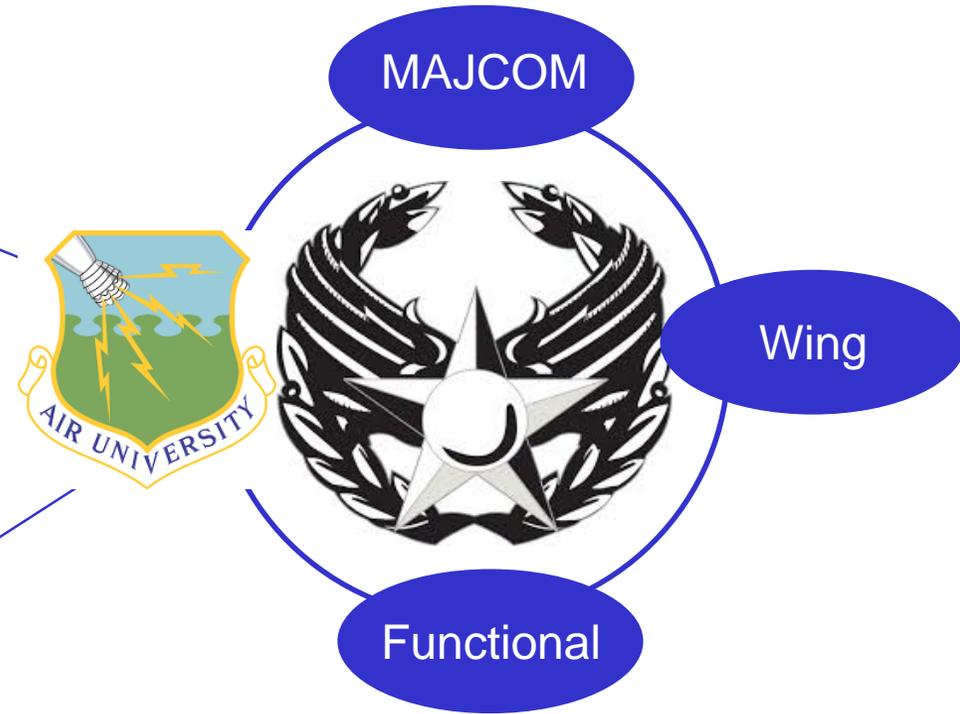
AF Squadron Commander Development Course



M D 5

- Interactive & experiential
- Deeper investment in human domain
- Improving warfighting capability thru leadership
- MAJCOM-nominated Wg & Sq/CC mentors
- Part of the Continuum of Learning
- 1,200 Total Force Students/Year; 24-classes

Strengthening leaders of AF's most important teams



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AF Squadron Commander Development Course

Self	Others	Teams	Context	Future
Stage Setting Self-Assessment Tools to Know Yourself & Impact on Others Understanding Personal Strengths & Weaknesses	The Complexity of the Human Dynamic Communication Styles, Strengths, & Challenges Creating Climates and Building Cultures of Trust & Empowerment	Organizational Clarity & Vision Creating Connectivity Up, Down, & Across Units Maximizing Influence Performance Coaching	AF Culture & Climate Trends Leading the AF Family Bureaucracies and Negotiating Linking Strategy to Resources	Strategic & Critical Thinking Skills Effective Risk Taking Advanced Problem Solving (Innovation) Crisis & Change Management
Course Mentors: Leading People – Executing the Mission – Managing Resources – Improving the Unit				
<i>Integrating CSAF's Message to CCs: Mission, Culture, Fitness, Family, and Fun</i>				

Desired Outcome: Improve squadron commanders' abilities to lead and develop their Airmen and organizations to achieve mission success through high-performing teams

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AF Squadron Commander Development Course

Self

Stage Setting

Self-Assessment
Tools to Know
Yourself & Impact on
Others

Understanding
Personal Strengths &
Weaknesses

Cognitive Lesson Objectives:

- Student will comprehend personality strengths/weaknesses in command roles
- Student will comprehend how others view their personality type in command
- Student will apply their self-assessments to create a personal growth plan

Affective Lesson Objectives:

- Student will value their personality strengths/weaknesses/tendencies in command
- Student will value how diverse personalities view their tendencies/command style

Methodology:

- (Pre-requisite homework) – self-assessment results
- Seminar-sized, peer-group exercise using personal self-assessment results
- Debrief in seminar with facilitated discussion of diverse perspectives
- Students learn their tendencies and develop a growth plan

Course Mentors: Leading People – Executing the Mission – Managing Resources – Improving the Unit

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AF Squadron Commander Development Course

Context

AF Culture & Climate Trends

Leading the AF Family

Bureaucracies and Negotiating

Linking Strategy to Resources

Lesson: Forced Distribution (FD) Exercise

Cognitive Lesson Objectives:

- Student will synthesize what is needed to complete FD ratings in Sq

Affective Lesson Objectives:

- Student will organize their thoughts/tendencies on what they value for FD
- Student will value the impact of their decisions on the Sq

Methodology:

- Homework: order "1-to-n" enlisted profiles for preferred promotion statement
- Seminar-sized, peer-group defense of how and why selections were made
- Debrief in seminar with facilitated discussion about what students valued and how their choices can impact morale and mission
- Reinforce earlier lessons on influence, communication, personality tendencies, etc.

Course Mentors: Leading People – Executing the Mission – Managing Resources – Improving the Unit

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Questions

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