

Overview

The Civilian Professionalism Development Program (CPDP) is designed to provide structure to facilitated courses using materials from the Profession of Arms Center of Excellence and other civilian curriculum courses from leadership gurus such as, Dr. John Maxell, Mark Sanborn and Tom Roth. This course has been tested and proven effective since 2009. It is now being used to fill an identified gap in self-development training for civilian employees.

The most powerful part of this program is its ability to unite the local expertise and talent from each base and allow them to partner in driving developmental opportunities throughout the area. In a climate of limited resources, there is a strong need to enhance the professionalism and competence of our work force and we must maximize our ability to work cooperatively. CPDP strives to provide courses that will strengthen the core of civilian employees within the Department of Defense to be worthy of the nation's trust through actions consistent with our Core Values. CPDP infuses the Core Values with practical principals to promote professionalism.

CPDP is a program that relies on volunteers to lead guided discussions on topics that members deal with every day, both personally and professionally. The courses are intentionally geared to stimulate self-reflection and cause a transformation in behavior when required. The goal is to produce a better person, which in turn produces better parents, siblings, co-workers and better interaction with others.

The CPDP course has been purposefully outlined to provide 3 key members from each wing the tools and knowledge necessary to administer the program. During the 4 day CPLD workshop, members will receive basic guidelines on facilitation. During this module of the workshop, we will discuss preparation, presentation, questioning techniques, and active listening skills. Additionally the course will feature an in-depth understanding on how to present the specific course curriculum and activities. Participants will have the opportunity to observe a demonstration and present a lesson from the curriculum. Individual feedback will be provided. Finally, the participants will be instructed on how to administer the program which includes standup and sustainment of the program at their respective wings. This portion of the workshop will explain the roles and responsibilities of the core team, advertising and marketing, resource considerations, and execution of the program. At the completion of the workshop, each participant will provide feedback on the workshop.

The goal of PACE through the CPDP Workshop is to provide a tool to assist in civilian professionalism development training at each Wing. This is not a mandated program and thrives with the help of volunteers who are passionate about this exciting opportunity. We look forward to an exciting workshop and to continued success of this program throughout the United States Air Force.