Fusing youth & enthusiasm with experience & heritage

58th Special Operations Wing

58 SOW
Enlisted Professional Development Initiatives

U.S. Air Force
Overview

• Enlisted Force Development Initiative
• MSgt-select Mentorship Program
• The Way Ahead…
### Enlisted Development Initiatives

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

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Wg Leaders and SNCO Tier

SNCO “Line of responsibility”

Junior Enlisted Amn and NCO Tiers
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
Summary

• Enlisted Force Development Initiative
• MSgt-select Mentorship Program
• The Way Ahead…
Questions?