
CIVILIAN LEADERSHIP DEVELOPMENT SCHOOL
IMMERSION BRIEF
Strategic Overview
2026
NotebookLM

Mission: To develop the next generation of DAF civilian leaders through a mission focused learning program grounded in law and DoD/DAF principles, fostering a robust succession management pipeline.

Vision: To be the first choice for DAF civilian force development, leveraging our partnership with Air Force Global College to deliver cutting-edge education and Artificial Intelligence aided training that cultivates a highly skilled, adaptable, and merit-driven workforce.

Civilian Leadership Development School

The blue symbolizes thinking and truth.
The green leaves symbolize wisdom.
The yellow accent symbolizes elevation of mind.
The building, vaguely reminiscent of Greek architectural style, symbolizes a site of wisdom and learning.
The 2022 represents the year the school was activated.

CIVILIAN FOUNDATIONS DIVISION

Preparing the Way

CLDS Learning Path

Developing Self | Developing Others | Developing Ideas | Developing Organizations



Leader

Team Leader



Supervisor



Manager

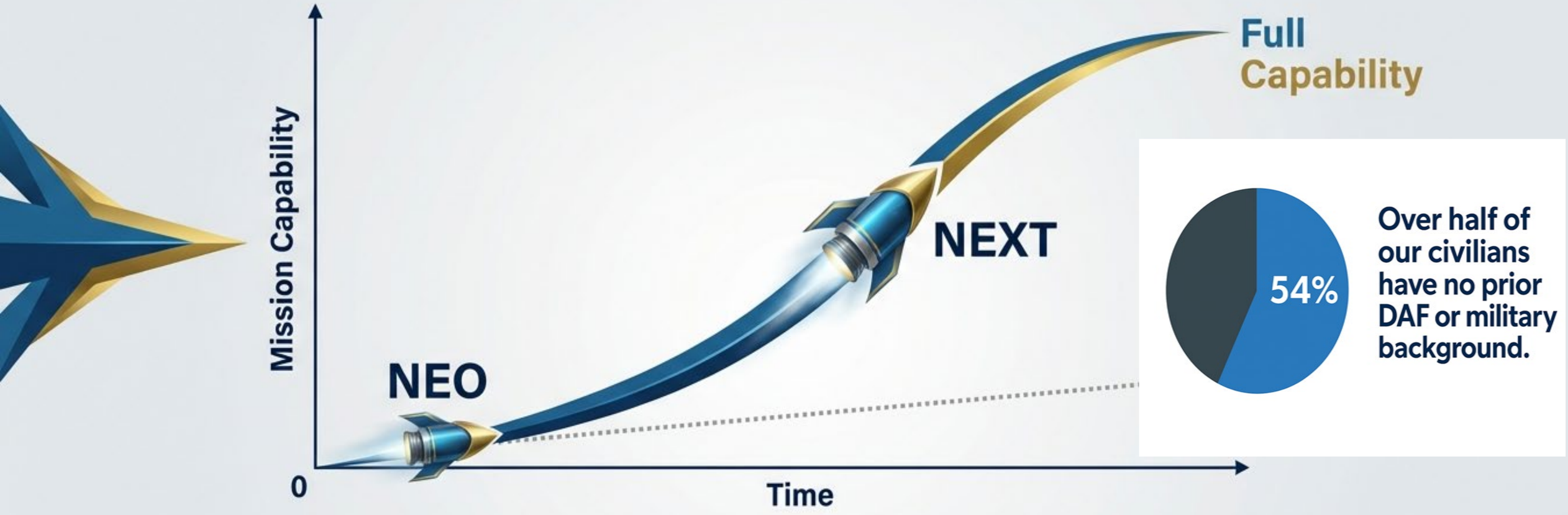
Foundational Development (NEO, NEXT, GUIDE, *LAUNCH, DBC, Micro-Learning))

GS1 | GS5 | GS9-11 | GS12-13 | GS14-15

NHI | NHII | NHIII | NHIV

* CD Call

How do we get new hires from probationary to fully mission-capable faster?



Over half of our civilians have no prior DAF or military background.

NEO (New Employee Orientation):

Instilling the Warrior Ethos from Day One. Ensures civilians immediately understand their role in the warfighting enterprise.

NEXT (New Employee eXperience Tract):

A structured pathway designed in collaboration with DAF A1C to support executive orders. Specifically engineered to accelerate talent from the probationary period to fully mission-capable status faster than ever before.

Continuous Learning Path

From Awareness to Application, Building Capability, Driving Impact



01 PIVOT

Create Awareness & Spark Interest

- 60-second awareness video
- Promotes CLDS initiatives
- Introduces DOW priorities
- Provides quick takeaways and connects learners to the next stop

Purpose: Capture attention, share key messages, and guide learners into deep learning.

02 MICROLEARNINGS

Building Foundational Knowledge

- Short reading-based modules
- Introducing key concepts and terminology
- Quick, focused, and easy to digest

Purpose: Introduce topics and build a foundational understanding of key concepts

03 WEBINARS

Deepen Understanding & Expand Knowledge

- Instructor-led or facilitated learning sessions
- Expand on concepts introduced in microlearnings
- Provides deeper insights, examples, and discussion

Purpose: Enhance learning through expert insight, discussions, and real-world context

04 SKILLS PRACTICE

Reinforce Learning & Apply Skills

- Hands-on practice and applications activities
- Reinforces knowledge and building confidence
- Encourages real-world implementation

Purpose: Reinforce learning through application so learners can confidently perform on the job.

PIVOTING TOWARD | Total mission alignment—ensuring every DAF civilian has the tools to out-think the adversary, uphold the standard, and act as a force multiplier for the warfighter. | **LEARN. GROW. MAKE AN IMPACT.**

DEVELOPING BETTER CIVILIANS

DAF CIVILIAN LEADERSHIP DEVELOPMENT SCHOOL (CLDS)

EMPOWERING CIVILIANS. STRENGTHENING THE FORCE.



Develop.
Connect.
Lead.
Make an Impact.

A DAF TEAMS COMMUNITY FOR ALL DAF CIVILIANS.

Access webinars, explore learning assets, stay informed, and connect with resources that support your growth and our mission.

TEAMS JOIN CODE

gq2al56

EXPLORE CONTENT & RESOURCES

Multiple channels of information and support.

- News & Announcements
- Webinar Schedule Updates
- Topic Library
- Civilian HR Resources
- AI
- Supervisors / Managers
- Questions & Discussions
- CLDS PIVOT Pathways

TOPIC HIGHLIGHTS

Timely topics and practical tools for your success.

- Employee Assistance Program (EAP) / DAF Civilian Health & Wellness Program
- Telework
- Customs & Courtesies, Conduct, Culture & Heritage
- Effective Feedback
- Thriving in the Threat Environment
- DAF Civilian Development Opportunities (NEXT, NE Toolkit, and more)
- Thrift Savings Plan
- Civilian Retirement
- Core Values
- DAF Foundational Competencies
- Performance Management Coaching

AND MUCH, MUCH MORE!

HOW TO JOIN

It's easy to connect and start learning!

1. Go to the DAF TEAMS app on your computer.
2. Select the Teams icon at the left of the screen.
3. At the top menu, select the down arrow and then select "Join Team."
4. Use the team code **gq2al56** and select to join.
5. Start taking advantage of the information in the channels on posts and attached assets!

GROW

Build knowledge and skills that advance your career.

CONNECT

Engage with a community of civilians across the Department.

LEAD

Strengthen leadership and drive mission excellence.

IMPACT

Apply what you learn to make a difference every day.



Scaling Supervisory Capability

Supervisor Probationary Resource & Information Toolkit (SPRINT), AI and beyond

CLDS Learning Path

Developing Self | Developing Others | Developing Ideas | Developing Organizations







Leader

- Emerging Leader

Team Leader

- Developing Team Leader

Supervisor

- Developing Supervisor Course
- The Supervisor as Leader
- New and Experienced Supervisor/MPMC
- SPRINT
- *Civilian Basic Leadership Course
- *Developing Enterprise Leader Course

Manager

- Leading DAF Organizations
- New and Experienced Manager
- *Civilian Warfighter Support

Performance Management Coaching Skills

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SPRINT PROVIDES A SHARED, DELIBERATE FRAMEWORK THAT SETS CLEAR EXPECTATIONS AND ENSURES CONSISTENCY ACROSS ALL ORGANIZATIONS.



Progressive Stages: Growth from foundational learning to strategic leadership.

Stage-Specific Focus: Targeted skill development for integration, application, and ownership.

Enterprise Consistency: A unified language and standard for supervisory capability.

SUPERVISOR PROBATIONARY RESOURCE & INFORMATION TOOLKIT

A structural solution for the first-year capability gap.

NotebookLM

THE AI DIGITAL PARTNER CREATES A CONTINUOUS CYCLE OF IMPROVEMENT, EMBEDDING AI LITERACY DIRECTLY INTO DAILY LEADERSHIP PRACTICE.

THE DIGITAL PARTNER FEEDBACK LOOP



The system is self-improving. As supervisors navigate this loop, they inherently master the responsible use of emerging technologies for future missions.

NotebookLM

Civilian Associate Degree Program Overview



Andrew Bowens, Ph.D., Ed.S.
Dean, Academic Affairs
Civilian Leadership Development School
As of 9 July 26

CADP Program Details

- **Overview:**
  - Associate of Science Degree in Air Force Leadership and Management Studies
  - Sign Up for CADP anytime 365/24 Hours a day through Open Enrollment: https://www.airuniversity.af.edu/CLDS/CADP
    - Full-time APF/NAF civilians (any grade)
    - HS diploma or GED or equivalent
    - Cannot have already earned a 2 or 4 year college degree
    - Must coordinate supervisor agreement

- **Academic Requirements:**
  - 60 total credit hours required to complete degree requirements
  - 30 credit hours in program core (10 courses) taught by CADP
    - Transfer credit may be used for 3 program core courses
  - 15 Elective credit hours (5 courses) taught by CADP faculty
  - 15 Gen Ed credit hours (5 courses) taught outside AU
    - May be completed through award of transfer credit, civilian TA or credit-by-exam (CLEP/DSST)

- **Class Format:**
  - 5 terms per year; terms 9 weeks long (except orientation)
  - No in-resident or TDY requirement
  - Classes meet online for 60-90 minute session per week
  - Up to 1:30 faculty/student ratio
  - Three different session times offered before and after duty hours to accommodate different time zones and overseas student schedules
  - Students select a session based on their availability; may participate during duty day with supervisor approval

- **Program Completion**
  - Designed to be completed in approx. 2 years but students can finish through an accelerated path in a year
  - Students may request up to one year extension due to family, medical or work-related issues
  - Degree conferred by Air University
  - Regionally accredited by The Commission on Colleges and Universities (formerly called SACSCOC)

CADP Course Schedule

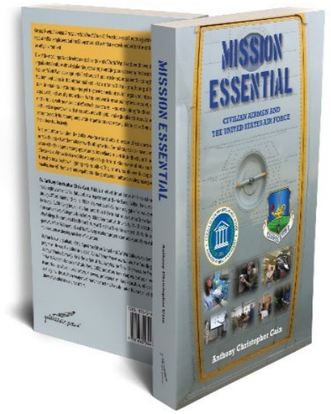
		Term 0	Term 0 - A	Term 0 - B
Schedule		Academic Readiness /Elective	Academic Readiness	Academic Readiness
	Course		ACR101 Student Orientation & Academic Readiness	COM1001 DAF Academic Writing

Academic Year 1		Term 1	Term 2	Term 3	Term 4	Term 5
Schedule	AU Electives/ Gen Eds	Written Communication	APW/SOC1001 History and Heritage of the DAF	Oral Communication	APW1004 Constitutional Literacy	MGT1002 Performance Management Coaching
	AU Core Courses	APW1002 Professionalism in the DAF	LDR1001 Foundations of Leadership	APW10003 Civilian History of the DAF	MGT1001 Introduction to Management	LDR1500 Principles of Leadership 1
Academic Year 2		**Term 6**	**Term 7**	**Term 8**	**Term 9**	**Term 10**
Schedule	AU Electives/ Gen Eds	HUM2001 DAF Ethics and Leadership	COM1003 DAF Professional Writing	LDR2002 DAF Team Leadership	MGT2005 DAF Organizational Behavior	College Math
	AU Core Courses	LDR2001 Thinking, Logic, and Decision Making	MGT2002 Conflict Resolution	MGT2003 Organizational Culture	MGT2004 Process Improvement	LDR2500 Principles of Leadership 2

CADP Conducts Relevant Research Established by DAF Policy

Mission Essential:

Civilian Airmen and the USAF



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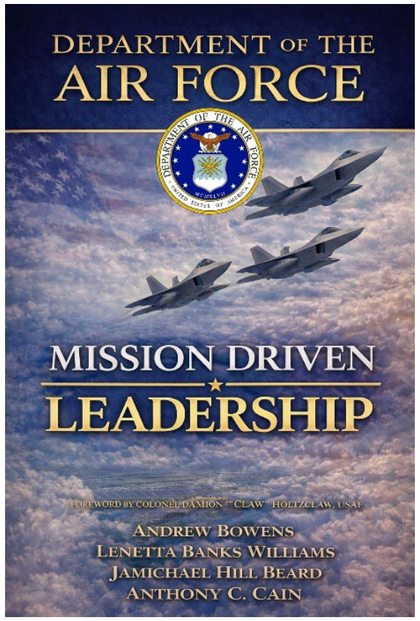
Mission Driven Leadership



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DAF Civilian Managerial and Supervisory Framework for a Mission Driven Organization

Projected Apr 2027

United by Mission: A DAF Civilian's Practical Guide to Conflict Resolution and Organizational Performance

Projected Apr 2027

DAFI36-2687CIVILIAN DEVELOPMENT: CLDS ensures faculty performs academic research to both maintain accreditation and provide insight into future civilian development needs based on criteria established by the CFDP (2.12.3).

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Bring your best self to work.

Join us at the Civilian Leadership Development School

CLDS, Maxwell AFB, AL

Q & A