

Department of the Air Force

Integrity - Service - Excellence

Civilian Leadership Development School Update





The School in brief...

■ New Employee

- ...designed to prepare newly hired civilian personnel to be more effective in their roles as civilian employees...

■ Development

- ...courses are designed to provide fundamental and foundational skills for all civilian personnel being considered or developed for present or future leadership...
 - *Intro to Coaching; ELC; DTLC; PMCSL; DSC (new); TSL (new); LDO (new); PMCO*

■ Mandatory

- ...provides civilian supervisory, managerial and leadership development to comply with the 5 U.S.C. 9902 and 5 CFR 412.201 as well as DoD, OPM Manager and Supervisory framework requirements...
 - *NSC/ESC; NMC/EMC; MPMC;*

■ Continuing Education

- *...just because the course is over, does not mean learning has to be...*



New Development Courses for YOU

- **Developing Supervisor Course** (previously Organizational Leadership)
 - GS9/11
 - **The Supervisor as Leader Course** (previously Leading with Impact)
 - GS12/13
 - **Leading DAF Organizations** (previously Leading Effectively through Change)
 - GS14/15
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- **Performance Management Coaching for Supervisors/Leaders**
 - Course is designed to develop competencies required to enhance employees' performance through use of coaching skills – *Highly recommended for supervisors*
 - If interested CLDS will provide guaranteed seats; let us know



Civilian Associate Degree Program (CADP)

- CADP is designed to meet mandatory by-law requirements (5 CFR 412.202, 5 CFR 412.201 & 5 U.S. Code 9902) and DAF requirements (DAFI 36-2687) & help students meet their ed goals
- **CADP Key Metrics:**
 - Leads the best universities in country on student satisfaction, retention and graduation rate
 - A student may save \$9K more on earning an Associate of Science in DAF Leadership & Management Studies degree compared to using 75% CivTA to obtain a degree elsewhere. The DAF saves up to \$8K per student when CADP is used compared to a student using 75% CivTA at another university
- **Sign Up Now** for CADP anytime 365/24 Hours a day through Open Enrollment:
<https://www.airuniversity.af.edu/CLDS/CADP>
- **Projected Later this Year:** any DAF Civilian may audit any of the over 20+ CADP courses on ASU Canvas. Course topics include leadership, management, airpower, ethics, constitutional literacy, performance management, DAF professional writing & much more!



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Civilian Career Roadmap for **Functional Experts/Leaders**

					BASIC		INTERMEDIATE		ADVANCED/EXPERT	
					(GS 1&equiv)				(SL/ST)	
EXPERIENCE	Develop entry-level technical depth/proficiency and relevant mission knowledge in primary discipline				Further hone technical depth and mission knowledge in primary discipline; seek breadth within functional area of expertise in local area				Gain advanced technical expertise and pursue breadth as relevant within functional area of expertise	
	Establish record of sustained high performance				Gain experience at sustained high performance levels and at increasing levels of responsibility, impact, and mission accomplishment				Develop record of superior accomplishments that align to Functional/Technical Qualifications	
	Seek technical experience at Flight, Squadron, Delta, or Wing levels in multiple positions to establish depth of knowledge				Seek further technical experience and depth development in primary/related functions at Installation, Group, or MAJCOM/FIELD COM levels (if available in local area)				Gain advanced technical expertise in primary discipline to develop into a recognized functional expert; Seek managerial experience within functional area	
EDUCATION & TRAINING	Associate's Degree (e.g. CADP) or Bachelor's Degree (if series requires) in primary functional discipline				Bachelor's Degree in primary functional discipline				Master's or Doctoral Degree in functional area of expertise	
	Basic technical training in primary functional discipline				Intermediate technical training in primary functional discipline				Advanced Functional Training in primary functional discipline	
	Basic Leader Development (e.g., DCELP) Civilian Leadership Development School IPMC, ELC, DTLC & DLC M&ST: NSC & ESC; and (MPMC if supervising Mil))				Intermediate Leadership Training (e.g., OLC, ELDP) Civilian Leadership Development School PMCS & Supvr as Leader M&ST: NSC & ESC; and (MPMC if supervising Mil)				Senior Leader/Executive Development (e.g., CLC, ELS, EPS, EIG, LCI, LS, NISLS, UEL) Civilian Leadership Development School/PMCO & Leading DAF Orgs M&ST: NMC & EMC; and (MPMC if supervising Mil)	
	Achieve Required Functional Certification(s) for level , if applicable (e.g. EIT, DAWIA, SPeD, DFMCP, SCWDP, Cyber etc.)				Achieve Required Functional Certification(s) for level, if applicable				Achieve Required Functional Certification(s) for level (if applicable)	
	Basic Developmental Education (e.g., SOS) is optional and may be obtained via non-resident distance learning*				Intermediate Developmental Education (e.g., ACSC, ACSC On-line Masters, ACSC-SSS, SANDS, SAASS) is optional and may be obtained via non-resident distance learning*				Senior Developmental Education (e.g., CIC) is optional and may be obtained via non-resident distance learning*	
LEADERSHIP	Seek mentors/coaches within functional area				Expand mentor and coaching relationships				Mentor/Coach within functional area of expertise	
	Gain experience in leading teams and/or projects within functional area				Gain supervisory and/or additional leadership experience in functional area; Obtain initial/recurring supervisory training, if applicable				Gain leadership/managerial experience within functional area; Obtain recurring leadership/management training	
	Assess foundational competencies; develop plan to address gaps within functional area of expertise				Obtain 180/360 degree feedback and address gap areas				Partner with a coach to further hone ability to lead within functional area of expertise	
	Establish professional network within functional area				Further expand your professional network within functional area				As a recognized DAF functional expert, build and maintain relationships across DoD within area of expertise	
	Join/participate in professional orgs related to technical area of expertise				Serve/lead professional org committees related to technical area of expertise				Serve as tech advisor or Board member for professional organizations related to technical expertise	
FOUNDATIONAL COMPETENCIES										
Developing Self			Developing Ideas			Developing Others			Developing Organizations	

*Academic prerequisites apply - Details available on MyPers

**Roadmap represents desired attributes



Department of the Air Force

Civilian Career Roadmap for Enterprise Leaders

	TACTICAL (GS 1/equiv)	OPERATIONAL	STRATEGIC (SES)
EXPERIENCE	Develop technical depth/proficiency and relevant mission knowledge Establish record of sustained high performance Obtain entry-level experience in primary discipline Seek experience at Flight, Squadron, Delta, Wing levels	Further hone technical depth and mission knowledge; seek breadth within functional area of expertise Gain experience at sustained high performance levels and at increasing levels of responsibility, impact, and mission accomplishment Gain experience in related functions and explore organizational and geographic mobility to include career broadening assignments Seek experience at MAJCOM, FIELDCOM, HQ levels	Gain advanced technical expertise and pursue further breadth across functional lines Develop record of superior accomplishments that align to Technical Qualifications and Executive Core Qualifications Gain broadening experience (e.g., cross-functional career broadening, KCP, etc.) Gain managerial experience at strategic level (e.g., HAF/SAF, other Services, CCMD, OSD, Joint, or Defense Agency)
EDUCATION & TRAINING	Associate's Degree (e.g. CADP) or Bachelor's Degree (if series requires) Basic technical training in primary functional discipline Basic Leader Development (e.g., DCELP) <u>Civilian Leadership Development School</u> IPMC, ELC, DTLC & DSC M&ST: NSC & ESC; and (MPMC if supervising Mil)) Achieve Required Functional Certification(s) for level, if applicable (e.g., EIT, DAWIA, SPeD, DFMCP, SCWDP, Cyber etc.) Basic Developmental Education (In-Residence or Non-Resident Distance Learning) (e.g., SOS)*	Bachelor's Degree Intermediate technical training in primary functional discipline AND appropriate balance of functional and leadership/management training Intermediate Leadership Training (e.g., OLC, ELDP) <u>Civilian Leadership Development School</u> PMCS & Supvr as Leader M&ST: NSC & ESC; and (MPMC if supervising Mil)) Achieve Required Functional Certification(s) for level (if applicable); Pursue other certifications beyond primary discipline Intermediate Developmental Education (In-Residence or Non-Resident Distance Learning) (e.g., ACSC, ACSC On-line Masters, ACSC-SSS, SANDS, SAASS)*	Master's Degree in primary functional discipline and/or Leadership/Management Advanced technical training in primary functional discipline and related fields AND appropriate balance of functional and leadership/management training Senior Leader/Executive Development (e.g., CLC, ELS, EPS, EIG, LCI, LS, NISLS, UEL) <u>Civilian Leadership Development School</u> PMCO & Leading DAF Orgs M&ST: NMC & EMC; and (MPMC if supervising Mil)) Achieve Required Functional Certification(s); Pursue Other Certifications (e.g., additional functional and/or leadership/management certs) Senior Developmental Education (In-Residence or Non-Resident Distance Learning) (e.g., AWC, AWC-WSS, DSLDP, ES, ES SAC, NWC)*
LEADERSHIP	Seek mentors and/or coaches Gain experience in leading teams and/or projects Assess foundational competencies; develop plan to address gaps Establish professional network within functional area Join/participate in professional orgs	Expand mentor and coaching relationships both within/beyond functional area Gain supervisory and/or additional leadership experience; Obtain initial/recurring supervisory training, if applicable Obtain 180/360 degree feedback and address gap areas Further expand your professional network within/beyond functional area Serve/lead professional org committees	Mentor/Coach both within/beyond functional area Gain leadership/managerial experience within/beyond functional area; Obtain recurring leadership/management training Partner with a coach Build and maintain relationships across DoD and with other federal and private sector agencies Serve on professional organization Board of Directors



*Academic prerequisites apply - Details available on MyPers

**Roadmap represents desired attributes



CLDS Mentoring/Civilian Resources Site



<https://www.airuniversity.af.edu/NewEmployee/>

Example of Offerings

Mar – Apr	Communication Overview
May – Jun	<i>Communication in the Performance Management Process</i>
Jul – Aug	<i>Coaching in the Communication Process</i>
Sep – Oct	<i>Communication for Innovation</i>
Nov - Dec	<i>Communication Skills for Difficult Conversations</i>
Jan – Feb	<i>Communication during the Change Process</i>

Live events: workshops, panel discussions, book discussions

Self-paced events: *articles, microlearnings*

Library: access previous articles & recordings; DAF-focused resources



Highlights of CLDS

- Provide both mandatory and voluntary training and education
- Offered at various levels of foundational development, including, basic, intermediate and advanced
- Can be used to support employee's Individual Development Plan (IDP)
- For civilians in various DAF pay systems (including GS, WG, and NAF)



<https://www.airuniversity.af.edu/CLDS/>



QUESTIONS?

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