



United States Air Force Reserve

Integrity - Service - Excellence

Individual Reservist (IR) Development Plans & Teams



RIO/Det 6

18 Sep 2015 at 1000 EST MacDill AFB

Bldg 296 (927th ARW)

CDR Conf Rm (2nd Floor)

DCS:

<https://conference.apps.mil/webconf/39531cc056d575029fdecdb1a965022c>

Telecom # (813) 828-8255 PIN 386

Please dial in 5-10 minutes prior to start time

Fly, Fight and Win...



- **Force Development (FD)**
- **Career Management (CM)**
- **Developmental Team (DT)**
- **Reserve Officer Developmental Plan (R-ODP)**



What is Force Development?

- Force Development (FD) is the deliberate management of **experiences**, combined with **education** and **training** opportunities in order to develop Air Force Leaders
- The overall goal of the Air Force Reserve (AFR) Force Development program is to align deliberate development of individual Reservists with AFR mission needs, within the context and culture of the Citizen Airman program



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Why is Force Development Important?

- **AFRCI 36-2640, Executing AFRC Force Development**
 - Career-long pursuit of education, training, experiences, and assignments that **produce Citizen Airmen who possess the requisite skills, knowledge and motivation to lead and execute the full spectrum of Air Force/Air Force Reserve missions**
 - Each Citizen Airman is encouraged to seek out opportunities and experiences to **remain professionally relevant** throughout the course of their career
 - Deliberate FD provides the road map and focus for Air Force Reserve career development, **building appropriate capabilities for senior leaders to ascend to key leadership positions**



Force Development Goals

- **Force Development will:**
 - **Maximize capabilities of all Citizen Airmen**
 - **Ensure opportunities and expectations are transparent**
 - **Develop a pool of qualified candidates for strategic senior leadership positions**
 - **Deliberately connect all education, training and experience opportunities to include assignments/deployments**
 - **Create standardization to the fullest extent possible among all career fields to ensure a consistent FD program for the Air Force Reserve**
 - **Enhance Citizen Airmen understanding of their role in FD, using their inputs regarding desires**
 - **Leverage information technology to provide useful tools to facilitate/enhance personnel decision processes**
 - **Prepare Citizen Airmen for the challenges of the Air, Space, and Cyberspace force**



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Career Management – Four Pillars

- **Executing Career Management (CM) is a Reserve process under the FD umbrella to tailor careers within the Citizen Airmen construct**
- **To meet the needs of Total Force Development, the Reserve must ensure certain assignment opportunities are deliberately managed and have standardized turnover**
- **In addition to depth, broadening through assignment above the wing level, also known as the “four pillars,” are essential to developing our future force**
 - **The four pillars of Reserve strategic senior leader development are assignments/tours in:**
 - 1) **Command**
 - 2) **Joint Duty Assignment List (JDAL) positions**
 - 3) **National Capital Region**
 - 4) **Higher Headquarters (above Wing level)**



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Career Management – K/C/J positions

- **Identified Key, Command and JDAL (K/C/J) positions that make up the K/C/J unit career management product will be managed by the command and the appropriate career field manager**
- **Along with the Career Functional Manager (CFM), senior leaders in each career field determine the “key” and “command” positions within their career field which would provide the experiences necessary to develop Citizen Airmen and equip them with the right capabilities to potentially become strategic senior leaders within the AFR**
- **JDAL positions are determined by the joint staff and are considered key experiences for development**
- **Assignments into a K/C/J position will have established tour lengths and focused rotational turnover for the identified K/C/J positions**



Career Management Objectives

- **Attaining overall FD goals requires Reserve CM to achieve the following objectives:**
 - **Deliberately connect individual Citizen Airmen education, training, and experience opportunities to best build competencies that meet Reserve needs within career fields**
 - **Ensure the Air Force Reserve invests the right education, training, and experience in the right individual at the right time within the Citizen Airmen construct by developing personnel processes and utilizing competitive selection, to support this objective**
 - **Enhance Citizen Airmen's, Supervisors', and Commanders' understanding of their roles in managing reserve careers through the Development Team (DT) process and provide feedback to inform and shape individual expectations**



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Development Team

- **Each Career Field Manager (CFM) appoints members to a Development Team (DT)**
- **The DT members represent each Reserve Component: Individual Mobilization Augmentee (IMA), Air Reserve Technician (ART), Active Guard/Reserve (AGR), Unit, or the population of the particular career field**
- **The DT annually evaluates member records to provide deliberate counsel maximizing individual goals and potential through:**
 - **Vectoring (career counsel)**
 - **Command or Key Position nomination**
 - **In-residence Developmental Education (DE) nominations**



Development Team - Who

- **Chairperson**

- Can be Career Field Manager or designee
- Leads DT
- Final arbitrator
- Validates vectors
- Maintains Key Personnel List (KPL)/High Potential Officer (HPO)/Developmental Education (DE)/Commander (CC) lists

- **Team Members**

- GOs, Cols, Lt Cols and Civilians (for officers)
- CCCs, CMSgts and SMSgt (for enlisted)
- Members usually serve two years for continuity



- **Assignment recommendations**
 - Type of Reserve program
 - Type of job
 - Portability – moving from one category to another
- **Education/Training recommendations**
 - Developmental Education aka PME
 - Career field education
 - Joint – AJPME and other short courses (RSSB schools)
- **Points of Contact for clarification**
 - Assignment Facilitators
 - Det CC and Superintendent
 - Mobilization Assistant/Reserve Advisor
 - Career Field Manager



DT/Vectoring Terms

- **Command** – command positions from squadron, group to wing; have c-prefix; few if none in IMA program
- **Joint** – position on the Joint Duty Assignment List
- **Key** – leadership/pinnacle positions within a functional community, vital to gaining experience for another key position, operating at strategic level
- **Core** – positions which ensure fundamental functional growth and depth, cross functional placement could be detrimental



DT/Vectoring Terms

- **Developmental – positions which offer both depth and/or breadth, could accommodate cross-functional placements**
- **Entry Level – usually in traditional reserve units not IMA billets**
- **Niche – positions in specialized areas, offer broadening opportunities or very focused depth development**



DT/Vectoring Terms

- **KCJ** – key/command/joint **positions**- identified positions for HPO to take in order to be competitive future senior leaders who can operate strategically at the DoD enterprise level
- **KPL** – key **personnel** list – officers identified by the DT to have experience, education and performance for future requirements of the AFR
- **HPO** – high potential officers – officers identified by the DT to; a more select list residing within the KPL



Recommendations from DT Member

- **Tips to be competitive in your AF Reserve career:**
 - **Complete your DP; ensure that you pass it to your supervisor so he/she can make appropriate comments**
 - **Ensure that your overall military record is accurate**
 - **Know which Developmental Team board you will be meeting; this will affect when actions must be completed**
 - **Complete your commensurate DE on-time**
 - **Consider and start higher level degree**



Reserve Officer Developmental Plan

- **Reserve Officer Developmental Plan**
 - **Your communication with AFR senior leaders**
 - **Share your career aspirations, short and long term**
 - **Consider assignments, command opportunities , deployments, developmental education and joint experiences**
 - **Share your civilian experiences and how they enhance your reserve career**
 - **Availability - be truthful about current situation and desires**
 - **Update plan as desires and situation change, not just in time for your DT**
 - **Make sure short and long term goals are consistent**
 - **Have face-to-face/telecon with supervisor about DP**
 - **Respond to past DT comments, like “I applied for XXX job ...**



Reserve Officer Development Plan

- **Guidance for supervisors/mentors**
 - **Have you had a conversation about your airman's career?**
 - **Is airman's performance indicative of potential to achieve these goals? Do you agree with his/her goals?**
 - **Any specific experiences/accomplishments that you've supervised/witnessed that support these goals?**
 - **Entries need only be 2-3 sentences**
 - **Make sure short and long term goals are consistent**
 - **Airman can update developmental plan whenever changes occur with situation or desires, but should be updated at least once a year even if there is no change**
 - **Core functional manager/facilitators send out reminders usually six weeks prior to DT board**



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Reserve Officer Developmental Plan

- **How To**

- **Navigate to the vPC dashboard, located on myPers**
- **Click on "Action Request", and then on the lower right hand side, select "Reserve Officer Development Plan (R-ODP), which will take you into the application**
- **For updates go to your "worklist"**

- **Developmental Team Schedule located on MyPers at the following weblink:**

(copy and paste into browser)

https://gum-crm.csd.disa.mil/app/answers/detail/a_id/14287/p/16,17/c/549



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Dates for DE Schools/Courses

- **Enlisted Developmental Education Board (EDEB)** will meet in May
 - Deadline around the end of March to Det CCE
 - Results released in July
- **Officers have two types of boards**
 - **Reserve Developmental Education Designation Board (RDEDB)** for in-residence/year long schools
 - Convenes in October
 - **Reserve School Selection Board (RSSB)** for short courses and blended Dev Education
 - Convenes twice a year: Feb and July
 - Apply through v-PC for both



- **IMA Travel Companion Guide:**
<http://www.arpc.afrc.af.mil/Portals/4/Documents/RIO/RIO-IR-Travel-Guide.pdf>
- **Individual Readiness:**
<https://imr.afms.mil/imr/MyIMR.aspx> or
<https://www.my.af.mil/arcnetprod/resnet/classic/home.asp>
- **HQ/RIO public website:**
<http://www.arpc.afrc.af.mil/Home/HQRIO.aspx>
- **RIO/Det 6 Facebook Page:**
<https://www.facebook.com/pages/RIO-Det-6/741390915926303?ref=hl>





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Det 6 Force Development Briefs

- **Conducted at MacDill AFB – DCS available**
 - **13 Nov 2015 – Joint Officer Qualification**
 - **11 Dec 2015 – Reserve Assignments**
 - **8 Jan 2016 – Enlisted Force Development**
 - **12 Feb 2016 – IR Utilization**



Contacts for Det 6 IRs



Main Customer Service Line
813-828-5035/DSN 968

Opt 1 - Force Management
(Assignments, Enlisted Prom, UPMR Mgt)
Riodet6forcemgmt@us.af.mil

Opt 2 – Readiness & Integration
(Orders, Readiness, Waivers, Formal School)
Riodet6.readiness@us.af.mil

Opt 5 - Resource Management
(All other services , DTS, Clothing Request)
riodet6@us.af.mil

Commander: Col Clif Stargardt (at MacDill)
813-828-5035 Opt 4/DSN 968;
clifton.stargardt@us.af.mil

Superintendent: CMSgt Jeannie Norton
813-828-5035 Opt 3/DSN 968
Debra.norton@us.af.mil

IMA Travel: 1-800-808-5942
FAX: 478-327-0625 or DSN 497-0625
EMAIL: Dobbins.imatravel@us.af.mil
MAIL: IMA TRAVEL
1392 Second St.
Dobbins ARB GA 30069-4823

OL – JB Langley-Eustis VA
757-764-5101/DSN 574
HQRIO.DET6OL-JBLE@us.af.mil

OL - Hurlburt Field FL
850-884-2820/DSN 579
RIODET6OLHURLBURT@us.af.mil

IR Guide
<http://www.arpc.afrc.af.mil/Portals/4/Documents/RIO/TheIRGuide-1.pdf>

IMA Travel Companion
<http://www.arpc.afrc.af.mil/Portals/4/Documents/RIO/RIO-IR-Travel-Guide.pdf>

HQ RIO Website
<http://www.arpc.afrc.af.mil/Home/HQRIO.aspx>

Total Force Service Center (ARPC)
1-800-525-0102
210-565-0102/DSN 665

Orders Writing Cell (owc)
478-327-2167/DSN 497
rmg.orders@us.af.mil

RIO Pay Office
720-847-3711/DSN 847
FAX: 847-3960
Arpc.riorpo.1@us.af.mil