

United States Air Force Reserve

Integrity - Service - Excellence

Officer Force Development (Developmental Plans/Teams)



RIO/Det 6

26 Jul 2019 at 1000 EST MacDill AFB
Bldg 296 (927th ARW)
CDR Conf Rm (2nd Floor)

Telecom# (813) 828-8255 Mtg ID/Pin: 813#

DCS: <https://conference.apps.mil/webconf/FDBriefing>

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Please dial in 5-10 minutes prior to start time



Rules of Engagement

- **Mute your telephone**
- **DO NOT** put your phone on hold
- **Ask questions at any time**
 - **Start with your Rank/Name**
- **Use Customs & Courtesies**
- **Please no side bars**
- **Attendance (Rank/Name, Unit Assigned)**



- **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





Why Is Force Development Important?

- **AFRCI 36-2640, Executing AFRC Force Development**
 - Career-long pursuit of education, training, experiences, and assignments that **produce IR's who possess the requisite skills, knowledge and motivation to lead and execute the full spectrum of Air Force/Air Force Reserve missions**
 - Each IR 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**
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Force Development Goals

- **Force Development will:**
 - **Maximize capabilities of all IR's**
 - **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**
 - **Enhance IR's 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 IR's for the challenges of the Air, Space, and Cyberspace force**



Officer Force Development

- **Reserve: Officer Force Development Home Page**
 - https://mypers.af.mil/app/answers/detail/a_id/14207/kw/development%20team/p/17
- **This page will give Reserve Officer critical information about the different programs available and links to other resources related to Force Development.**
 - **Development Teams (DTs)**
 - **Developmental Education**
 - **Force Development**
 - **Related Resources**



Career Management Objectives

- **Attaining overall FD goals requires Reserve CM to achieve the following objectives:**
 - **Deliberately connect education/training/experience opportunities to build competencies that meet Reserve needs**
 - **Ensure the Air Force Reserve invests the right education, training, and experience in the right individual at the right time**
 - **Use competitive selection**
 - **Develop the right personnel processes**
 - **Enhance Citizen Airmen's, Supervisors', and Commanders' understanding of their roles in managing reserve careers**
 - **Development Team (DT) process**
 - **Feedback to inform and shape individual expectations**
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Career Management – Four Pillars

- **Executing Career Management (CM) is a Reserve process under the FD umbrella that tailor careers within the IR 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)**



Career Management – K/C/J Positions

- **Identified Key, Command and Joint (K/C/J) positions 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**
 - **Provides the experiences and the right capabilities necessary 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**



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**
 - Usually the CFM 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
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Development Team

- **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
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DT Vectoring Terms

- **Command**
 - **Command positions at squadron, group, or wing level; have C-prefix; no command IMA billets**
 - **Joint**
 - **Position on the Joint Duty Assignment List**
 - **Key**
 - **Leadership positions within a functional community**
 - **Vital experience for another key position**
 - **Operates at strategic level**
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DT Vectoring Terms

- **Core**
 - **Positions which ensure fundamental functional growth and depth, cross functional placement could be detrimental**
 - **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**
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DT Vectoring Terms

- **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**
- **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**



Recommendations from DT Member

- **Tips to be competitive in your AF Reserve career:**
 - ***MOST IMPORTANT: JOB PERFORMANCE!***
 - **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**



Inside the DT Board

- **O-4s**
 - Looked possibility of AO at HQ, Sq/DO
 - Criteria: Strats, points, level of leadership, PME, member's desires, what the O-6/CC thinks of them
- **O-5s**
 - Looked at possible future command, HQ director or dep director, Reserve Advisor, legs to make it to O-6
 - "By O-5, you really start to see the breakaways"
- **O-6s**
 - Do they have legs to make it to GO?



For a mbr's record to meet a DT

- **Has submitted a Reserve Development Plan (R-DP) within the past 12 months prior to the R-DP cutoff date for the board**
 - **Does not have an approved retirement**
 - **Does not have an MSD/HYT within 2 years (Except ARTs)**
 - **Does not have a current UIF**
 - **Does not have unsatisfactory participation in 2 of the last 3 consecutive years**
 - **Has an advanced academic degree (O-6 only)**
 - **Has appropriate DE (Officers only)**
 - **O-5: Senior Development Education within 4 years Time in Grade (TIG)**
 - **O-4: Intermediate Developmental Education within 5 years TIG**
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Knowing which DT evaluates your records

- Each officer DT is determined by Core Identifier (Core ID). The Core ID designates each officer's core career field.
- A member's Core ID can be found on the Career Data Brief (CDB) within vMPF. The following steps can be taken to access the CDB:
 - Login to vMPF and select "Self-Service Actions" under the "Navigation" header
 - Select "Personal Data"
 - Select "Career Data Brief"
 - Select "View CDB"
 - The "Core ID" will be listed roughly half way down the page on the left hand side



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 ...
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Reserve Officer Developmental 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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How To Access The R-ODP

- **Reserve Officer Development Plan (R-ODP or R-DP) is the critical communication link between the member, the senior coordinator, and the Development Team (DT).**
 - **R-DPs should be completed:**
 - **Annually**
 - **When personal circumstances warrant**
 - **To communicate education/training desires**
 - **To update assignment preferences**
 - **After you've finished updating your R-DP, you must **SAVE** it or **SUBMIT** it to a Coordinator (first Colonel or Commander in your rating chain for their review and comments.**
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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"**



Helpful Sites for Completing the R-ODP

- https://mypers.af.mil/app/answers/detail/a_id/15401
 - **Creating a New R-DP Records**
 - **Accessing Existing R-DP Records**
 - **Officer DP Tutorial**
 - <https://mypers.af.mil/ci/fattach/get/2584197/1369252679/redirect/1/filename/R-ODP%20Tutorial.pdf>
 - **VERY GOOD** screen shoots walking you through how to complete your R-ODP
- **Developmental Team Schedule located on MyPers at the following weblink:**
 - https://gum-crm.csd.disa.mil/app/answers/detail/a_id/14287/p/16,17/c/549



Developmental Education

- **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 vPC for both**



■ **Example:**

- **Lifelong learner--pursues opportunities to further develop leadership skills not only within workcenter but in an academic professional development setting**
- **Believes fulfillment and job satisfaction come from serving those who serve others—works to convey that to customer-centric FSS airmen—helps them to understand their role in the mission of the Wing**
- **New Major would greatly benefit from this course to understand expanding scope of responsibility through transition from Company Grade Officer to Field Grade Officer**
- **Master's degree in organizational leadership—leadership is about empowering others to achieve their potential--would take the knowledge and experience gained from course and share with peers and subordinates as they pursue their goals**
- **Reserve goals after graduation include transitioning from squadron-level job to MAJCOM-level job as IMA at AFRC/A1K**



Reserve Component National Security Course (RCNSC)

■ Example:

- I will contribute my perspectives from my Joint and multi-national experiences
 - Assigned to USSTRATCOM Joint Reserve Intelligence Support Element (JRISE)
 - Served 3 deployments on Joint/Combined teams
 - High potential for academic success as I build upon previous success
 - Distinguished Graduate, AFROTC and Intelligence Officer School
 - ACSC Online Masters Program Dean of Distance Learning International Securities Award
 - High potential as Reserve ambassador as I continue to advocate for and integrate Reserve capabilities
 - Coordinate monthly with Active Duty counterparts to align targeting support
 - Participated in 2 COCOM exercises; advised on Reserve support for contingency/steady state
 - As JRISE Air Force element lead, I coordinate with leadership on managing/developing Airmen
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■ **Example:**

- _____ is the best candidate for either the Reserve Component National Security Course due to her breadth of leadership, consistent high performance, Coalition/Joint experiences, and all around high potential for future leadership and benefit to Air Force Reserves and USSTRATCOM
 - Proven high potential for academic success due to her consistent demonstration of academic success
 - Proven high potential as a Reserve ambassador due to her established role as one for 14 years
 - Only JRISE Division Chief to participate in both FY 18 USSTRATCOM exercises, resulted in 3 AAR inputs, which drove changes to both align and improve Active Duty/Reserve targeting
 - Selected as the JRISE Air Force element lead due to her passion to develop Airmen, improve Reserve processes, and influence integration with Active Duty
 - High future leadership potential due to sustained excellence as a leader, her goals and opportunities
 - Operational level Coalition and Joint leadership in 3 deployments
 - MAJCOM and COCOM staff experience
 - She is working towards the goals of IMA to MAJCOMA2 and to COCOM J2
 - High confidence of Return on Investment to the Air Force Reserves
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■ Example:

- I am very interested in attending Squadron Officer School (SOS) in-residence at the earliest possible opportunity. The new curriculum for SOS has been lauded by my RegAF counterparts, and I am certain that this experience will help me grow as an officer and leader. The high level of professional interaction, relationship building, and team dynamic experienced in-residence will enhance personal strengths and business acumen to allowing me to contribute even more efficiently and effectively to the Air Force mission. I am confident that this opportunity will provide a solid foundation to reach shared professional and Air Force career goals.



Rater's Input

Squadron Officer School (SOS)

■ Example:

- **Enthusiastically concur! I wholeheartedly endorse this career plan and recognize that _____ is ready for the next step in her career--SOS in-residence now, followed by a challenging 38F Operations Officer position. _____ is my number one choice for the FY18B RSSB, she possesses the skills and abilities to thrive in a challenging and/or competitive academic environment, and I am confident that she will provide an exceptional example of a USAFR officer. The development provided through any of these courses will benefit the both service member and the Air Force Reserve. _____ is a rising star with a bright future ahead, sending her to this level of development at this point in her career is a wise and prudent investment. My #1/2 applicants for SOS & YROW. My #1/3 for LTT. Definitely Select!**



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Questions??





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Contacts for Det 6 IRs



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

IR Guide
<http://www.arpc.afrc.af.mil/Portals/4/DRIO/TheIRGuide-1.pdf?ver=2016-07-08-120549-033>

IR Travel Companion Guide

<http://www.arpc.afrc.af.mil/Portals/4/DRIO/RIO-IR-Travel-Guide-2016.pdf?ver=2016-07-08-120952-377>

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

Current as of 29 Nov 2018

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 Request)
Riodet6.readiness@us.af.mil

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

Commander: Col Paul Delano (at MacDill)
(813) 828-5035 Opt 4/DSN 968;

Superintendent: CMSgt Walisa Villarreal
(813) 828-5035 Opt 3/DSN 968

IR Travel

1-800-525-0102
Fax: 720-847-3963 (DSN 847)
Submit RTS Travel Vouchers via the following link:
<http://www.arpc.afrc.af.mil/HQRIO/IRtravel.aspx>

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

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

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

ARPC/RIO Pay Office
(800) 525-0102/665
Fax: (720) 847-3960/DSN 847
Submit Mil pay and pay issues via the myPERS system from RIO website



Upcoming Force Development Briefings

- **9 Aug 19 – Joint Officer Qualification**
- **23 Aug 19 – Promotion Board Preparation, Specifically for the CY19 Major's Board**
- **13 Sep 19 – Reserve Assignments**
- **27 Sep 19 – Understanding DTS vs RTS**