

Headquarters U.S. Air Force

Integrity - Service - Excellence

13S (Space and Missile) Development Team Kickoff Meeting

13-14 August 2003

Rosslyn, VA



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Agenda, 13 Aug 02

0800-0830	Welcome	Maj Gen Blaisdell
0830-0900	Introductions, Agenda, Topics	Col DeArmond
0900-0945	Force Development	Lt Col McClain
0945-1000	Break	
1000-1045	Space Professional Strategy	Lt Col Hutto
1045-1130	RAND 13S Career Field Study	Mr. Moore
1130-1230	Lunch	
1230-1330	13S Assignment Process	Lt Col Hunt
1330-1415	62/63 DT Lessons Learned	Col Kimberlin
1415-1430	Break	
1430-1630	Discussion	Col DeArmond
	-Membership, DT Charter, Roles & Responsibilities, Tasks, and Way Ahead	



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Agenda, 14 Aug 03

0800-1000	Discussion	Col DeArmond
	-Membership, DT Charter, Roles & Responsibilities, Tasks, and Way Ahead	
1000-1015	Break	
1015-1230	DT Practice Session	Lt Col Hunt
1230-1330	Lunch	
1330-1630	Way Ahead	Col DeArmond
	- Action Items	
	- Schedule Next Meeting	



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13S Development Team

Objectives



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Meeting Objectives

- **13S Development Team Education**
 - **AF Force Development Construct**
 - **Space Professional Development**
 - **Assignment Process**
- **13S DT Objectives**
 - **Membership**
 - **Charter**
 - **Roles and Responsibilities**
 - **Tasks**
- **13S DT Way Ahead**



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13S Development Team

Membership



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Membership

Voting members

- Col DeArmond AF/XOSO-13S DT Lead
- Col Stachowitz AF/DXON
- Col Stocker 20AF/DO
- Col Anthony AFSPC/DP
- Col Brandon AFELM
- Col Keyser AFSPC/XOT
- Col(s) Hutto AFSPC/CVX
- Lt Col Wilson (for Col Santee) 14AF/A33
- ????? SMC/??
- Lt Col Cain (for Col Bouthiller) 381TRG/CC
- Lt Col Hunt AFPC/DPAOO

■ Key Partners (Non-Voting/Advisory)

- Col Kimberlin SAF/AQR
- Lt Col Lea SAF/USI
- Lt Col Blackham SAF/USAE
- Lt Col McClain AFSLMO/FD



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13S Development Team

Charter



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Purpose

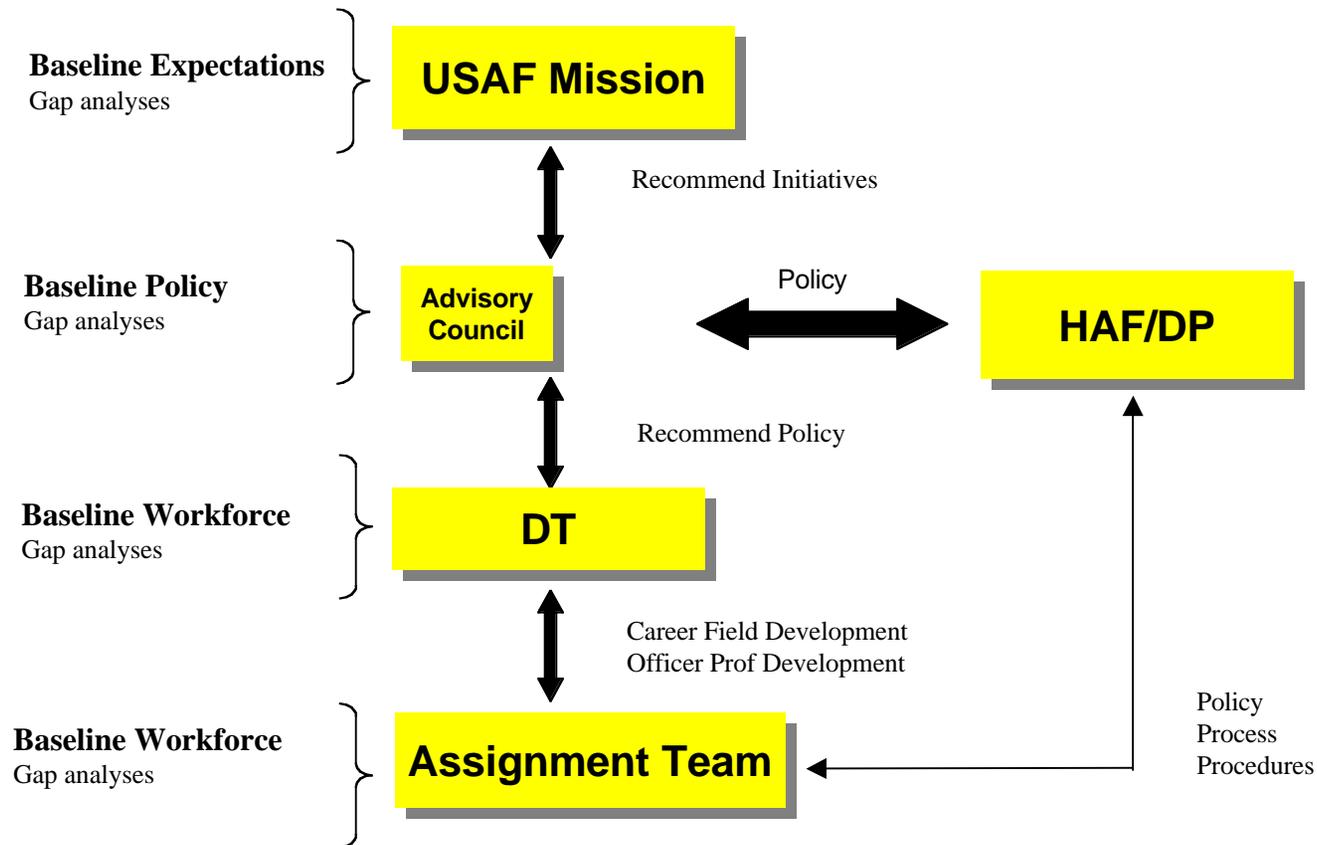
- **CSAF has chartered and gives authorization to the Space and Missile Development Team to provide the necessary tools and formal guidance to qualified 13S officers, offering them unique opportunities in preparation for experiences in the strategic, operational, and tactical development levels. Implementation will be realized through a series of deliberate and rewarding challenges in education, training, and experiences. Designed to provide the individual and the Air Force with the necessary capabilities that foster leadership and provide the catalyst to maintain its superiority well into the 21st century.**



Flowchart

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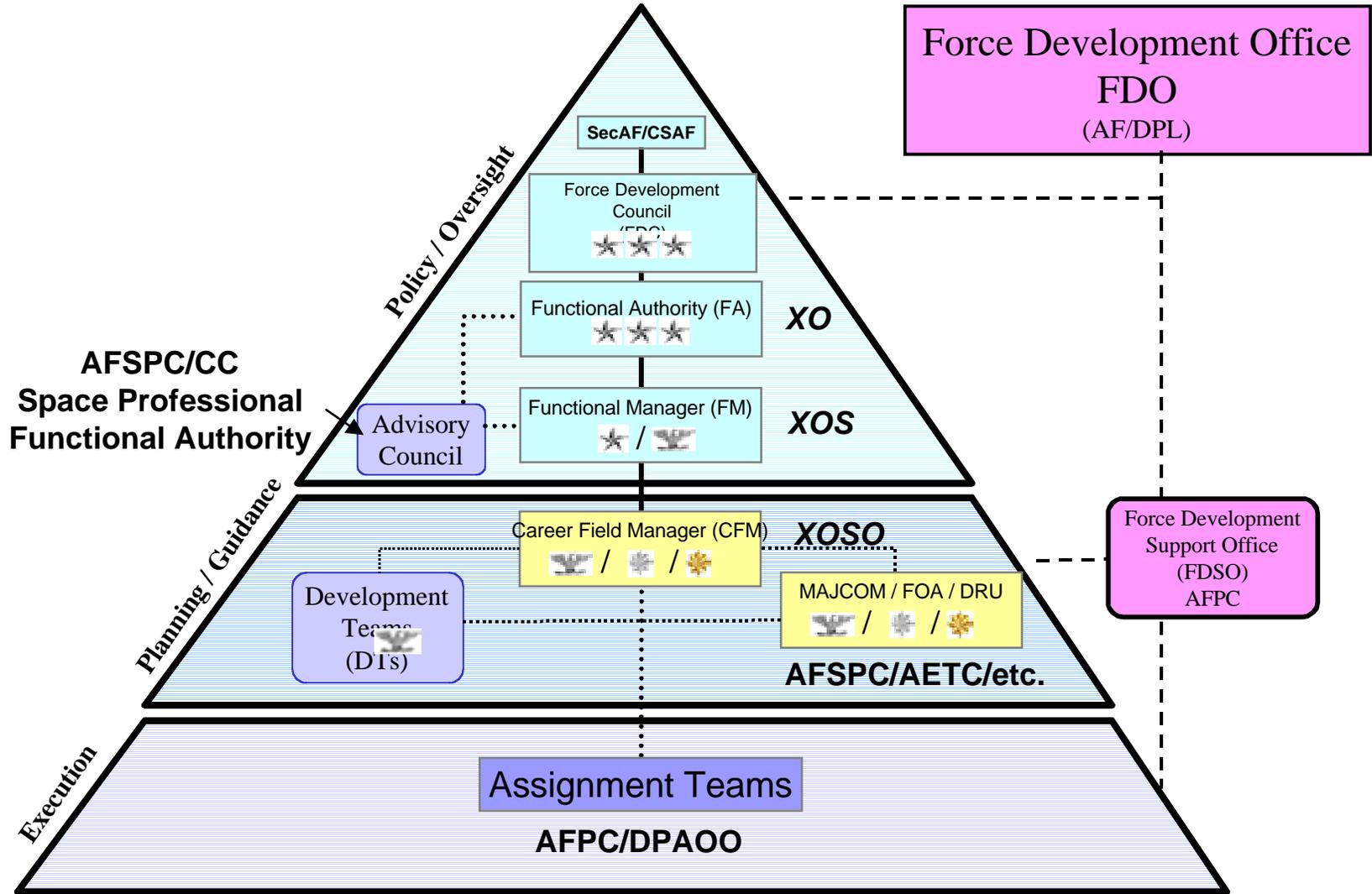
Reporting Chain: (See diagram below)





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13S Force Development Management Structure





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13S Force Development Team

Roles and Responsibilities



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Development Team Responsibilities

- **Responsible for oversight of the development of personnel in 13S career field....**
 - **13S Health and Development**
 - **Developmental Assignment Guidance**
 - **Developmental Education Guidance**
 - **Conduct Special Program Selections**



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Development Team Health and Development

- **Provide advice, guidance, assistance to officers**
- **Knowledgeable of career field policies, plans, programs, training and actions**
- **Coordinate new initiative recommendations w/FM**
- **Evaluate developmental opportunities**
- **Recommend developmental assignment vectors**
- **Recommend functional area developmental career paths**
- **Identify/review AFSLMO potential developmental pairings**



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Development Team Health and Development

- **Recommend officers for developmental assignments**
- **Review Developmental Identifiers (DID) awarded to assess number and scope of developmental assignments within the career field**
- **Review positions that qualify for award of DIDs—minimum time in developmental assignment at least 12 months**
- **Review Space Professional Development certification levels and DID requirements for 13S and non-13S space personnel.**



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Development Team Assignment Guidance

- **Determine/approve ODP review procedures**
- **Review key leadership positions**
 - IDE/SDE outplacement vectors
 - Grad SQ/CC vectors
- **Determine Developmental Assignments**
 - Development in 13S Auth
 - Development in other AFSCs
 - Development into Instructor positions
- **Execute prioritization plan**
 - Instructor pipeline
 - Special duties levies
 - Special programs



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Development Team Education

- **Identify IDE selects....**
 - ~ 10% quality cut from promotion board
 - Additional slots allocated to DT
- **Determine “Right” educational opportunity....**
 - ACSC, AFIT, NPS, JMIC, EWI
- **And determine “Right” timing**



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Development Team Special Programs Selection

- **Implement Special Program Selection Process:**
 - **Developmental Education—AAD programs**
 - AFIT, EWI, Fellowships, Scholarships, AFIT/CI
 - **Developmental Education—PME/AAD programs**
 - ACSC, Army, Navy, international, AFIT, NPS, JMIC, Fellowships, ASAM
 - **Other programs**
 - SAEP, Phoenix Hawk, Vigilant Scholar, TOP HAND (?) Instructors (AFA, AFIT, AU)
- **Programs NOT part of DT “Special Selection”:**
 - ASBC, SOS, AFIP, SAASS, SAMS, SAW, NOPC
 - DT’s will provide outplacement recommendation for AFIP and ASG programs



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13S Development Team

Tasks



- **AF tasks to be completed by Dec 03**
 - **Develop a 13S DT Charter**
 - **Develop Career Planning Diagram and Career Planning Matrix**
 - **Determine specific examples of core assignments**
 - **Determine specific developmental education at all levels DT wants 13S to compete for**
 - **Review AFSLMO Skill Pairings and provide feedback to AFSLMO**
 - **Determine Developmental Identifiers (DID) (pairings)**
 - **Determine criteria for award of space/missile DID**



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13S Development Team

Way Ahead



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Way Ahead

- **Determine DT meeting schedule**
- **Homework to include but not exclusive**
 - **ODP feedback**
 - **Special program candidates**
 - **Identify cross-flow candidates**
 - **Determine DID award criteria**



- **Do we have the right membership?**
- **Did we totally miss on your expectations?**
- **What's our priority for next meeting?**
- **What do you need from the FM/CFM before the next meeting?**
- **What do you need to have for you to do this job?**
- **What other training do you need?**
- **Are there any disconnects in where we are heading?**
- **How do we link with other DTs?**
- **Any messages for the Advisory Council/FA?**

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Back-up Slides



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AFSLMO Occupational Skill Requirements

Logistics

Maintenance
Contracting
Financial Management
Aerospace Power Employment
Plans and Programs
Political Military
Acquisition
Education and Training

Acquisition Management

Maintenance
Space
Information Operations
Aerospace Power Employment
Plans and Programs
Political Military
Education and Training

Communication

Information Operations
Intelligence
Plans and Programs
Aerospace Power Employ.
Space
Education and Training
C2ISR

Space

Acquisition
Communication
Aerospace Power Employ.
Intelligence
Plans and Programs
Information Operations
Political Military
Education and Training
Maintenance (??)

Fighter

Air Power Employment
Political Military
Plans and Programs
Acquisition
Information Operations
Space
Education and Training

Bomber

Air Power Employment
Acquisition
Space
Political Military
Logistics
Plans and Programs
Information Operations
Education and Training

C2ISR-rated

Air Power Employment
Information Operations
Space
Plans and Programs
Acquisition
Political Military
Education and Training

Other (all Core IDs not Mentioned on this document)

Information Operations
Space
Acquisition
Aerospace Power Employ.
Political-Military
Plans and Programs
Mobility Operations
Financial Management
Personnel and Manpower
Intelligence
Education and Training

Intelligence

Political Military
Information Operations
Aerospace Power Employment
Space
Plans and Programs
Personnel
Education and Training

Mobility (Tanker/Airlift)

Air Power Employment
Mobility Operations
Acquisition
Space
Plans and Programs
Political Military
Information Operations
Education and Training

Special Operating Forces

Air Power Employment
Space
Plans and Programs
Logistics
Acquisition
Political Military
Information Operations
Education and Training

Maintenance

Logistics
Financial Management
Aerospace Power Employment
Plans and Programs
Acquisition
Political Military
Space
Education and Training



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FD Tasks

(Kick-off DT Meeting- Aug 03)

■ Draft Development Team Charter	OPR: AF/XOSO	OCR: AFSPC/CVX
■ Coordinate Kick-off meeting	OPR: AF/XOSO	OCR: AFPC/DPAO, CVX
■ Develop prioritization of 13SX core requirements	OPR: AF/XOSO	OCR: AFPC/DPAO, CVX
■ Establish 13S baseline requirements	OPR: AF/XOSO	OCR: AFPC/DPAO, CVX
■ Identify tactical, operational, strategic positions	OPR: AFPC/DPAO	OCR: AF/XOSO, CVX
■ Crunch the numbers (accessions, interflows, etc,)	OPR: AFPC/DPAO	OCR: AFSPC/DPAO
■ Address space-related 16XX and AU/AFA authorizations	OPR: AFPC/DPAO	OCR: AFSPC/DPAO
■ Coordinate 13S CGO/FGO development guidance	OPR: AFSPC/CVX	OCR: AFPC/DPAO, XOSO
■ Develop criteria for who to broaden and when	OPR: AF/XOSO	OCR: AFPC/DPAO, CVX
■ Define development assignments for space professionals	OPR: AFPC/DPAO	OCR: AF/XOSO, CVX
■ Define development education for space professionals	OPR: AFSPC/CVX	OCR: AF/XOSO, AFPC/DPAO
■ Develop guidance for special programs selection/utilization	OPR: AFSPC/DPA	OCR: AFSPC/CVX
■ Define assignments/organizations for non-13SX “inbounds”	OPR: AFSPC/DPA	OCR: AFPC/DPAO, CVX
■ Assess priority of pairings and numbers	OPR: AFPC/DPAO	OCR: AFSPC/DPAO
■ Develop master annual schedule – IAW FD AFI	OPR: AFPC/DPAO	OCR: AF/FDSO
■ Draft 13SX implementation schedule	OPR: AF/XOSO	OCR: AFPC/DPAO, CVX
■ FD/DT concept briefs to AFSPC/CC Commander’s Conference	OPR: AFSPC/DPA	OCR: AFSPC/CVX
■ Space FD and Space Professional Road Show	OPR: AFPC/DPAO	OCR: AFSPC/CVX