

Headquarters U.S. Air Force

Integrity - Service - Excellence

Individual Reservist (IR) Development Plans & Teams



RIO/Det 6

10 Mar 2017 at 1000 EST MacDill AFB
Bldg 296 (927th ARW)
CDR Conf Rm (2nd Floor)

Telecom# (813) 828-8255 Mtg ID/Pin: 808

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

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)**



Overview

- **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 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**
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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**



AFR FD Historical Perspective

- **2002/03:** Rollout of FD for Active Duty
- **2004:** Initial rollout of FD in AFR in 5 functional areas
- **2005:** AFR CC directed full deployment of FD to all remaining functional areas
- **2006:** ARPC lead for FD execution
 - First DTs events hosted at ARPC
- **2009/10:** All officer career fields conducted a DT except the Spec Duty Non-Core AFSCs
- **2011:** DTs moving to the next level
 - Portability – Retainability – Return on Investment
 - Assignments, Key Leadership positions, Joint, DE
 - First Enlisted DTs held—1st Key Personnel List created
- **2012:** R-ODP and other filters in place
- **2013:** AFRC funding Developmental Teams and staff
- **2015:** Face-to-face and virtual DT boards



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)**



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**



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**



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



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



DT Vectoring Terms

- **Command** – command positions at sqd, 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**



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



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

- **Space DT, June 2016**
 - Reviewed O-4, O-5, O-6 records
 - **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?



Inside the DT Board

- **Space DT, June 2016**
 - *No R-ODP, no review.*
 - If an IMA completes an R-ODP, but the supervisor doesn't sign, the IMA can call ARPC to make sure the record is reviewed
 - DT looks at whether goals are realistic
 - DT will let you know if your record would be competitive for school in-residence
 - Lower scores receive more comments
 - Higher scores on the right track



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 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**



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



CY17 Force Development Schedule

CY 2017 AFR Force Development Board Schedule

Month	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Jan-17																															
Officer DTs																															
Enlisted DTs																															
Promotion Boards																															
Feb-17																															
Officer DTs																															
Enlisted DTs																															
School Boards																															
Special Boards																															
Promotion Boards																															
Mar-17																															
Officer DTs																															
Enlisted DTs																															
Promotion Boards																															
Apr-17																															
Officer DTs																															
Enlisted DTs																															
School Boards																															
Special Boards																															
Promotion Boards																															
May-17																															
Officer DTs																															
Enlisted DTs																															
School Boards																															
Special Boards																															
Promotion Boards																															
Jun-17																															
Officer DTs																															
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Promotion Boards																															
Jul-17																															
Officer DTs																															
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Special Boards																															
Promotion Boards																															
Aug-17																															
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Sep-17																															
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Oct-17																															
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Nov-17																															
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Special Boards																															
Promotion Boards																															
Dec-17																															
Officer DTs																															
Enlisted DTs																															
School Boards																															
Special Boards																															
Promotion Boards																															

Officer Development Teams
 Enlisted Development Teams
 School Boards
 Special Boards
 Promotion Boards



Dates for DE Schools/Courses

- **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**



Det 6 Force Development Briefs

- **24 Mar 17 – URC Responsibilities (Assignment Process)**
- **7 Apr 17 – Joint Officer Qualification**
- **21 Apr 17 – Understanding the Orders Process**
- **12 May 17 – Reserve Assignments**
- **9 Jun 17 Officer Promotion Board Preparation, specifically for the CY17 Colonel Board (October 2017)**

- **Conducted at MacDill AFB – DCS available**





RIO Resources

- **NEW HQ RIO app:**
[Apple App Store](#) or [Google Play](#)
- **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>





Questions??

