

USAFE - AFAFRICA

HQ USAFE – AFAFRICA

Civilian Leadership Development Program



**Brig. Gen. Ireland
Mr. Steve Reichert
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CLDP Participants**



Program Overview

- **USAFE-AFAFRICA (U-A) Civilian Leader Development Program (CLDP)** is an annual 8-month program designed to enhance the professional development of civilian personnel assigned within the U-A area of responsibility



Goal: Broaden participants knowledge of U-A mission, culture, and business activities of key U-A organizations while improving management/leadership skills



Program Purpose

- To broaden civilian participant's knowledge of the U-A mission, structure, culture, and business activities of key organizations and to improve their management/leadership skills through briefings, course workshops, civilian industry tours and projects



U-A CLDP supports and responds to the U-A Commander's guidance to preserve and grow readiness and mission capability to maximize U-A's competitive edge!



Who Are We?

- **8 HQ U-A CLDP participants**
 - **Endorsed by Directors, convened senior mentor board for evaluation**
- **3 HQ U-A Mentors**
 - **HQ staff senior civilians to mentor and provide leadership perspective**
- **U-A Chief of Staff**
 - **Provides clear vision and policy, opportunities for mentorship, and exposure to strategic thinking at senior leader level**





Who Do We Represent?

- Competitive selection process sought out 8 “engineers” to build out the program
 - Focus: Diverse set of mid-level civilians
 - Intent: Build professional knowledge and skill sets, investment in a career of government service
- “First class” represents a range of experience
 - Representation across the staff, GS/GG 11-13: A2, A4, A6, PA, A5/8/9



Fun Facts

- ✓ 3x Palace Acquire Intern Graduates
- ✓ 8x Bachelor’s Degrees
- ✓ 6x Master’s Degrees, 2x Currently Enrolled
- ✓ 4x PME Completed, 2x Currently Enrolled
- ✓ 2x Air Force Veterans
- ✓ 2x Private Industry Experience



Some of Our Favorite Experiences....

■ Fulda Gap Staff Ride

Improved understanding of Agile Combat Employment, Base Defense concepts through lessons of the Cold War

■ Spangdahlem, Baumholder TDY

Provided exposure on Wing priorities - deterrence, Saber ACE, Integrated Base Defense, 10th AAMDC capabilities

■ 786th EOD Tour

Provided insight into EOD mission, training/practices, diversity, "lessons learned" approach following difficult situations

■ 603rd AOC Familiarization

Understand AOC functions, ATO cycle, AMD and COD floor familiarization, observe 24/7/365 mobility forces

■ C-130 Flight and 37 AS Immersion

Site tour of 37 AS, experience C-130 formation air drop mission, meet 37 AS aircrew to receive briefings

■ AFOSI Region 5, 4 FIS Site Visit

Learn the roles, missions and functions of the AFOSI Region 5 and 4 Field Investigative Squadron (FIS) and their relationship to the USAFE Enterprise

■ Senior Leader Seminar Series





What's Next?

- Program Expansion Beyond HQ
- Continued Senior Leader Engagement
- Lessons Learned Approach
- Establish Continuity
- “Get the Word Out”



“It has been inspiring to see firsthand how the Airmen within each organization we visited are contributing to the U-A mission. We appreciate the opportunity we’ve had to engage directly with our U-A senior leaders, learn from their perspectives on leadership, and their investment in our professional growth.” - Valerie Kimball, CLDP Alumni



QUESTIONS?

