

# ***USAFE - AFAFRICA***

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## **HQ USAFE – AFAFRICA**

**Civilian Leadership Development Program**



**Brig. Gen. Ireland  
Mr. Steve Reichert  
Mr. Steve Doucette  
Mr. Raymond “Donk” Strasburger  
CLDP Participants**



# Program Overview

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- **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, 10<sup>th</sup> AAMDC capabilities*

## ■ 786<sup>th</sup> 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?

