



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

Office Of The Assistant Secretary

02 OCT 2003

MEMORANDUM FOR CONTRACTING CIVILIANS

FROM: SAF/AQC
1060 Air Force Pentagon
Washington, DC 20330-1060

SUBJECT: Civilian Development Team Process

When Secretary Roche and General Jumper met at CORONA Fall 2002 they cast a new sight picture of Force Development (FD) for officers, enlisted and civilians alike (please see www.dp.hq.af.mil/afslmo/fd/). This new FD construct is designed to make sure we place the right people in the right jobs at the right time. One goal of the FD is to create and grow leaders capable of taking our Air Force to the next level of excellence. To that end, we've begun to reshape training, education, and assignment experiences into integrated processes that provide officer, civilian, and enlisted leaders the tools they need to be successful.

A key tool of the FD construct is the Development Team (DT). The DT reviews members from a career perspective (vice just a single assignment or development opportunity). In this way, when we do make an assignment, school selection, etc., we can do so in the context of an entire career. Thus these development opportunities combine to thoroughly develop an individual to an established career objective.

In the first steps to apply the DT concept to the civilian contracting workforce, I recently met with a select group of senior contracting civilians and military (Attachment) to conduct a Civilian DT meeting. This new DT concept is going to have a profound impact on how we develop our civilian work force. The primary intent of this meeting was to discuss the CONOPS for our Civilian DT. In addition, we accomplished a review of all GS-1102-15s, DLAMP members and career broadeners to assess their various developmental needs.

Although the team got off to a great start, our work is not complete. The team identified several actions that we need to take in the future to improve upon the efforts we have already started. One of these actions is based on the recognition that the assessment process must begin and end with the individual. Therefore, the action is to develop a robust feedback mechanism to ensure DT career development recommendations flow back to the employee. We will work with AFSLMO/FD on this action to ensure our efforts fully integrate with the overall Air Force Civilian Force Development concept currently under development.

There is no question our DT process is evolving quickly and marks a landmark change in how we manage our civilian work force. The DT process will allow us to provide a senior corporate recommendation on career development for our contracting workforce. I am excited about the opportunities the DT process provides us all.

If you have any questions please contact my POC for this effort, Lt Col Mark Hobson at mark.hobson@pentagon.af.mil or call DSN 425-7056, or Comm (703)-588-7056.



CHARLIE E. WILLIAMS, JR.
Deputy Assistant Secretary (Contracting)
Assistant Secretary (Acquisition)

Attachment
As Stated