

# CIVILIAN LEADERSHIP DEVELOPMENT SCHOOL

## DAF PERFORMANCE MANAGEMENT COACHING FOR SUPERVISORS AND LEADERS

(MAFHRMS427)



### OVERVIEW

PMCS is specifically designed for DAF employees who are current supervisors or who are in the process of becoming supervisors or leaders in their organizations. Performance Management Coaching for Supervisors and Leaders (PMCS) is a 3-module, blended e-learning course, which includes asynchronous and synchronous instruction in a virtual classroom setting. **Students will accomplish assigned readings, videos, quizzes, and group discussion posts before joining live, instructor-facilitated webinars at designated times during a two-week period.** Each webinar will involve student-centered discussions around the topics of performance management coaching and the development of a coaching culture within one's organization. Classes will conclude with opportunities for students to apply concepts covered in the day's lesson. In a final capstone activity, students will be coaching another student through a true performance management scenario in real time via the designated e-learning platform and will receive immediate feedback from instructors.

### CIVILIAN TRAINING, EDUCATION, AND PROFESSIONAL DEVELOPMENT

The Department of the Air Force encourages Supervisory support for voluntary education and training programs such as the ELC. DODI1400.25V610\_AFI36-807 and DODI1035.01\_AFI36-816 provide options for alternate work schedules and telework flexibilities to account for education and training. Students should coordinate class work and location with their supervisor. Location options include office, home, the Education Center, or any other location where work can be done uninterrupted with Internet accessibility. Any arrangements must be in compliance with locally negotiated provisions for telework, alternate work schedules, and alternate work sites.

### WHAT TO EXPECT

Students can expect to spend up to 5 -7 hours per week on coursework. Instructors monitor student participation and effort in the course through the LMS. To satisfactorily complete the course students must complete all required coursework and display satisfactory participation.

### EACH WEEK WILL CONTAIN THREE ELEMENTS

- Readings, videos, exercises, and activities contained in a LMS with a graded assessment requiring a minimum passing score of 70%.
- Instructor-led online webinars (90 minutes) delivered on a web conferencing platform.
- Discussion board topics: students complete exercises in their work center and post their findings/results. Students interact by responding to one another's posts.

### SCHEDULE, REGISTRATION, AND EMAIL INQUIRIES

- Search "CLDS" in internet browser or visit <https://www.airuniversity.af.edu/Eaker-Center/CLDS/> then click *Schedule of Classes and Enrollment Links* or *Coaching* on right blue panel for registration info.
- Send email inquiries to: [Eakercenter.DC.Coaching@us.af.mil](mailto:Eakercenter.DC.Coaching@us.af.mil)

### Topics

**Orientation Week**  
Orientation Webinar  
Intro to PMC

**Week 1**  
Mon 1000-1130hrs CST  
*Integrating Coaching  
into the PM Process*  
  
Wed 1000-1130hrs CST  
*Coaching as the  
Antidote to Toxic Leadership*

**Week 2**  
Mon 1000-1130hrs CST  
*Coaching and the  
Planning Meeting*  
  
Wed/Thu 1000-1130hrs CST  
*Capstone Evaluation*