

WHO WE SERVE

The Civilian Leadership Development School develops civilian leaders who are vital to the warfighting mission. We train Air and Space professionals to embody DoW principles of lethality and readiness, while equipping supervisors to lead a civilian workforce grounded in meritocracy, accountability, and a sworn duty to the Constitution.

As a critical force multiplier, CLDS forges leaders through three foundational pillars that ensure readiness at every career stage. We deliberately develop candidates for supervisory roles, provide essential critical transition training to employees assuming new responsibilities, and continuously refresh their skills to maintain peak effectiveness for the mission. This framework ensures our civilian leaders are always prepared to meet the demands of a dynamic and contested environment.

WHY WE SERVE

Training is not merely an opportunity but a strategic necessity and a shared responsibility. The following guidance is federal and departmental policy that mandates employee development.

- 5 U.S.C. Chapter 41: Confirms the agency's duty to train employees for economy and efficiency.
- 5 CFR § 412.202: Mandates training on candidates, critical transitions, and refresh of supervisor/manager skills every 3 years.
- 5 CFR 410.201: Requires development of continuous improvement for DAF civilians.
- DODI 1400.25, Vol 410: Service-specific training required for new employee orientation and managerial supervisory training.
- DAFI 36-2687 Civilians assume an active responsibility for self-development and training through drafting an IDP in collaboration with their respective supervisor and maintaining it on an annual basis.



Mission

To develop the next generation of DAF civilian leaders through a mission-focused learning program grounded in DoW principles, fostering a robust succession management pipeline.

Vision

To be the premier institution for DAF civilian force development, delivering cutting-edge education and training that cultivates a highly skilled, adaptable, and ethical workforce.

For more information , please contact:
<https://www.airuniversity.af.edu/CLDS/>



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CIVILIAN LEADERSHIP DEVELOPMENT SCHOOL





WHERE DO YOU SEE YOURSELF?

Step 1: Assessment of Training Needs

Step 2: Which question below best describes you?

New to Department of the Air Force?

Critical transitions –Employee

Build your foundation and transition successfully.

New Employee Orientation (NEO): For all personnel transitioning into the DAF civilian workforce.

New Employee eXperience Track (NEXT): Supporting employees through their probationary period.

Thinking about Leading?

Candidate Development-

Develop skills to prepare for supervisor roles.

Associate of Science in DAF Leadership and Management Studies (CADP)

Emerging Leader Course (ELC): Builds foundational leadership skills for employees GS-9 and below.

Developing Team Leader Course (DTLC): Prepares employees GS-9 through GS-12 for future team leadership assignments.

Already a Supervisor?

Critical Transitions – Supervisor and Manager Refresher-

Strengthen and expand your Leadership impact.

New Supervisor Course (NSC): For employees transitioning to their first supervisory position.

Developing Supervisor Course (DSC): For emerging supervisors (GS 9-11) transitioning into roles with greater responsibility.

Supervisor as Leader Course (SLC): For supervisors (GS 12-13) transitioning to an intermediate level of leadership.

Civilian Manager Development Course-Initial (CMDC-I): For experienced supervisors transitioning into their first managerial role.

Leading DAF Organizations (LDO): For new managers (GS 14- 15) transitioning to senior leadership roles.

Experienced Supervisor Course (ESC): The mandatory 3-year skills refresher for all supervisors.

Civilian Manager Development Course-Refresher (CMDC-R): The mandatory 3-year skills refresher for all managers.

Military Personnel Management Course (MPMC): For civilians who supervise military members.

Want to Keep Learning?

Continuous Learning-

Access continuous learning and coaching

Introduction to Performance Management Coaching: Available to all civilian employees.

Performance Management Coaching for Supervisors and Leaders: Specialized coaching skills development.

Performance Management Coaching for USAF Organizations: An advanced coaching workshop for managers. DBC – Funnels/Daily SLAM-R

DBC: Developing Better Civilians: Professional development DAF TEAMS hub offering live webinars, skills practice, and direct access to subject matter experts. (Code:gg2a156)

New Employee Toolkit: A foundational resource library designed to help employees navigate their professional journey and acculturate to the DAF.

Microlearnings & Book Discussions: A curated collection of insights and critical thinking exercises designed for immediate daily application in the workplace.

