

# CIVILIAN LEADERSHIP DEVELOPMENT SCHOOL

## DAF PERFORMANCE MANAGEMENT COACHING FOR DAF ORGANIZATIONS (PMCO)

(MAFHRMS429)



### OVERVIEW

PMCO is designed for DAF employees GS-13 and above who are current leaders or in the process of becoming leaders in their organizations. PMCO is a 3-module, blended e-learning course, which includes asynchronous and synchronous instruction in a virtual classroom setting. Students will accomplish assigned readings and videos before joining live, instructor-facilitated webinars at designated times during a one-week period. Each webinar will conclude with opportunities to apply concepts learned during the day's lesson. In a final capstone activity, students will be evaluated as they coach another student in real time through a true performance management scenario via the designated e-learning platform. Instructors teach coaching concepts using Socratic questioning, modeling how the coaching process uses powerful, open-ended questioning to create awareness and elicit critical and creative thinking from participants. Students learn how the use of coaching skills can help them to become more effective leaders and to foster a culture of accountability, collaboration, and empowerment in their organizations.

### CIVILIAN TRAINING, EDUCATION, AND PROFESSIONAL DEVELOPMENT

The Department of the Air Force encourages Supervisory support for voluntary education and training programs such as the Emerging Leader Course (ELC). DODI1400.25V610\_AFI36-807 and DODI1035.01\_DAFI36-143\_DAFGM2023-01 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:

After completing the prerequisite asynchronous course, *Introduction to Performance Management Coaching (IPMC)*, 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

### THE WEEK WILL CONTAIN THREE ELEMENTS:

- Readings, videos, exercises, and activities contained in an LMS.
- Instructor-led online webinars (90 minutes) delivered on a web conferencing platform.
- Opportunities to apply coaching concepts explored in the webinars.

### SCHEDULE, REGISTRATION, AND EMAIL INQUIRIES

- Search "CLDS" in internet browser or visit <https://www.airuniversity.af.edu/CLDS/> then click *Schedule of Classes and Enrollment* 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

Thu 1000-1100hrs CST  
Orientation Webinar  
Intro to PMC

Mon 1000-1130hrs CST  
*Exploration of  
Fundamentals of  
Performance  
Management Coaching*

Tue 1000-1130hrs CST  
*Coaching Mindset,  
Foursquare Coaching  
Framework*

Wed 1000-1130hrs CST  
*Foursquare Coaching  
Framework in Action,  
How Coaching Enhances  
Performance  
Management*

Thu 1000-1200hrs CST\*  
*Capstone Evaluation*

*\*Capstone may require different  
hours, depending on class size,  
availability.*