PERFORMANCE MANAGEMENT COACHING FOR DAF ORGANIZATIONS (PMCO)

Overview

PMCO is specifically designed for DAF employees GS-13 and above who are current leaders or who are in the process of becoming leaders in their organizations. In order to take PMCO, students must first pass Introduction to Performance Management (IPMC), the online, self-paced course which covers the foundational principles and skills of coaching.

Performance Management Coaching for USAF Organizations (PMCO) is a 6 module, blended e-learning course, which includes asynchronous and synchronous instruction in a virtual classroom setting. Students will accomplish assigned readings, videos, and group discussion posts before joining live, instructor-facilitated webinars at designated times during a two-week period. Each webinar will conclude with breakout sessions wherein students will take part in small group discussions. In a final capstone activity, students will be evaluated as they coach an instructor through a live, familiar performance management scenario via the designated e-learning platform. Instructors provide students with current readings and resources, and they 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 coachees. Students learn how coaching 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 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.

Enrollment/Disenrollment

Students enroll via the registration process identified below. If at any point in the process you wish to dis-enroll from the course please contact course support immediately so that we have an opportunity to offer the vacated seat to another civilian airman student. There is no penalty for dis-enrolling and you can re-enroll/re-register at any time.

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.

Orientation Week: Orientation Webinar for technology and course requirements (up to 1 hour)

Week 1:
Webinar 1: Exploration of Fundamentals, Core Skills of Coaching, Coaching Mindset

Week 2:
Webinar 2: The Foursquare Coaching Framework in Action
Webinar 3: How Coaching Enhances Performance Management

Capstone Evaluation: Putting It All Together

Each module will contain three main elements:

1. Readings, videos, exercises, and activities contained in a LMS
2. Instructor-led online webinars (90 minutes) delivered on a web conferencing platform.
3. Discussion board topics: students complete exercises in their work center and post their findings/results. Students interact by responding to one another’s posts.
Registration:
Registration for the Performance Management Coaching classes that are offered by the Civilian Leadership Development School has transitioned to a new system. Everyone will need to use these instructions (https://www.airuniversity.af.edu/Portals/10/CLDS/documents/INFO-EnterpriseCanvas%20Application.pdf) at this link (https://aueems.cce.af.mil/sap/bc/ui2/flp/) to register for a class.

(Fact sheet current as of 30 Aug 22)