

CIVILIAN LEADERSHIP DEVELOPMENT SCHOOL

DAF PERFORMANCE MANAGEMENT COACHING FOR SUPERVISORS AND LEADERS (PMCS)

(MAFHRMS427)

OVERVIEW

PMCS is designed for DAF employees who are current supervisors or who are in the process of becoming supervisors or leaders in their organizations and who have a desire to learn and practice coaching skills in that capacity. 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 one-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 coach 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 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. To satisfactorily complete the course students must complete all required coursework, including the final coaching capstone, and display adequate participation during webinars.

THE 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/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



Topics

Thu 1000-1100hrs CST
Orientation Webinar
Intro to PMC

Mon 1000-1130hrs CST
*Integrating Coaching
into the PM Process*

Tue 1000-1130hrs CST
*Coaching as the
Antidote to Toxic Leadership*

Wed 1000-1130hrs CST
*Coaching and the
Planning Meeting*

Thu 1000-1200 hrs CST*
Capstone Evaluation

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