

CIVILIAN LEADERSHIP DEVELOPMENT SCHOOL

DAF DEVELOPING TEAM LEADER COURSE

(MAFHRMS428)



ABOUT THE COURSE

The Developing Team Leader Course (DTLC) is designed for Department of the Air Force (DAF) civilians in grades GS-6 through GS-12 who are preparing for, or have recently entered, their first team leadership roles. Through a series of six hands-on sessions, participants will learn to build, manage, and lead high-performing teams by mastering the core principles of Standards, Lethality, Accountability, Meritocracy, and Readiness (S.L.A.M.R.). The curriculum focuses on practical applications, collaborative problem-solving, and peer-to-peer coaching to translate leadership theory into mission-effective practice. The student will accomplish the course in a Home Station Learning duty status (online only; there is NO in-residence portion).

WHAT TO EXPECT

The DTLC is a highly interactive course delivered through six structured sessions. Each session consists of an instructor-led lesson followed by a hands-on group activity where students work in teams to apply the concepts. The course uses real-world scenarios, practical exercises, and a capstone project to build leadership skills. To successfully complete the course, students must complete all required coursework, including a final "Team Talking Paper" that proposes a solution to a real-world Readiness problem.

Key activities include:

- Creating a "Team Charter" to establish team standards and accountability.
- Practicing peer-to-peer feedback using "Radical Truthfulness."
- Applying the Practical Problem-Solving Method (PPSM) to case studies.
- Using the G.R.O.W. model for coaching and conflict resolution.
- Developing and presenting a capstone project.

PREREQUISITE

Students should have completed the Emerging Leader Course (ELC) (Course ID MAFHRMS421) however there are no formal prerequisites for the DTLC.

SELECTION

The DTLC is managed through the Civilian Leadership Development School (CLDS) at the Air Force Global College, Maxwell AFB, Alabama. The target audience for this course are Air Force/Space Force civilians in the General Schedule (GS) grades GS-6 through GS-12 (or equivalents). Enrollment is intended for non-supervisors or those with little supervisory experience. (MAFHRMS428)

INFORMATION AND EMAIL INQUIRIES

- General Information: <https://www.airuniversity.af.edu/CLDS/Leadership-Development/>
- Email inquiries to: CLDS/DTLC Org Mailbox: CLDS.DTLC.OrgMailbox@us.af.mil

Topics

Week 1

Building Successful Teams

Forging the Foundation
Communication as a Force
Multiplier

Week 2

Communications & Conflict Management

Problem Solving
Conflict Resolution & Coaching

Week 3

Team Relations & Effectiveness

Decisive Leadership
Delivering Readiness Capstone