



Lesson Guide

Total Force Integration

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Purpose

This lesson guide is designed to support the local development of Flight Commander Leadership Course materials. Selected facilitators should use this guide as they prepare presentation materials. For more information on how lessons are structured, or how to use them in the course, see the **Course Director's Handbook** or online Facilitator Resources.

Scope

The Department of the Air Force has a variety of skill-sets and expertise available to meet operational requirements. These reside in Active Duty, Reserve, Guard, Civilian and Contractor personnel. Proper integration of these resources will increase unit cohesiveness and effectiveness. The unique requirements of each member of the unit are critical to their effective employment.

Flight Commanders are responsible for managing/supervising personnel from varied sources. As such, you must understand the different capabilities/limitations from each category of the total force. The Flight Commander must also be aware of the distinct personnel requirements of the total force to successfully develop the supervisor/subordinate relationship.

Recommended Objectives

By the end of this lesson, the participant should be able to:

1. Recognize how The Department of the Air Force total force integration is required to achieve mission success.
2. Understand how law and policy guide the effective employment and management of total force personnel.

Recommended POC / Presenter

- Someone with experience leading multiple categories of total force personnel

Recommended Length:

- 25 minutes (inclusive of questions)

Recommended Approach

- Informal briefing and discussion

Lesson Connections

- **Building and Busting Teams**-Total Force Airmen and Guardians bring a unique expertise but also skill-set challenges that must be accounted for when building an effective team.
- **Mission Command**-mission accomplishment is not successful any longer without the contributions of our total force. We must be flexible and innovative to meet the CC's intent with the varied skill-sets at our disposal.

- **Organizational Structure and the Mission**-the Air Force is organized such that Guard/Reserve units can augment our force posture without a degradation in mission accomplishment