

Welcome to the Edge Newsletter #2

Welcome to the second issue of *The Leading Edge*, the newsletter focused on the development of flight-level leadership across the Department of the Air Force. In Issue #1 this newsletter format was introduced as a bridge between flight-level leadership expertise at Air University and course directors, lesson managers, and individual leaders in the field. The new open-content format on AFPIMS allows mentors, supervisors, and educators to see content curated specifically for growing flight-level leaders. Thank you for engaging in *The Flight Commander's Edge* ecosystem of resources and allowing us to share in your development efforts for educating today's Airmen and Guardians.

This second newsletter focuses on force development and provides some ideas for balancing needs of the force and the individual.

Course Director Corner

"Leader development occurs daily not in a day." -- Joshua Bowen, [3x5 Leadership](#)

With a focus on both the individual leader and leadership development, *The Flight Commander's Edge* (FCE) offers a wide range of topics for flight-level leaders as well as materials to help those leaders grow others' knowledge and abilities.

For this issue, our emphasis is on some common guiding principles that provide a framework for you to consider as you grow flight members. These principles should guide your courses to develop tactical leadership skills:

Build skill set expertise. Tactical-level education and training should take into account the relative inexperience and developing knowledge level of young leaders. For many Airmen, flight-level leadership is their first leadership position. Don't assume that common expertise is present across your courses but, instead, encourage the sharing of individual expertise to build skills. This sharing of individual expertise is built into all FCE lesson plans.

Prepare for change. Skills development should keep pace with changing operational environments and resulting changing requirements. This is especially true of flight-level positions. Ensure your presenters are aware of the most recent guidance and methods used at your unit and include that guidance in your presentations. Avoid restating AFIs using long PowerPoint™ lectures like the plague.

Create depth of expertise. Competence and credibility require depth of experience that provides a foundation for effective leadership. In your courses, you need to focus not only on high-level leadership skills, but also give your learners an opportunity to deeply explore elements that are important or unique to your units. The FCE Lesson Guides provide an opportunity for you to tailor your program to your specific needs and provide in-depth expertise to your leaders.

In the next issue, we will pass along an additional four guiding principles and provide more suggestions on how you can leverage them across your Flight Commander Leadership Course, and leader development programs.



Application-Focused content to grow your flight-level leaders

Review the first lesson on AFPIMS "The Role of the Flight Commander"

www.airuniversity.af.edu/GCPME/Flight-Commanders-Edge

(Tip: Open this newsletter in your browser, then save page 2 as a PDF file to create a one-page flyer you send out to your flight-level leaders!)



We build leaders.

[Jeanne M. Holm Center for Officer Accessions and Citizen Development mission statement](#)

Air Force leaders at every level must prepare themselves to meet present and future challenges.

[Air Force Leadership Study The Need for Deliberate Development](#)

Questions to Consider

Who is responsible for force development?

Ask these questions of yourself and your flight members

What is force development?

Force development is a function of both individual and Department of the Air Force institutional responsibilities. All Airmen and Guardians have a responsibility to take advantage of and enhance their education and training, while the institution is responsible to provide the opportunity for each person. The DAF process of developing its leaders is well established through the process of training, education, and experience.

What purpose does force development serve?

All team members should understand the force development construct. Think of force development as a way to improve the personal leadership skills of your flight members through training, education, and experience. Force development creates opportunities!

How does force development impact mission success?

Force Development leverages education, training, and experience to produce adaptable, creative, and knowledgeable Airmen and Guardians. Make this apersonal discussion by offering examples of how your foundational experiences exposed you to the skills you needed to be a flight-level leader.

Suggestions to grow Airmen & Guardians

Leaders should be committed to lifelong learning! Future leaders build their replacements and share their ideas and philosophies for the future with others. Having a conversation with your Airmen or Guardians about their development needs is a great way to grow your team, one Airman, or Guardian, at a time.

Developing Others

Review

[Air Force's Personnel Center Force Development page Major Performance Areas and Airman Leadership Qualities](#)

Watch

"Managing the Future Talent" interview with Lt Gen Brian Kelly, while the deputy chief for manpower, personnel and services, Headquarters USAF. General Kelly briefly outlines how the Service balances organizational priorities and demands with talent management and leadership development.



Contact *The Flight Commander's Edge*

If your unit would like to create its own Flight-level leadership course using professionally developed resources from Air University visit

<https://www.airuniversity.af.edu/GCPME/FlightCEEdge/>

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