



CHIEF's Sight Picture

7 October 2003

Officer Force Development -- Spreading the Word

During the last two years, we have refined our officer development system. We are now ready to move Force Development from discussion and planning to execution.

Beginning in November 2003, teams led by MAJCOM general officers will visit each base to explain the details of our Force Development initiative. These "Spread the Word" (STW) briefings are to ensure all officers and their supervisors understand the new Force Development concept, policies and procedures. Under Force Development, we will assist you to pursue the assignments, education and training opportunities that will better prepare you for your role in tomorrow's Air Force.

Force Development *is* about accomplishing Air Force missions today and tomorrow, improving your skills deliberately, using your skills more effectively, meeting your goals and expectations and explaining more clearly your potential and opportunities. Force Development *is not* about fostering development for its own sake, developing everyone the same, focusing on your career field alone, or focusing on your next promotion.

Force Development is all about getting the right people in the right job at the right time with the right skills to fight and win in support of our national security objectives, now and in the future. It will result in significant changes to our current program of officer progression. To help your understanding of Force Development, we will be providing a series of articles discussing STW topics prior to the STW briefings.

These messages will introduce you to some terms and rationale behind the changes. The initial message will discuss the Force Development construct, its application in Air Force Doctrine, and some insight into how Force Development will be managed within the Air Force structure. Follow-on messages will introduce changes to our education and training programs - - discussing the concept of Developmental Education (DE), candidacy and selection processes for DE, Air University's work to revise our professional military education and how these changes impact you.

I ask you to pay close attention over the course of the following weeks. Become proficient in understanding and applying these changes. Force Development is important to your future. It is an essential tool to improve our current capabilities and create those we'll need to remain the world's greatest Air Force.




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