**DAF CGOC**

**Professional Development Ideas for Base Councils**





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The following is a list of professional development ideas that your CGOC can host. Feel free to make them your own and tailor them to suit the needs of your base and CGO population.

**1. Shadow Program aka “Take Your CGO to Work Day”**

This program pairs CGOs with a Squadron or Group CC for a day of mentorship. All CGO participants can then engage in a capstone discussion with the Wing Commander and/or Vice Commander at the end of the week. This is a relatively simple professional development to host and has a lot of value. When we hosted it at my base, we got positive reviews from everyone who participated.

**Overview**

* Who: CGOs paired with Squadron and Group CCs.
* What: Commanders have free reign to structure the day as they like with their CGO.
* When: Shadowing: One day between Monday and Thursday of the designated week
	+ Capstone discussion with wing commander and/or vice commander: Friday of the designated week
* Why: Foster command interest in junior officers and spark mentorship relationships between senior leaders and CGOs.
* Goal: Provide CGOs the “Commander’s Perspective”
* Expectations: Take your CGO to work day is an immersive day in the life of a commander. Take them along for the ride and let them see what it takes to be you for the day. This may mean having them sit through your meetings, listen in on the occasional phone call, and of course take a lunch at the DFAC. All of this is valuable information we can use to better ourselves as leaders in our own domain.
* Capstone: Discussion with the wing commander and/or vice commander (or commander of your choice) about what it takes to be a commander and a leader

**Helpful Hints from a base that hosted a Take Your CGO to Work Day**

* We paired CGOs with a commander from a different group and received positive feedback about the experience. People enjoyed seeing a different perspective and learning what the other groups do on base.
* We didn’t have a perfectly even commander to CGO ratio, so some commanders had multiple CGOs that shadowed them for the day.
* We solicited for CGO and commander participants through TMT and email. We also had a planning committee member speak at the base’s Wing Stand Up to pass information to all the commanders on base.
* We told everyone who they were paired with via email. It was the CGO’s responsibility to contact the commander’s secretary or exec to schedule their shadow day. This alleviated some work on the planning committee’s part.
* If you have a CGOC mentor (ours was the Wg/CV), they can help champion the program as well.

**2. First Term Officer Course**

The First Term Officer Course (FTOC) is designed to provide brand new Second Lieutenants, First Lieutenants, and Captains the foundation to successfully integrate into their first assignment, as well as to build fundamental skills for new officers. This recommended three-day professional development course consists of exercises, leadership panels, workshops, and lesson plans which are designed to engage each student. The goal of FTOC is to instill a sense of confidence in young officers by empowering them to be the best officers in the Air Force and Space Force. While this course would certainly take some time and effort from your CGOC to host, it could make a big impact on base. If you’re interested in hosting FTOC, see 2d Lt Johndrow and Capt Kolobow’s very thorough startup manual and resources.

**3. Air University – The Flight Commander’s Edge**

The Flight Commander’s Edge is a program established by Air University to support the development of flight-level leadership courses across the Air Force. Focusing on both leadership topics and base-specific content, The Flight Commander’s Edge program provides lesson plans that can be executed in the classroom by individuals with little or no teaching experience.  Lesson plans and guides provide a discussion- and activity-based “experience” which may be customized and taught by anyone with a minimum amount of preparation.

While this course would certainly take some time and effort from your CGOC to host, it could make a big impact on base. My base held a flight commander’s course that used the materials from this program, and I found it very beneficial. Be prepared for a time investment – the course we held at my base was five days long, and each day went from 0800-1700.

<https://www.airuniversity.af.edu/GCPME/Flight-Commanders-Edge/>

**4. LinkedIn Seminar**

If you have a fellow CGO or someone on your base who is a “LinkedIn Guru” invite them to present a seminar on how to improve your profile and the importance of networking. LinkedIn is a great resource whether you are thinking of staying in the military or leaving for the civilian sector.