

Shaping Cultures of Trust and Innovation

Lesson Objective: This lesson exposes members to their role in strengthening the organization by developing others while creating a culture of innovation and trust. Participants are first exposed to their role as a “talent enabler” and the importance of developing others from an individual and Civil Air Patrol perspective. Following this, different types of developmental opportunities are examined from the perspective of Air Force and Civil Air Patrol doctrine. Finally, a basic assessment mechanism and planning tool are introduced which can be used to design and facilitate individual development opportunities.

Desired Learning Outcomes (DLO):

1. Understand the importance of developing others.
2. Identify types of development opportunities.
3. Facilitate the development of others from a personal, mission, and career perspective.

Scheduled Lesson Time: 50 minutes

Introduction

The introduction to the lesson sets the stage for future learning through a group discussion on what developing others means to the participants. Participants discuss personal examples of previous developmental experiences.

1. Development is about other people.

Developing others involves ensuring members can do the job to meet the mission and are progressing in their careers along the appropriate career track guidance.

2. Development has three applications

Knowledge (thru Education)	Skills (thru Training)	Abilities (thru Experience)
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Knowledge is information applied to a function.

- You “know” the contents of your regulation, manual, or checklist.

You gain this knowledge through education.

- A skill is an observable competence.

Flying a plane is a skill. You gain skills through training.

- An ability is an observable behavior competence or a behavior that results in an observable product.

You are a proficient pilot, based on combination of flight knowledge and piloting skill applied over time. You gain abilities by applying knowledge and skills over time to gain experience.

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Follow-up Question: What kind of Developmental activities are you familiar with?

Knowledge (thru Education)	Skills (thru Training)	Abilities (thru Experience)
Professional Development Education (education programs)	Professional Development Education (training/hands-on programs)	Professional Development Education (DL/ resident Programs)
		Assignments (broadening)
Initial Qualification Training (knowledge portion)	Initial Qualification Training (hands-on portion)	Unit Qualification Training
Continuing education programs (on or- off-duty)	Skill-development programs	Seminars / conferences
Self-directed (or commander-directed) study	Self-directed (or commander-directed) practice	Recurring training / advanced training
Informal discussions		Relationship-building
Book clubs, book reports		
Teaching	Coaching	Mentoring
Education and training together provide the tools for developing Airmen. Experience, the continuously growing part of any Airman's career is where the synthesis of education and training occur. [AFDD 1-1 Force Development]		

After five (5) minutes, or when participants have finished continue.

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Application Activity (25 minutes)

Complete the first part of the ***Develop Your Organization Worksheet (2018)***

Application Activity Follow-up: As you work through the worksheet, you will discover that you don't know the answers to some of the questions. This is your homework. You will need to do some digging. A great place to start is with your Commander/leader. In some cases, you may not know the personal goals of your people – this is a great time to find out.

Small-group Activity: Ask your groupmates to help close the gaps in your knowledge or provide other ideas for development opportunities to meet your specific needs.

3. **Question:** How can we create learning environments?

Activity: Complete the Creating a Learning Environment Checklist (2018). This worksheet contains some prepared tips.

Lesson Wrap-Up (5 minutes)

The final lesson activity feeds the final lesson in the course – The Self-Assessment – and will be used to support the development of the students' personal development plan.

Complete the Developing Others Self-Assessment Worksheet (2018).

When complete, continue.

Activity: The Developing Others Self-Assessment Worksheet is designed to help you plan for your future. The instructions are self-explanatory. Take a moment to read them, then fill out the sheet. If you need more time, you can go into the break.

Keep this worksheet with your course materials.