



Air Force Civilian Senior Leadership Development Challenges

BIODISCHOLAR DISSERTATIONS

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Air Force Civilian Senior Leadership Development Challenges

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Air Force Civilian Senior Leadership Development Challenges:

Air Force Civilian Senior Leadership Development Challenges, 2008 Gen Jumper Chief of Staff of the Air Force CSAF issued a sight picture statement on 2 May 2003 concerning Civilian Force Development While Gen Jumper's sight picture recognizes the need to grow civilians for leadership positions there is a more compelling reason for the Air Force to focus on civilian leadership development The civilian workforce is getting older A 2001 research study performed by the Center for the Organizational Research reported 46.3% of government workers were 45 years or older That was over 6 years ago The aging workforce picture for the Senior Executive Service SES is even more alarming During a SES leader forum held in April 2007 the discussion was centered around how to attract generation X personnel in the SES ranks because 75% of today's SES leaders are 60 years or older In a September 2007 e-mail to the author Mr John Steenbock Deputy Director Civilian Force Integration Air Force Personnel Center reported that 22% of the Air Force's SES leaders were retirement eligible then and 62% would be eligible within the next 5 years At the strategic level GS 15 or upper tier of NSPS pay band 3 and operation level GS 14 or lower to mid tier of NSPS pay band 3 leadership positions 16% are retirement eligible today and 41% will be within the next 5 years These data are startling as they show that the Air Force will experience a civilian leadership exodus in the near future This paper will first explore the age old question are leaders born or are leaders made Next it will compare the private sector mid level i.e. operational upper level i.e. strategic and executive level leadership development with the Air Force civilian leadership development process and use the comparison to validate the Air Force development process The paper also explores the major challenges associated with the leadership development process

Department of Defense Authorization for Appropriations for Fiscal Year 2004 United States. Congress. Senate. Committee on Armed Services, 2004 *Hearings on National Defense Authorization Act for Fiscal Year 2003--H.R. 4546 and Oversight of Previously Authorized Programs, Before the Committee on Armed Services, House of Representatives, One Hundred Seventh Congress, Second Session* United States. Congress. House. Committee on Armed Services. Subcommittee on Military Readiness, 2003 **Department of Defense Appropriations for ...** United States. Congress. House. Committee on Appropriations, 1991 **Hearings on National Defense Authorization Act for Fiscal Year 2001--H.R. 4205 and Oversight of Previously Authorized Programs, Before the Committee on Armed Services, House of Representatives, One Hundred Sixth Congress, Second Session** United States. Congress. House. Committee on Armed Services, 2001 Air Force Engineering & Services Quarterly, 1980 *Army RD & A*, 1998 Professional publication of the RD & A community **Army RD & A Bulletin**, 1998 *Department of Defense Appropriations for Fiscal Year 2007: Dept. of Defense, nondepartmental witnesses* United States. Congress. Senate. Committee on Appropriations. Subcommittee on Defense, 2006 Department of Defense Appropriations United States. Congress. Senate. Committee on Appropriations. Subcommittee on Department of Defense, 2007 Department of Defense Appropriations for Fiscal Year 2007 United States.

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Air Force Civilian Senior Leadership Development Challenges Book Review: Unveiling the Power of Words

In some sort of driven by information and connectivity, the energy of words has are more evident than ever. They have the capability to inspire, provoke, and ignite change. Such could be the essence of the book **Air Force Civilian Senior Leadership Development Challenges**, a literary masterpiece that delves deep in to the significance of words and their effect on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book is key themes, examine its writing style, and analyze its overall effect on readers.

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