



Leader Development Course for Squadron Command



CSAF 21: “The squadron is the beating heart of the United States Air Force; our most essential team. We succeed or fail in our missions at the squadron-level because that is where we develop, train, and build Airmen.”

Mission: Inspire and Equip Air and Space Professionals to Thrive in Command

Vision: Increase Air and Space Force lethality by strengthening squadron leadership and culture

Increase self-awareness and emotional intelligence to provide purposeful leadership.

Develop interpersonal skills to foster esprit de corps.

Build a unit culture conducive to achieving verifiable mission success.

Course guidance:

- AFI 1-2, Commander’s Responsibilities, May 2014
- Squadron Revitalization Implementation Plan, SECAF/CSAF/CMSAF, June 2018
- Improving Air Force Squadrons, Recommendations for Vitality, Gen Davis, Jan 2018

Summary of Learning Objectives:

- Understand the fundamental responsibilities of command
- Increase self-awareness to improve emotional intelligence and time/energy management
- Improve communication, feedback, and coaching skills
- Enhance decision making through values alignment and cognitive diversity
- Inspire a trusting climate to improve unit performance, resiliency, and retention
- Develop a deliberate plan to connect Airmen and families to higher purpose
- Cultivate a growth mindset that leverages calculated risk and productive mistakes

Course details:

Content: Leadership course focused on squadron-level human-domain competency
Format: 8-day (67 contact-hour) seminar-based, in-residence course taught at Maxwell
Cadre: Graduated squadron commanders, graduated superintendents and civilian academic experts. Augmented by JAG School, First Sergeant Academy, Chief’s Leadership Course, and Chaplain’s College instructors
Mentors: Retired general officers and current wing command teams
Eligibility: Total Force. Officers with 9-16 years commissioned service, and GS-13-equivalent civilians, and E-7 to E-9. Senior raters select candidates.
Timing: 6 mos – 3 yrs prior to 1st command-level job – allow time for personal growth
Throughput: 15 classes, 980 students per year. Quotas allocated via MAJCOM/CCMD staff

Graduate Feedback:

- 98% 4 or 5 star rating (1,200+ graduates); “Life Changing!”
- “I leave here knowing I can confidently lead with my heart”
- “I now believe I can complete command with my family intact... I don’t know if that would have been the case before this course”

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[Bit.ly/leaderdevelopmentcourse](https://bit.ly/leaderdevelopmentcourse)

