

FORCE DEVELOPMENT CONSTRUCT

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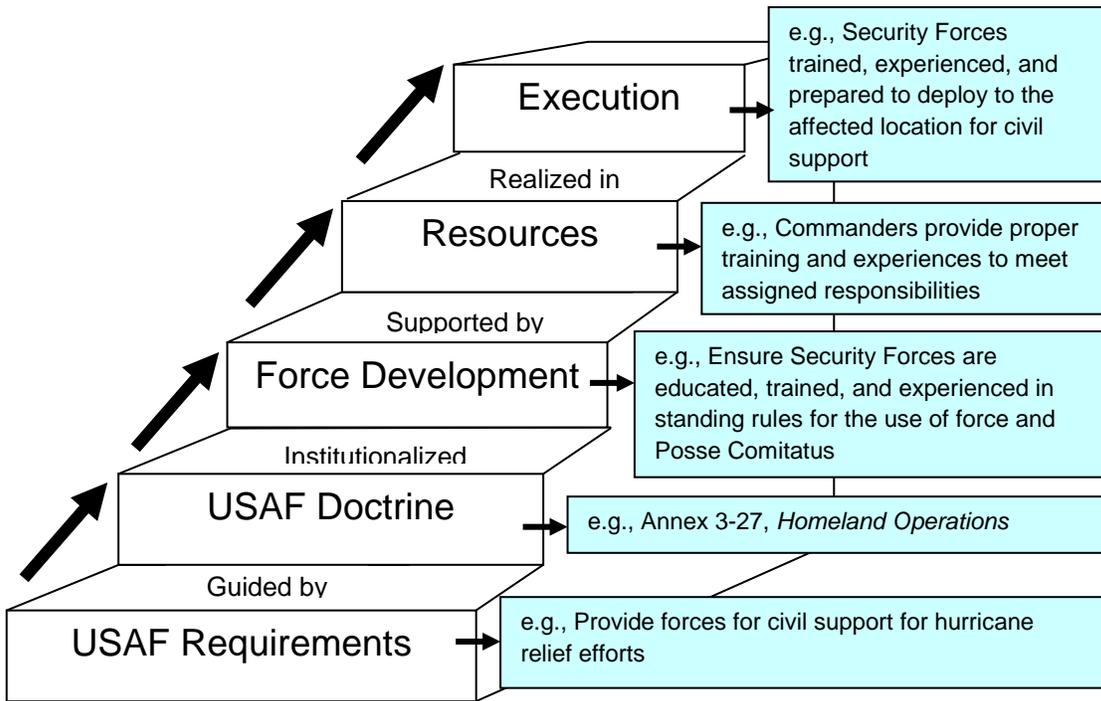
The Air Force has been successful in producing leaders. However, the evolution of technology and the dynamic global security environment demand a leadership development approach that keeps pace. The Air Force requires a direct, deliberate development philosophy that prepares Airmen to meet warfighter requirements. The force development construct of the Air Force provides such direction.

Force development is a function of both individual and Air Force institutional responsibility. All [Airmen](#) have a responsibility to take advantage of and enhance their education and training, while the institution is responsible for providing the opportunity for each Airman to do so. Force development provides a leadership focus at all levels of an Airman's career through a repetitive process of development involving education, training, and experience, seasoned with ongoing mentoring by more experienced Airmen.

Success of Air Force operations depends on the effective integration of human capabilities with the tools, tactics, techniques, and procedures that combine to produce the full spectrum of airpower. The first steps in integrating people into Air Force operations are defining the required capabilities, then organizing the competencies and skill sets required to produce those capabilities.

The goal of force development is to link the [Airman's perspective](#) with defined competencies and processes to prepare Airmen to successfully lead and act in the midst of rapidly evolving requirements, while attempting to meet both their personal and professional expectations.

The need for Airmen who possess the right occupational skills and [institutional competencies](#) forms the core requirement of force development and is the basis for all force development efforts. The construct, as depicted in the figure on Force Development Construct in Application, starts with understanding mission requirements and translating them into capabilities. These requirements derive ultimately from the [National Security](#) and [National Military Strategies](#). Doctrine identifies the best practices of the Air Force that it brings to all operations, within which force development is used to create leaders and commanders. Doctrine guides the presentation and employment of Air Force capabilities. The result of the process is execution of the mission by the Airman, prepared to perform as required.



Force Development Construct in Application
