

## AFOSI Organizational Development Contact Information

**Org Box:**

**AFOSI.HQ.OD@US.AF.MIL**

**Sharepoint:**

**[https://afosiportal.us.af.mil/sites/HQ/SitePages/OD%20\(Organizational%20Development\).aspx](https://afosiportal.us.af.mil/sites/HQ/SitePages/OD%20(Organizational%20Development).aspx)**



*Green Belt Graduation, May 2017*

### Our History:

- ❖ Established in 1981 “...OSI has a need for developing leadership, management, and the organization as a whole by using contemporary training and personnel development techniques. Research, internal consulting, innovative thinking, leadership, and human dynamics.”
- ❖ In 1985, Gen Beyea created the OD Directorate to “...design and implement a strategic planning system; build the infrastructure necessary to produce first class operational teams, executives, and human development activities; and to focus on strategies for assisting the AFOSI commander to change and manage the OSI culture...corporate enterprise.”
- ❖ Today, AFOSI’s OD is represented by an incredibly efficient team, dedicated to increasing organizational effectiveness and capabilities by utilizing the best tools, techniques and practices in the OD field.



**AFOSI  
ORGANIZATIONAL  
DEVELOPMENT (OD)**

*July 2019*

## Our Vision:

Establish OD as a premier leadership and development entity within the DoD and corporate industry through the utilization of proven leadership practices and methodologies, shaping the future of OSI global operations by continuously improving its people and mission.

## Our Mission:

To provide and support a climate of performance effectiveness, engaged leadership, and continuous process improvement within OSI to execute its diverse mission set.

## Lines of Effort:

### Unit Support:

- ❖ Develop and deliver leadership development through targeted forums.
- ❖ Perform unit assistance at HQs, Regions, Squadrons and Detachments.

### Continuous Process Improvement and Innovation:

- ❖ Serve as the command's Master Process Office (MPO) in CPI and Innovation development. Facilitate and train CPI principles for the command to meet organizational goals and standards.
- ❖ Develop certified CPI personnel within the command to support and build capacity within the enterprise to meet DoD and AF requirements.

### Organizational Behavior:

- ❖ Identify opportunities for positive organizational change and provide measurable OD methodologies to promote positive organizational trends.
- ❖ Provide an array of individual and organizational assessments in support of organizational and OD efforts.

### Diversity & Inclusion:

- ❖ Serves as the command's Diversity and Inclusion (D&I) office. Maintains an environment where leaders at all levels are aware of the impact of D&I on national security.

## Our Commitment

AFOSI is a complex organization with its own unique challenges. As such, AFOSI is the only organization in the Air Force with an Organizational Development Directorate. We are committed to providing the best support possible and being the best OD team in the DoD. We strive to maintain our OD skillset and stay abreast of all of the latest OD tools and trends.

We partner with our customer to help identify and clarify their goals. We then work to help achieve their desired results through customized support tailored to fit their individual needs.

## Our Process

By utilizing an approach based on a model known as 'Appreciative Inquiry', we *identify* your strengths and what works best for you. We then help you *determine* your desired outcome and what obstacles are in the way. Next, we assist with *designing* your ideal end state and partner with you to the extent required to assist you in *driving* toward those goals.

We are guided in this process by AFOSI's *Blueprint to Execution*, a proven method for improving team dynamics and increasing unit effectiveness.

## Products and Services

### Development Opportunities:

- ❖ Leadership Challenge Forum (LCF): Held 3 times annually to prepare attendees to effectively lead and manage people, resources and operations.
- ❖ Green Belt: Walks students through strategic planning, CPI principles and tools, facilitation techniques, and practical problem solving. This is initial level education required in order to seek certification.
- ❖ Practical Problem Solving Method (PPSM): Training designed to cultivate a standard, methodical, and critical thinking culture to improve the way we work and execute the mission.
- ❖ Diversity & Inclusion Awareness Training: Training designed to support the development and maintenance of an inclusive culture.
- ❖ Primary Assessments/Instruments:
- ❖ Unit Dynamics Profile (UDP): Diagnostic instrument designed to assist groups in improving their output and work satisfaction, measures 5 key areas and is normally used at the start of all OD partnerships.
- ❖ DiSC suite: An array of behavioral preference assessments designed to help us identify priorities, strengths and provides strategies for building more effective relationships.
- ❖ Thomas-Kilman Conflict Mode (TKI): A catalyst to open discussions on difficult issues and facilitate learning about how conflict-handling modes affect personal, group, and organizational dynamics.
- ❖ Customizable organizational surveys
- ❖ Many other assessments are available as well. Please contact OD or visit our SharePoint site for more information.