The Air Force produces leaders. However, the evolution of technology and the dynamic global security environment demand a leadership development approach to keep pace. Therefore, to prepare Airman to meet joint warfighter requirement, the Air Force requires a direct, deliberate development philosophy. The force development construct of the Air Force provides such direction.

Force development is a function of both individual and Air Force institutional responsibilities. All Airmen have a responsibility to take advantage of and enhance their education and training, while the institution is responsible to provide the opportunity for each Airman. 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 skillsets required to produce those capabilities.

The goal of force development is to link the Airmen’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 competencies forms the core requirement of force development, and is the basis for all force development efforts. The construct, as depicted in the figure, Force Development Construct in Application, starts with understanding mission requirements and translating them into capabilities. These requirements derive ultimately from the National Security Strategy and the National Defense Strategy. 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**