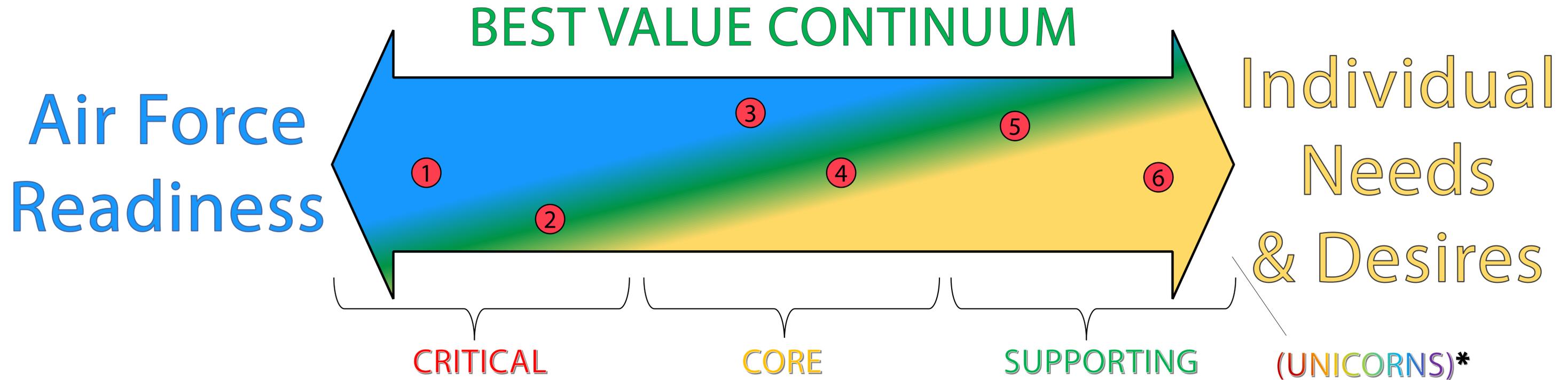


A REVIEW OF AIR FORCE HUMAN CAPITAL MANAGEMENT (HCM): A BEST VALUE CONTINUUM BETWEEN AIR FORCE READINESS AND INDIVIDUAL NEEDS & DESIRES (IN&D)



- ① Critical roles, low IN&D opportunity
- ② Critical roles, low IN&D opportunity but leverages what is available
- ③ Core roles, IN&D and readiness are equally important, but owners are unwilling or unable to “get on the green”
- ④ Core roles, attains adequate balance between mission readiness and IN&D, “on the green”
- ⑤ Support roles, more flexibility and willingness to fulfill IN&D but also accomplishes mission objectives effectively
- ⑥ Support roles, too deep into IN&D that they are not mission effective

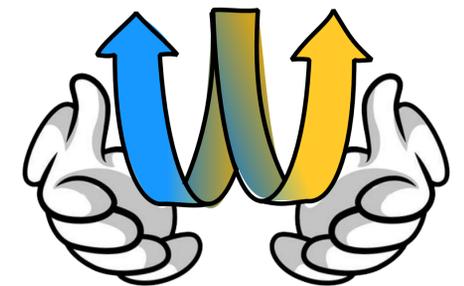
- How does Industry balance the pursuit of their corporate mission while fulfilling IN&D from an HCM perspective?

- What is AF Readiness beyond deployments?
- What is the equivalent for Industry?

- Where do AF positions reside on this spectrum? Industry?
- Critical, Core, or Supporting?

- What Industry best practices can be implemented to get “On The Green” regardless of role? Which ones are right for the AF?

- What LIMFACS prevent AF orgs from adopting Industry best practices?



*UNICORN MANAGEMENT

Seeks to maximize both ends of the spectrum; requires “white glove” hands-on management for rare cases to effectively match uniquely qualified individuals to assignments. Intended to advance the state of readiness instead of maintaining status quo.