

Human Dimensions Development Guide for 802d Force Support Squadron

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Methods

This project is based on my personal and professional journey, which include the following major events that shaped my development as a person and leader in my organization. To augment my personal experiences, I conducted significant scholarly research on leadership, understanding people, organizational dynamics and inspiration.

1987 - Entered service in the United States Air Force

1994 - Tour of duty in Frankfurt, Germany

1996 - Tour of duty in Riyadh, Saudi Arabia

2000 - Tour of duty in Bishkek, Kyrgyzstan

2005 - Promoted to Master Sergeant

2008 - Promoted to Senior Master Sergeant

2011 - Tour of duty in Kabul, Afghanistan

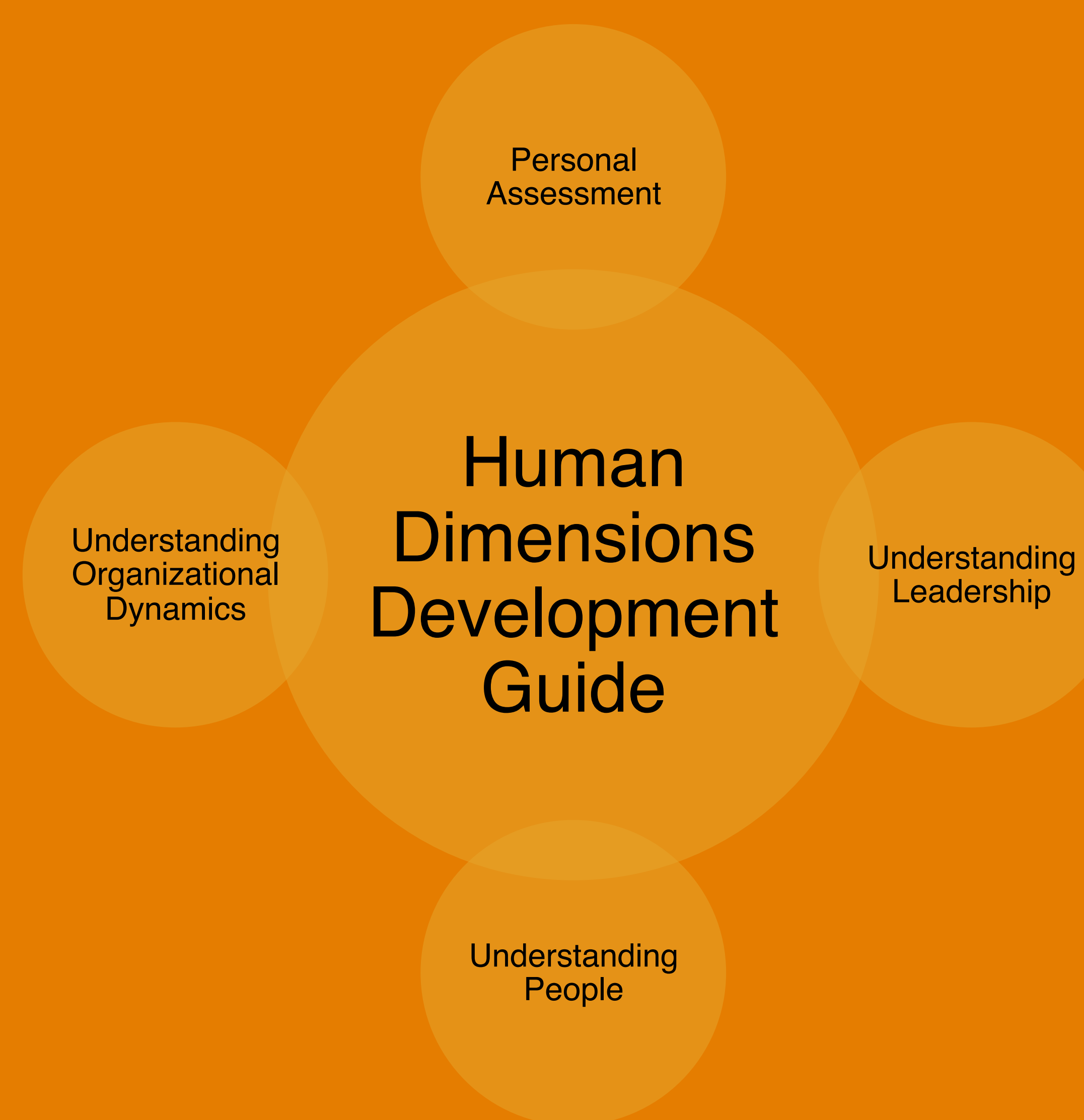
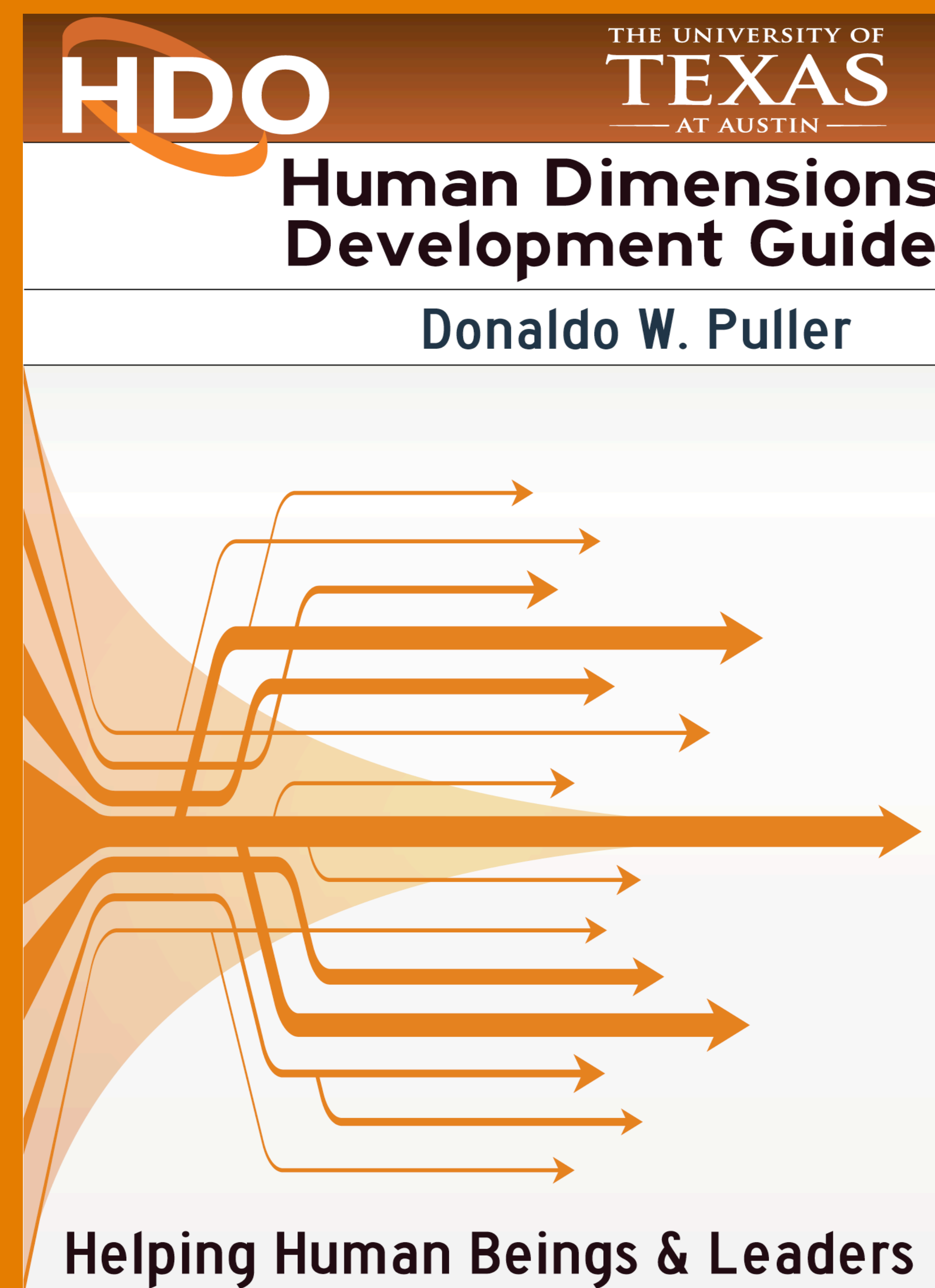
2012 - Promoted to Chief Master Sergeant

2014 - Completed HDO's Masters of Arts program

2015 - Publish Capstone work

2017 - Complete 30 years of active duty service/transition

Capstone



Implementation

Distribute the guide to 802d Force Support Squadron

Employ a Corporate Training Plan

- Objective:
 - Train organization to increase skills and grow their leaders
- Project Approach:
 - Develop and communicate a Corporate Training Plan
 - Deploy Training, Assess Results, and Communicate Lessons Learned
 - 2-hour Corporate Training Plan
 - Social and Emotional Intelligence (1st block)
- Project Team:
 - Focus on employee developmental efforts
 - Identify root cause of your inefficient training plan
 - Develop a roadmap to success
- Benefits:
 - Match training to operational specifics
 - Increase corporate trust among employees and customers
 - Strengthen Customer Relations
 - Increase morale, retention, pride and ownership
 - Improve communication

Literature Cited:

- Goleman, Richard and Annie McKee (2002). Boston: Harvard Business School Press.
- Heathfield, Susan M. "What are the Stages of Team Development"
- Miller, A. (1991). Personality types, learning styles, and educational goals. Educational Psychology.
- Twenge, J., et al (2010). Generational Differences in Work Values: Leisure and Extrinsic Values Increasing, Social and Intrinsic Values Decreasing, *Journal of Management* September 2010.

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