

The First Five Years

Monday 30 November 2020



Eva Burrows
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OFFICER FORMATION STREAM



Overview of today's sessions

- Introduction
- Overview - five important things - Handbook, Exit Interview, Development Status, Appointment Readiness, OMDP
- Handbook
- Exit Interview
- Development Requirements, Recommendations & Status
- Appointment Readiness
- OMDP
- Fuzzy goal setting / "In five years I will be..."
- Before you leave...and after you arrive...
- Protocols

Online class etiquette

- preference for each individual to join the meeting separately (two people using the same device can cause interference)
- headphones preferred (to avoid interference/echo)
- camera on preferred
- mute microphone when not speaking
- "raise hand" if you want to ask a question
- turn camera and microphone off during class breaks or if you need to duck away for a moment
- we are recording this class (not for public distribution, just for those participants who might miss bits)

Learning Outcomes

At the end of this class, participants will be able to:

- Know the framework and supports for ongoing development in the First Five Years of Officership after commissioning;
- Identify and locate the various resources associated with FFY development.

Officer Readiness Profile

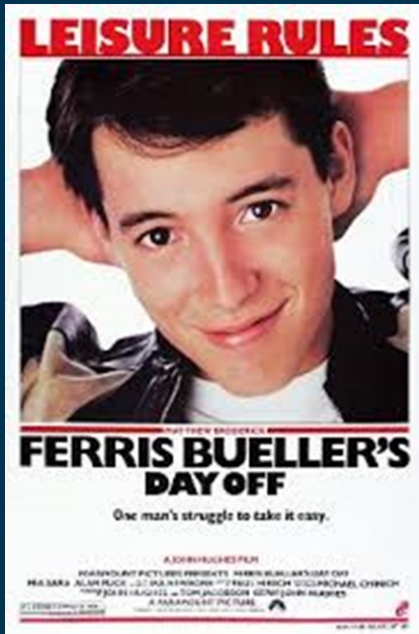
This class addresses the following elements of the Officer Readiness Profile:

10. Shows active commitment to training goals.

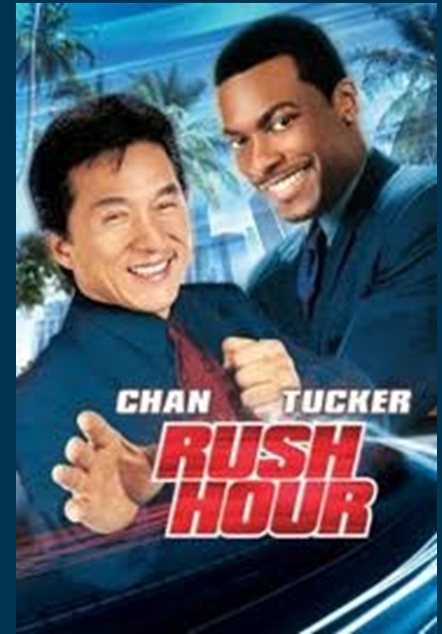
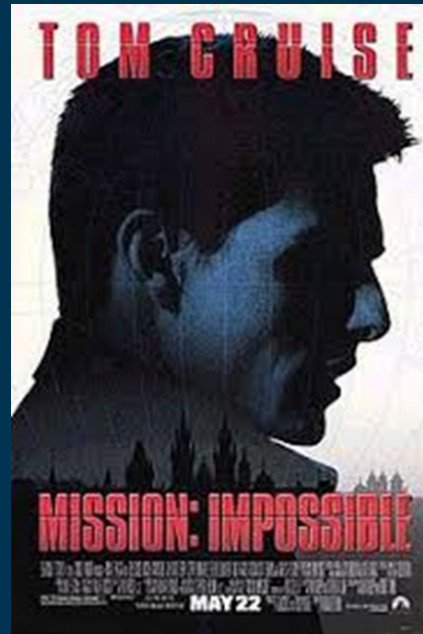
Attitudes to ongoing development

- Can you think of any movie titles that might depict attitudes to development, learning, study?

Attitudes to development



Attitudes to development



Attitudes to development



The reality of ongoing development



Attitudes to ongoing development

- It's all about being a lifelong learner
- Learning and development happens in many ways

Your Questions

- What are the questions or concerns you have about the First Five Years?

Five Important Things

- Handbook
- OFS Exit Interview
- FFY Development Requirements, Recommendations & Status
- Appointment readiness
- Officer Ministry Development Plan (OMDP)

Handbook

- Supports
- Commencement
- Conditions of Service
- Development
 - FFY Development Requirements
 - Officer Ministry Development Plan
 - Academic qualifications
 - Funding
- Service Seminars
- Appraisals
- Future Service Consultation
- Confirmation and Promotion to Captain



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First Five Years of Officership Handbook

November 2020 (v.2)

OFS Exit Interview

- Reflections as part of your Exit Interview will help you think through formation goals for 2021
- Incorporate these into your OMDP

FFY Development Requirements, Recommendations & Status

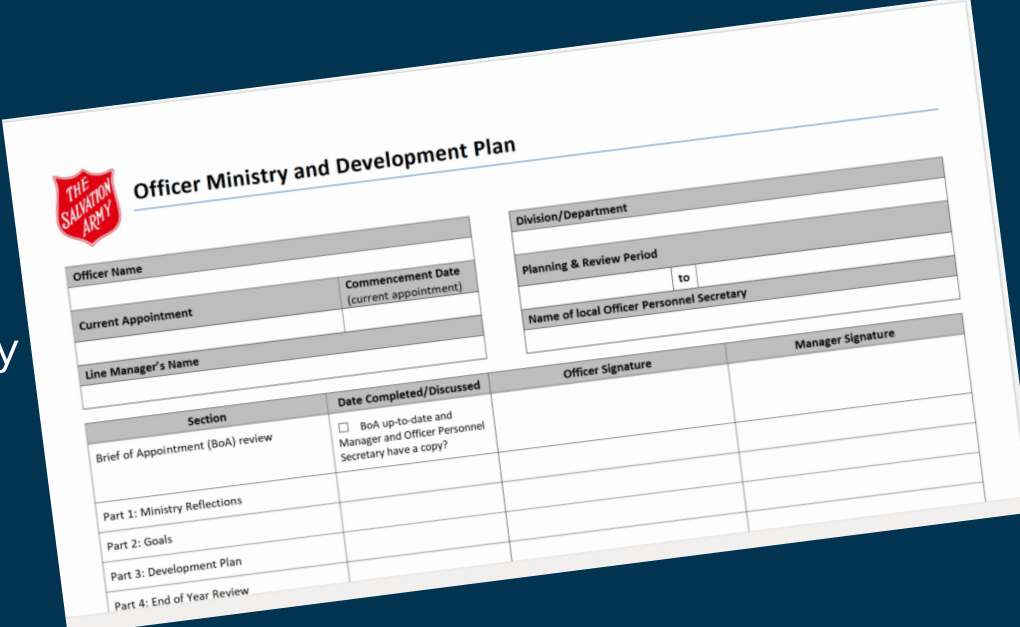
- Taking into account your OFS Exit Interview, a summary page outlining your First Five Years Development Requirements, Recommendations & Status will be created
- Incorporate these into your OMDP

Appointment Readiness

- Work through the checklist
- Incorporate these into your OMDP

OMDP

- Applies to all officers
- Created by THQ Personnel
- Managed by Line Managers/Area Officers
- Four sections (does not neatly align with three formation areas)
- Informed by FFY Development Requirements
- Send a copy to FFY Development Team



The image shows a form titled "Officer Ministry and Development Plan" with the Salvation Army logo. The form is divided into several sections for data entry:

- Officer Information:** Officer Name, Current Appointment, Commencement Date (current appointment), Line Manager's Name.
- Administrative:** Division/Department, Planning & Review Period (with "to" field), Name of local Officer Personnel Secretary.
- Tracking Table:** A table with columns for Section, Date Completed/Discussed, Officer Signature, and Manager Signature. The sections listed are:
 - Brief of Appointment (BoA) review (includes a checkbox: BoA up-to-date and Manager and Officer Personnel Secretary have a copy?)
 - Part 1: Ministry Reflections
 - Part 2: Goals
 - Part 3: Development Plan
 - Part 4: End of Year Review

Fuzzy Goal

- In five years time, I will be ...

Personnel Development Policy

- What is covered?
- How to apply
- When to apply

Before and After

Before you leave:

- OFS Exit Interview
- Confirm status of current academic award
- Confirm study intentions for 2021
- Update enrolment
- Apply for funding

After your arrive:

- Identify appointment readiness goals ASAP
- Work on OMDP with Area Officer
- copy of OMDP to FFY Development Team

Protocols

Our communication with you will typically copy in:

- Line Manager/Area Officer
- Officer Personnel Secretary
- Divisional Commander (or equivalent)

Questions

Are there any questions that have not been covered?

Class reflection and feedback

Class reflection (200-300 words)

Blepõ I see. I notice:

Theõreõ I wonder. I muse:

Horaõ I realise. I perceive:

Class feedback

Option to provide feedback about the class to Officer Formation Stream and/or presenter



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OFFICER FORMATION STREAM

THE NATIONAL LEARNING

CENTRE OF THE SALVATION ARMY