



INTERMEDIATE DEVELOPMENT COURSE (IDC)

Course POC: NGB/HRT, Training and Development Division

Registration: Through Wing Force Development Superintendent (FSS/FDS)

Course Overview: The ANG IDC traces its roots to the ANG Squadron/Flight Commanders Course which was developed at the ANG Professional Education Center at McGhee Tyson ANG Base, TN in 1984 by order of the Director ANG. The Curriculum Development Division solicited the assistance of both seasoned and relatively new Commanders from the field to develop a “tool kit” type course to provide new Commanders “What I wish I had known prior to assuming command.” The course has been revised and updated continually, based on student feedback and Director ANG guidance, in an effort to provide relevant and current information to assist new Commanders and others in equivalent positions at Wing Staff or State HQ with their leadership responsibilities. A cadre of instructors with a wide range of subject matter expertise from NGB and field units across the country present the various blocks of instruction in a five-day format for classes of approximately 35 students ranging in rank from O-2 to O-6 (with the majority of the students at the O-4/O-5 level) five times per year. Attendance at the course is unit funded. The course was held at the ANG/TEC until 2011 when it was moved to the ANGRC at Joint Base Andrews.

Course Outline: The course is administered by a volunteer Course Director (O-6) from the field with an O-6 level Seminar Leader, as well as support staff from the field and NGB/HRT staff. The blocks of instruction and instructor schedules are coordinated by the Course Director. Registration for the course is handled through the Base Education and Training Manager at the student’s base, and overseen by HRT staff and the Course Director. The Course Director emails Reporting Instructions and other information to the students in advance, as well as fields calls from students and BETMs throughout the ANG. A welcome package with course schedule, maps of the local area and other instructions are prepared by the support staff and given to students on the first day of class. Throughout the week, the Course Director, Seminar Leader and support staff shuttles and coordinates with instructors, provides support to the students as needed and ensures the class runs smoothly. Students are required to complete critiques for each instruction block, as well as an end of course critique. The support staff compiles and produces an in-depth Course Report which is distributed to the instructors and the NGB/HRT staff. When trends are detected which indicate need for improvement, expansion, abbreviation, or deletion, necessary modifications are made to continually improve the training provided to the students and ensure the course meets the intent of ANG senior leadership.

Course Objectives: The overarching objective of the course is to provide current and future ANG Commanders and other leaders the “tools” they need to become better leaders with enhanced core competencies. The various blocks of instruction use different approaches and provide differing levels of detail as appropriate, but all are designed to be complimentary and



yield the desired results. At the conclusion of the course, the students should be much more knowledgeable of leadership principles, understand the requirements of a myriad of ANG programs for which they are expected to provide oversight and guidance, and have a roadmap of SMEs and other resources for specific assistance that may be required by future situations. A final objective is to motivate the students to pursue additional training and other developmental opportunities and challenging assignments throughout their careers, in order to maximize their own potential while continually improving Air National Guard capabilities.

	Monday	Tuesday	Wednesday	Thursday	Friday
730	Sign In				
800	Introduction Course Director	Leadership Fundamentals	Recruiting and Ret.	JAG	Training
830			Personnel		
900	First Sergeant				Services/Survivor Assistance
930			NGB 101	Ethics/Constitution	
1000		First Sergeant			Services/Survivor Assistance
1030	NGB 101		Services/Survivor Assistance	Crisis Intervention Chaplain	
1100		NGB 101			Services/Survivor Assistance
1130	NGB 101		Services/Survivor Assistance	Crisis Intervention Chaplain	
1200		<i>LUNCH</i>			
1230	<i>LUNCH</i>				
1300	Cmd Chief Perspectives	Inspector General	Manpower	MEBs & LODs	
1330		GO Perspectives on Leadership and Commander Responsibilities			
1400	GO Perspectives on Leadership and Commander Responsibilities		Four Lenses	Financial Management	Public Affairs
1430		GO Perspectives on Leadership and Commander Responsibilities			
1500	GO Perspectives on Leadership and Commander Responsibilities		Four Lenses	Financial Management	Public Affairs
1530		GO Perspectives on Leadership and Commander Responsibilities			
1600	GO Perspectives on Leadership and Commander Responsibilities		Four Lenses	Financial Management	Public Affairs
1630		GO Perspectives on Leadership and Commander Responsibilities			
1700	<i>Dismissal</i>				
1830	No Host Social			Class Dinner	