

The Guiding Principles

- 1) Align the USAFA experience with accepted USAF practices.
- 2) Emphasize cadet ownership and accountability for their own development.
- 3) Ensure all leaders and followers gain from each developmental experience, including both successes and failures.
- 4) Establish a common core of experiences and multiple paths to similar outcomes.
- 5) Strike an appropriate balance between quality and quantity of development experiences.
- 6) Create depth of expertise sequentially and progressively based on a cadet's developmental level using the PITO model.
- 7) Couple adequate support with every challenge; tailor every challenge with an appreciation that cadets develop differently and will move through the process at different speeds.
- 8) Use goal-oriented and standards-based approaches to build skill-set expertise.
- 9) Assess the effectiveness of education, training and experiential processes in accordance with the USAFA Institutional Effectiveness Program, USAFAI 36-3502.

Putting PITO and LGM theories into practice requires a cross mission element strategy capitalizing on the talents of staff, faculty and cadets.

The challenge is to ensure all policies, procedures, standards, and expectations reinforce and support leader development within the PITO model.

While the outcomes represent the goals and experiences of the Officer Development System, the guiding principles represent the rules of engagement.

“Tell me and I’ll forget; show me and I may remember; involve me and I’ll understand.”

~ Chinese Proverb