



OFFICE OF THE NATIONAL COMMANDER
NATIONAL HEADQUARTERS
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
MAXWELL AIR FORCE BASE, ALABAMA 36112-6332

3 February 2009

MEMORANDUM FOR ALL CAP SENIOR MEMBERS

FROM: CAP/CC

SUBJECT: LAUNCH OF THE ORGANIZATIONAL EXCELLENCE PROGRAM

1. I am very pleased to announce the publication of CAP Pamphlet 229, the *Organizational Excellence Specialty Track* which implements the new Organizational Excellence (OE) Program for CAP. It is posted on CAP's website under "Publications." This new initiative to promote organizational excellence is the first of its kind in the history of our great organization. The program content provides a structured, comprehensive approach to the professional development of our senior members. Its purpose is to facilitate the development of the finest corps of commanders, staff officers, and executive-level leaders for service to CAP and the nation.

2. Some unique professional development features built into the new OE Track include: (1) expansion of the standard training track ratings from Technician, Senior, and Master to include a follow-on "Executive Level;" (2) the incorporation of all five levels of our basic Professional Development Program outlined in CAPR 50-17; (3) accommodation of duty performance promotions per CAPR 35-5; (4) incorporation of wing commander qualifications contained in CAPR 35-9, Section B; (5) provisions for a performance feedback process for trainees; (6) establishment of an awards program to recognize senior member progress; (7) development of a supplemental "Mentoring" program to assist participants; and, (8) development of associated educational products to guide Mentors.

3. Although the OE Program is published, applicants should not apply until after April 1, 2009. The purpose of the delay is to allow time for wing and region commanders to structure their organizations to accommodate the new program. Application procedures are explained in CAPP 229. I hope you will take advantage of this great new opportunity to enhance your personal and professional development and, in turn, your service to CAP and the nation.

A handwritten signature in black ink that reads "Amy S. Courter".

AMYS. COURTER
Major General, CAP
National Commander