

# Tech and Innovation Field Lab

## Demo Day



U.S. Air Force Kessel Run

# About Us



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# Agenda

**01 About Kessel Run & Our Recommendation**

**02 Onboarding**

**03 Hackathon**

**04 Conclusion & Next Steps**

# **01 About Kessel Run & Our Recommendation**

**02 Onboarding**

**03 Hackathon**

**04 Conclusion & Next Steps**

# Kessel Run

The U.S. Air Force's  
Software Factory



# SPACE CYBER CONFERENCE



**How can Kessel Run  
deliver software faster  
and better?**



# Our Solutions



Onboarding  
U.S. Air Force Kessel Run

Onboarding at a  
Glance

HR Onboarding  
Playbook

Onboarding Playbook

U.S. Air Force Kessel Run  
Challenge Selection Rubric

U.S. Air Force Kessel Run  
Output Examples & Judging Rubric

U.S. Air Force Kessel Run  
Hackathon Overview

U.S. Air Force  
Kessel Run  
Hackathon

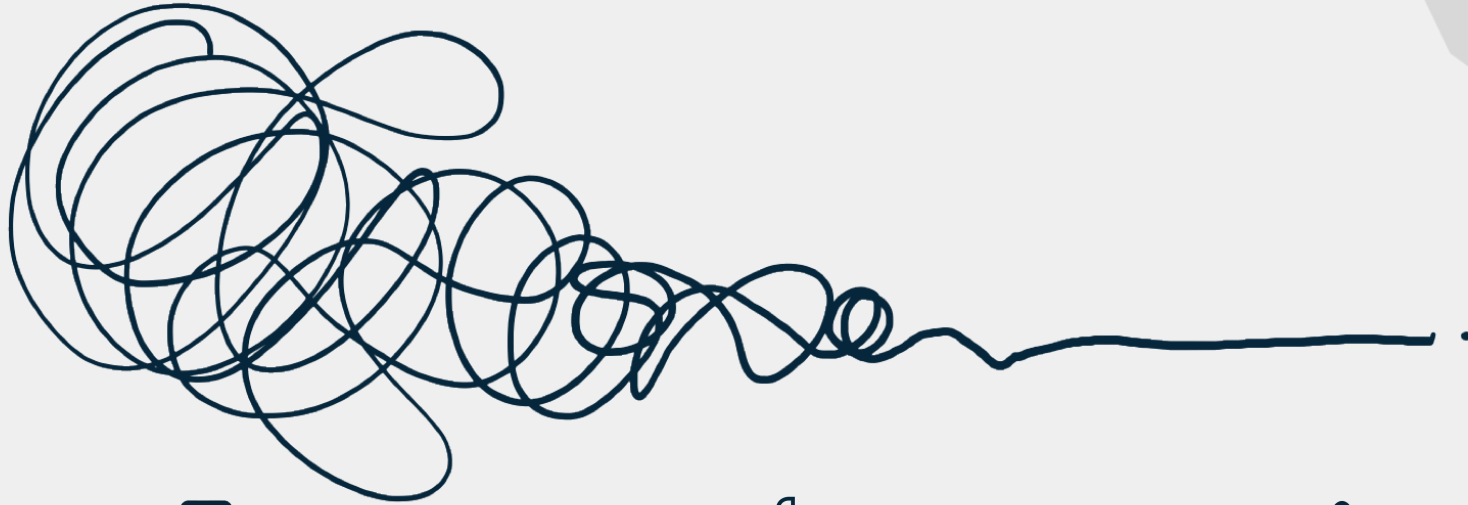
Hackathon in-a-box



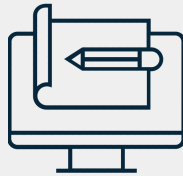
# Our Process



# Our Process



40+ interviews and  
external research



15 virtual user interviews on  
prototypes and iterations

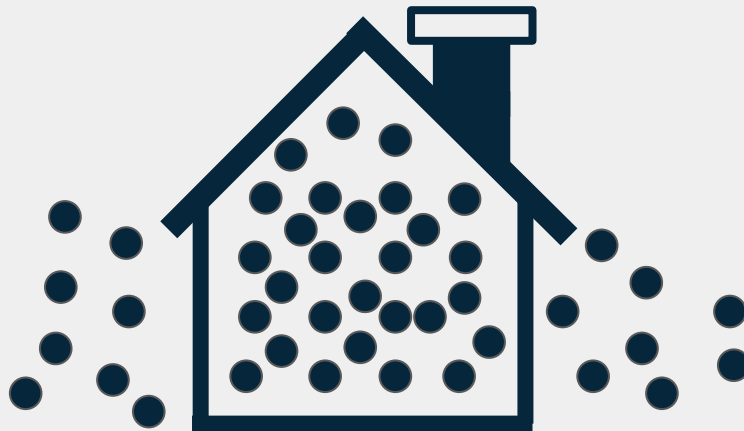


2 solutions

# Growing Fast



2017



2020



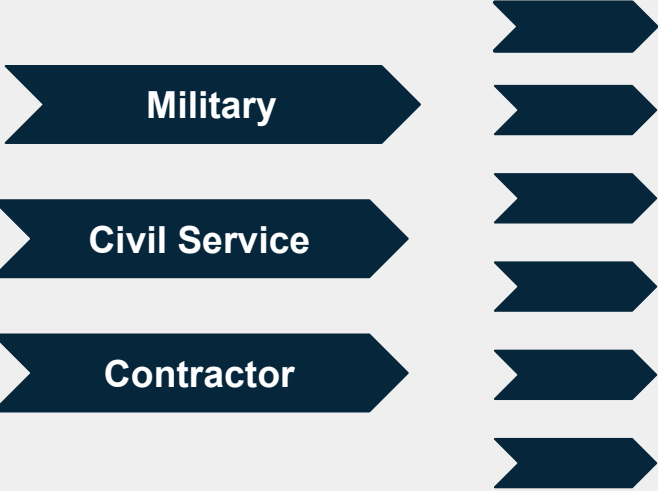
**01 About Kessel Run & Our Recommendation**

**02 Onboarding**

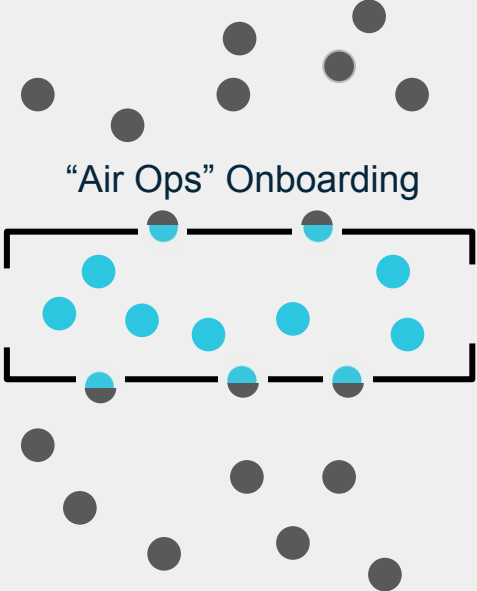
**03 Hackathon**

**04 Conclusion & Next Steps**

# Current Onboarding



3 different backgrounds &  
6 different branches

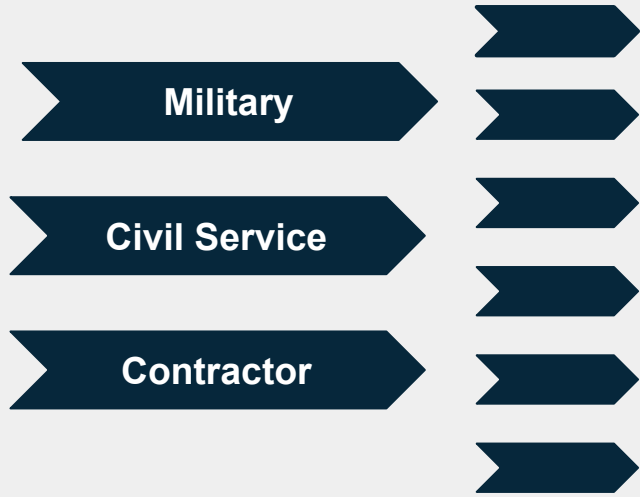


Mixed onboarding  
attendance and relevance



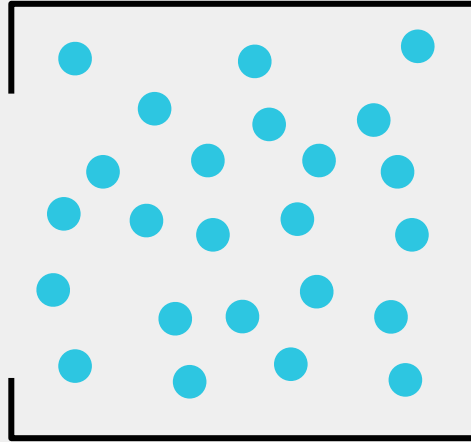
Mixed knowledge  
post-onboarding

# Onboarding Overhaul

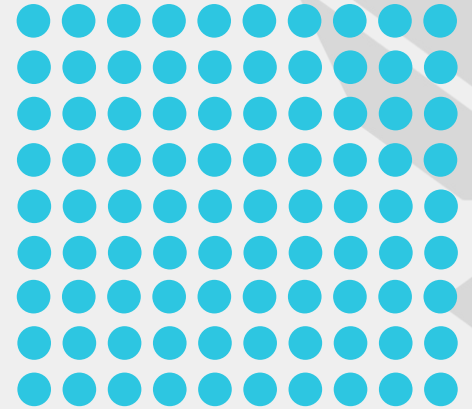


3 Different Backgrounds  
& 6 Different Branches

Onboarding



Standard Onboarding  
Mandatory Attendance  
Condensed Timeline  
Cohort & Community



Standardized understanding  
of Kessel Run

# Key Changes



Condensed



Clear Objectives



Cohort & Community



Updated Content



Mandatory

# Ready to Deploy



## Onboarding U.S. Air Force Kessel Run

**Onboarding Booklet:**  
Complete HR documentation to run onboarding with schedule, play-by-play, checklists, trainings, further resources, etc.

### Table of Contents

3 Onboarding At a Glance  
 11 HR Onboarding Playbook  
 19 Onboarding Schedule  
 26 Buddy Checklist  
 26 Further Resources  
 32 Engagement Forms and Additional Surveys

4

## Onboarding at a Glance

### Onboarding provides the opportunity for you to...

The schedule for Monday's Onboarding will be as follows. The schedule will be subject to changes based on circumstances. Any changes will be communicated to onboarding shortly.

Module	Time
1. Class 1	0830-1000
2. Class 2	1000-1030
Preparation for the first test, Core and Continuum — Break	
3. Class 3	
4. Class 4	
5. Class 5	
Reflect and adjust on the Learning Continuum, Prepare Deep Design — Break	
6. Class 6	
7. Class 7	
Design/Design reflect and adjust — Break	
8. Class 8	
Break	
9. Class 9	

6

## HR Onboarding Playbook

### Thriving at KR

What?	Online Courses	Hackathons
Who is eligible?	<b>Financial need</b> <ul style="list-style-type: none"> <li>• Annual household income</li> <li>• Identification of eligible assets</li> <li>• Special conditions (single parent family, military, etc.)</li> <li>• In-state, in-state medical expenses for direct/indirect members</li> </ul>	<b>Financial need</b> <ul style="list-style-type: none"> <li>• Verification from local government</li> <li>• Other criteria</li> <li>• Volunteer experiences</li> </ul>
Academic results:	<ul style="list-style-type: none"> <li>• GPA, University entrance exam grades, awards</li> <li>• Recommendations of teachers</li> <li>• Other criteria</li> <li>• Demonstration to thrive at college</li> <li>• Recommendations of teachers</li> <li>• Status of community contribution</li> </ul>	<ul style="list-style-type: none"> <li>• Transcript (GPA: 3.0-5.0)</li> <li>• Class</li> <li>• Recommendations of teachers</li> <li>• English certificates</li> <li>• Other certificates</li> </ul>
How much?	<ul style="list-style-type: none"> <li>• \$1000/year, including housing</li> <li>• Filler</li> <li>• Filler</li> <li>• Filler</li> </ul>	<ul style="list-style-type: none"> <li>• Filler</li> <li>• Filler</li> <li>• Filler</li> </ul>
Where to Apply?	<a href="http://website.org">website.org</a>	<a href="http://website.org">website.org</a>

8

Listed below are a few opportunities for continued training and development at Kessel Run. By investing in you, Kessel Run is investing in itself.

Buddies and Mentors	Continued Training	HR Resources
<b>Expectations:</b> <ul style="list-style-type: none"> <li>• Expectations 1</li> </ul>	<b>Resources Database</b> <ul style="list-style-type: none"> <li>• Online Training</li> </ul>	<b>Support for life:</b> <ul style="list-style-type: none"> <li>• Mentors</li> </ul>
<b>Certifications:</b> <ul style="list-style-type: none"> <li>• Passed the college entrance exam (SAT)</li> <li>• Business</li> <li>• Technology &gt; 25 points</li> <li>• Agriculture &gt; 10 points</li> </ul>	<b>Academic results:</b> <ul style="list-style-type: none"> <li>• Passed the college entrance exam</li> <li>• Other criteria</li> <li>• Essay</li> </ul>	<b>Academic results:</b> <ul style="list-style-type: none"> <li>• Academic college students</li> </ul>
<ul style="list-style-type: none"> <li>• \$1000-2,000,000/year</li> <li>• Housing</li> <li>• Salary (\$1000-2,000,000)</li> <li>• Mentorship &amp; training</li> </ul>	<ul style="list-style-type: none"> <li>• \$1000-2,000,000/year</li> <li>• \$500/year</li> </ul>	<ul style="list-style-type: none"> <li>• \$500/year</li> </ul>
<a href="http://website.org">website.org</a>	<a href="http://website.org">website.org</a>	<a href="http://website.org">website.org</a>

9

### Training and Certificates Checklist

Make sure you complete the following requirements prior to your completion of onboarding.

This list includes:

- Reading 1
- Reading 2
- Reading 3
- Reading 4
- Reading 5
- D&D Trainings
- Develop Specific Trainings
- Harcom Air Force Base Inprossing Approval

### Welcome to KR!

A comprehensive overview of the onboarding process will be provided by your onboarding leader. If you have questions, please contact:

Chris Richard  
 email@kesselrun.org  
 Shannon Laughlin  
 email@kesselrun.org

10

## Select Pages



**01 About Kessel Run & Our Recommendation**

**02 Onboarding**

**03 Hackathon**

**04 Conclusion & Next Steps**



Source: SXSW Hackathon

# Hackathon



**Ask for ideas:**  
An open forum  
for creative  
thinking



**Build teams:**  
Lots of input  
from diverse  
backgrounds  
and roles



**Hack:**  
Focused time  
for teams to  
work on their  
proof of concept




**Share:**  
A place and time  
to share projects  
and generate  
discussion



**Move forward:**  
Mechanisms to  
advance ideas  
all year long

“ I already have so **many**  
**ideas** for hackathon projects.  
I hope this happens soon.”



# Ready to Deploy



Hackathon Folder



Hackathon "In-A-Box"

## U.S. Air Force Kessel Run Output Examples & Judging Rubric

## U.S. Air Force Kessel Run Challenge Selection Rubric

## U.S. Air Force Kessel Run Hackathon Overview

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“This is **exactly** what we are trying to do for our team, but haven't been able to yet. Can we **use your document?**”

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# Our Solutions



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# Other Recommendations

## Culture

Integrate Kessel Run's mission throughout workplace in tangible manners

Utilize team leaders to demonstrate and reward risk-taking

## Personnel

Hire for specific roles

Measure team satisfaction through monthly surveys and act on responses

## Communication

Standardize documentation and coding practices across teams and branches

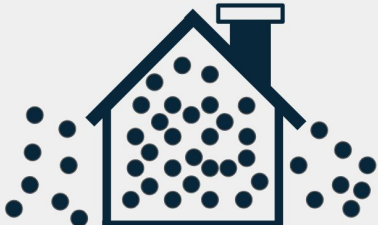
## Logistics

Establish a set of formalized enterprise tools

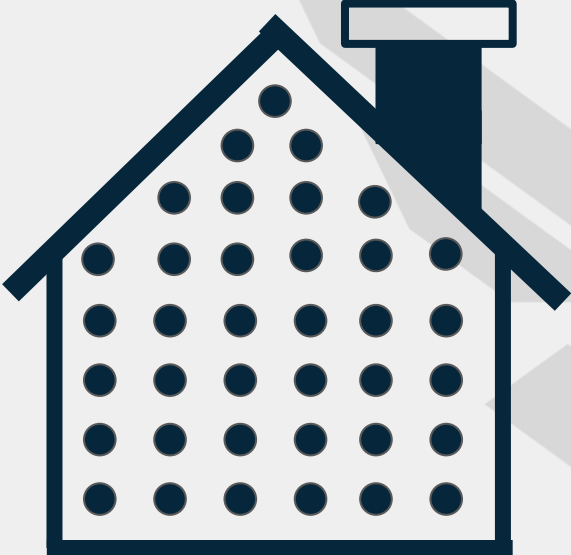
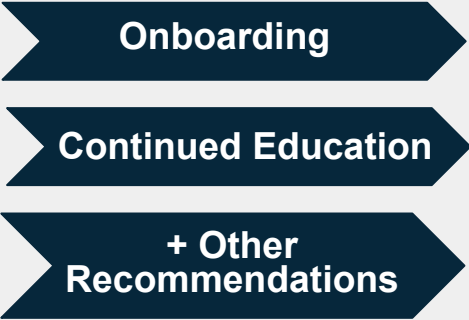
# Building a New House



2017



2020



# Thank You



Col. Brian Beachkofski  
Commander, Kessel Run



Lt. Col. Aaron Capizzi  
Branch Chief, Wing Ops.



Col. Enrique Oti  
Former Commander, Kessel Run

# Questions?



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