

**SUBJECT:** TWI Review      **PRESENTOR:** Rich Lonardo  
**SPONSER:** AC MNGMT BR    **TIME:** 15 Minutes- 15 pg.

**PURPOSE:** (Proposal Description - Include open issues to be discussed)

- Tell you about my TWI experience
- Provide suggestions for your training plan

**PROCESS:** (Explanation - How the presentation or discussion is to be made)

- 10 minute presentation
- 5 minute discussion

**PRODUCT:** (Action Requested-Approval, Direction, Concurrence, Update, Information Only)

- Information only

# Training Plan Overview

- Goals: Get maximum exposure to technology integration & program management within GM
- Develop a training plan that would allow me to fully leverage this experience.
- Get a PEO mentor and post TWI hit the ground running in Army APM slot, leverage TWI info to pay back Army 110 % and then some
- Maintain military proficiency and whole life approach

# Observations

- GM leadership (0-5 through 0-8) supported my training plan fully
- Immediately engaged and expected to perform yet provided with freedom of choice on assignments
- People will treat you as professionally as you deserve
- Bosses go by first name but everyone knows their rank and place in the organization

# Observations

- During my TWI tenure, I moved from focusing on military education to civilian education
- Seamlessly integrate yourself into the corporation
  - Appearance
  - Computer, phone, other “tool” proficiencies
  - Use of corporate acronyms and not Army ones
  - Be a professional-brief, on time, sharp, dedicated

# My TWI Report Card

- Overall B+
  - Thumbs up on:
    - Great training plan and execution
    - Work experience and impact on organization
    - Exposed civilians to Army Officer Corps
    - White Paper on lessons learned
    - Hopefully influence you in a positive manner
  - Thumbs down on:
    - Didn't hit my goal of payback for the Army
    - Failed to take advantage of in house training
    - Failed in last 6 months to nail a big project
    - Needed to adapt faster

# Work Suggestions

- Get a strategic perspective of the company
- Observe positive and negative practices
- Shoot for mission focus in 2-3 areas and then exposure to other functional areas
- Take advantage of formal in house training opportunities
- TDY should support your training plan!

# Work Suggestions

- Program Management
  - Planning
  - Engineering
  - Tech Integration
  - Manufacturing
  - Quality
  - Finance
  - Logistics
  - Marketing
  - Contracting
  - Purchasing
- Contracting
  - Purchasing
  - Policy
  - Finance
  - Customer Service
  - Logistics
  - Program Management
  - Quality
  - Planning
  - Engineering
  - Tech Integration

# Work Suggestions

- Take opportunities to tell the Army story
  - What our future force will look like
  - Political realities of government program management
  - Our personnel management system and how we work

# Personal Suggestions

- Research living arrangement and commute, quality of life issues, VHA, COLA, etc.
- Prepare to suck up clothing costs
- Maintain Army ties and mentor ship
- Whole person concept: family, health, community support
- Maintain military professionalism, read Prodigal Soldier and one book on your business
- Don't burden the HHC Commander

# Training Plan Development: Know your mission!

- Develop skills in areas not yet available to Army Officers elsewhere
- Train in industry environment where best practices and functional area expertise are utilized
- Act as an Army ambassador and foster our partnership with industry
- A mission supports a vision statement

# TWI Objectives and Goals

- Objectives support mission and where we have to win
- Goals quantify objectives with specific targets for a specific period of time
  - Specific
  - Measurable
  - Attainable
  - Realistic
  - Trackable

# Your Specific Mission

- My mission as a TWI officer with XYZ Corp is to learn state of the art program management and gain exposure to key business functions (planning, manufacturing, quality) while familiarizing XYZ Corp to the Army & the Acquisition Corps.
- I will accomplish this mission by establishing an aggressive training plan that outlines my TWI desires on a quarterly schedule and list the resources needed to make these happen.

# TWI Objectives

- Learning state of the art program management skills
  - Goal: Spend 12 months as an assistant program manager on XYZ's largest program, the FCS project
  - Goal: Take 1 in house business class per quarter; plan a TDY that supports the program management objectives
  - Run this information past a PEO
- Have 5-10 work and personal objectives quantified by specific goals

# Next Steps/Follow Up

- Questions?
- Contact Information
  - lonardor@tacom.army.mil
  - cell- (586) 604- 4463
  - FMTV TACOM, MI

# Parting Shots

- This is your one chance to have someone pay your salary while you work outside of their business- don't waste your time during this great opportunity
- It is not the Big that Eat the Small but the Fast that Eat the Slow