



U.S. Army Acquisition Support Center Leadership Welcome

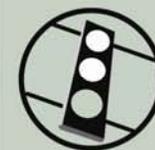
Colonel Brian C. Winters
Deputy Director



Welcome 2008 Fellows and Congratulations!

- **USAASC Vision**
- **USAASC Mission**
- **USAASC Structure**
- **USAASC Function**
- **Leaders of the 21st Century**
- **Acquisition Key Billet – PM Board**
- **Questions?**





USAASC Vision

***The premier developer of a strategically
responsive force armed
with the combat capabilities
to dominate across
the full spectrum of operations.***



USAASC Mission

Support soldiers by continually improving

our Army's combat capability

and by developing

the critical systems and services

that enable our Army to meet its non-negotiable

contract to fight and win our Nation's Wars.





USAASC Structure

- **Deputy Director Acquisition Career Management and Director, U.S. Army Acquisition Support Center**
- **Deputy Director**
- **Divisions**
 - **Acquisition Career Development** (*Manager, CDG/AAF Program*)
 - **Program Structures**
 - **Resource Management (Budget Analyst)**
 - **Strategic Planning & Analysis**
 - **Strategic Communications**
 - **Human Resources Development** (*Civilian Personnelist*)
 - **Regional Director – East** (*CDG/AAF Supervisor of Record*)
 - **Regional Director – West** (*CDG/AAF Supervisor of Record*)
 - **Administrative Cell** (*Timekeeper; Security Details*)





USAASC Functions

- Provide oversight of the Army Acquisition Corps and the acquisition workforce
- Communicate mission and vision of the Army Acquisition Corps
- Provide MACOM-level support to PEOs in the areas of resource management, human resources management and Army Acquisition-wide force structure
- Plan, program and oversee/execute career management activities for the Army acquisition workforce (e.g., policies, training, opportunities, etc.)
- Provide to the Army Acquisition Executive, Director of Acquisition Career Management, Assistant Secretary of the Army (Acquisition, Logistics and Technology) staff and the Army acquisition community policy, guidance, and support and services regarding acquisition issues and initiatives





ARMY LEADERS IN THE 21ST CENTURY

Multi-Skilled Leader

- **Strategic and creative thinker**
- **Builder of leaders and teams**
- **Accomplished professional who supports the Soldier**
- **Effective in managing, leading and changing the business side of the Army**
- **Skilled in governance, statesmanship and diplomacy**
- **Understands cultural contexts and works effectively across them**



I am an Army Civilian – a member of the Army Team

I am dedicated to the Army, its Soldiers and Civilians

I will always support the mission

I provide stability and continuity during war and peace

I support and defend the Constitution of the United States and consider it an honor to serve the Nation and its Army

I live the Army values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage

I am an Army Civilian

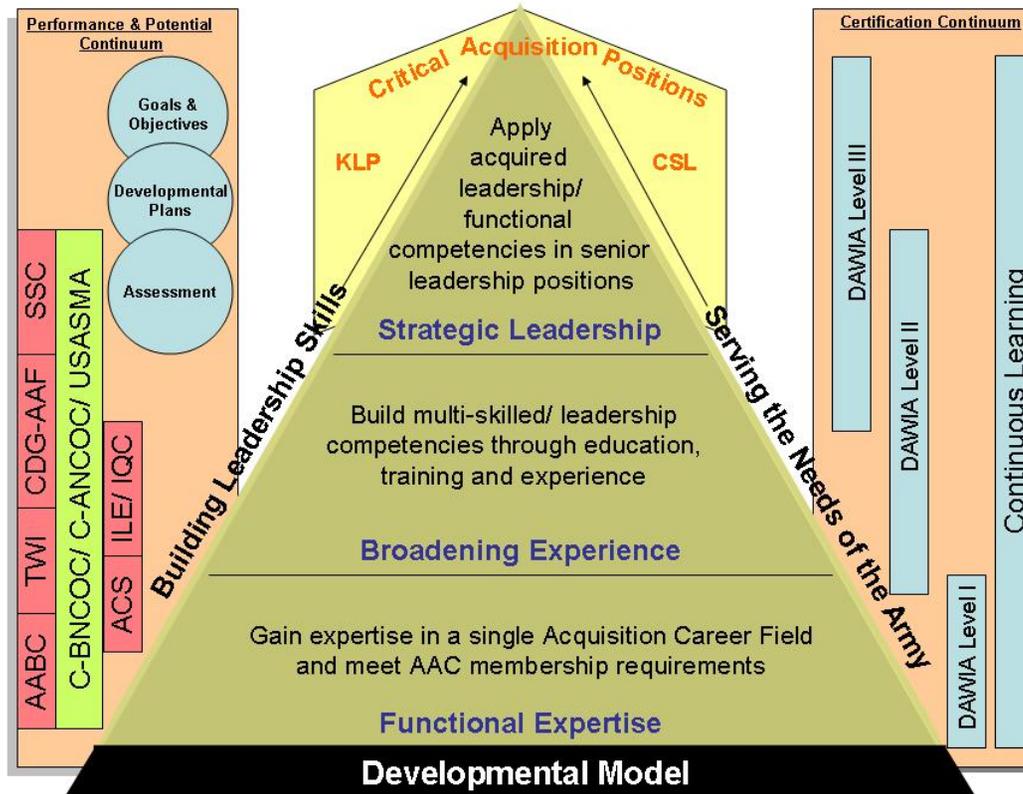


Leader Attributes

- **Decisive, with integrity and character**
- **Confident and competent decision-maker in uncertain situations**
 - **Prudent risk-taker**
 - **Innovative**
 - **Adaptive**
- **Accountable**
- **Empathetic**
- **Professionally educated, life-long learner**
- **Effective communicator**



DEVELOPMENTAL MODEL



- Officers and Civilians
- NCOs
- Entire AAC Workforce

Multi-Skilled / Diverse Acquisition Professionals





GENERAL BOARD TIPS

- Application packages for other boards are basically the same as for PM
- Specific requirements are always outlined in the announcement
- Always submit your application in sufficient time to be at HRC by the closing date
- Work with your ACM to ensure your application is complete
- Don't add additional papers to the application



So, You Want to be a PM/DPM?

- Have you done the right things?
 - Broad range of experience (technical, PM office, leadership)
 - Education (most officers have a Masters Degree)
 - Washington D.C. assignment/rotation
 - Certification in Program Management, Level 3
 - Project Manager position (have you attended a Senior Service College?)
- Is your documentation up to date?
 - Acquisition Career Record Brief (ACRB)
 - Resume (per announcement guidelines)
 - Senior Rater Potential Profile (SRPE)
 - Do you have more than one?
 - Does it contain the right words?
 - Don't wait until the last minute
- Did you have your ACM review your package?
- Are you mobile?





WRITING YOUR RESUME

- Format has changed
 - 3 pages
 - Current and 3 Previous Jobs
 - Any other jobs relevant
 - Tailor your Resume
 - Emphasize skills “like” those of a PM
 - Stress Leadership roles
 - Level of responsibility
 - Highlight management of resources, including personnel, materiel, schedule and money



Q & A

• **Do you think military board members understand the civilian appraisal systems enough to adequately assess civilian applicants?**

- Board members are briefed on evaluation system
- Board members are selected from the senior military/civilian population

• **What are some elements that set selectees apart?**

- Evidence of initiative in education & training
- Multiple types of job experiences in difficult jobs
- Multiple certifications
- Well written evaluations
- Well written SRPE
 - Multiple SRPE in package
- Descriptive Resume

• **The SRPE has a location for applicant comments. Is it wise to put comments in this block?**

- No-Unless there's something SIGNIFICANT not covered elsewhere
- Sometimes a detractor

• **Does the Regional preference hurt civilians?**

- Perpetuates “stove-pipe” career
- Not presented to boards for consideration
- Encourages more civilians to apply



Q & A (continued)

• Just how important is having a Master's Degree?

- Boards typically look at a Master's Degree as evidence of personal initiative
 - Most officers have a Master's Degree
- CDG and other boards may take it into consideration
- Plenty of opportunity to obtain a degree via ATAP/AET&E

• As a civilian would a picture of myself help or hurt my chances for selection as a PM?

- Selection of civilians for ANY position by non-merit factors is specifically forbidden

• Can board members equally compare PM candidates with the data on an ORB and ACRB?

- Yes. The ORB was used as the model for the ACRB
- Some info on the ACRB is NOT available on the ORB
 - Certifications
- The ORB/ACRB are not the big problem for civilians, the Evaluations/SRPE are.

• Is prior military experience important to being selected as a PM?

- Military model emphasizes the need for varied training/ education and experience
- Civilians who follow this model are (generally) successful
- Don't wait till the last second to control your career
 - Attend leadership courses
 - Investigate unique courses for civilians
 - Civilian Education System (CES);
 - Senior Service College (SSC)



Q & A (continued)

• How are civilians doing when competing for traditionally military PM slots?

- Selection rates have been low
- Applicant's may be HIGHLY qualified for promotion in current series, but not necessarily for PM position(s)
 - Demonstrated potential to serve as PM
- Civilian culture needs to change to grow leaders

• CDG/AAF program has been changed to require PM application. Why?

- Original concept/focus
- Opportunity to provide meaningful experience to grow PM

• Are their disconnects between the board packages?

- Military and Civilian board files are essentially the same
 - ACRB/ORB
 - Evaluations
 - Mil include Senior Rater potential
 - Civ have SRPE
 - Military - Picture
 - Civilians cannot be considered on non-merit factors
 - Civilian – Resume

• Is there one single thing I can do to improve my chances of being selected for a PM/CDG position?

- Yes - take responsibility for your career early and manage your assignments/training and education