

ASC

ACQUISITION SUPPORT CENTER

# “Forging the Future One Leader at a Time” Army Acquisition Competitive Development Group



ACQUISITION SUPPORT CENTER

Competitive Development Group (CDG) Program

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## OUTLINE

- **CDG Overview – What is the CDG Program?**
- **Eligibility – Who can participate?**
- **Accession – How does a “CDG” move through the Program?**
- **CDG Support**

## What is the CDG Program?

- Purpose is to develop civilian acquisition leaders for the Army of the future
- Open to competitively selected GS-12/13 (or equivalent personnel demonstration broadband level ) Corps Eligible (CE) and AAC members
- Candidates selected from best-qualified applicants through a 2 step competitive selection board process
- Assigned to a centrally funded position on the ASC Table of Distribution and Allowances
- Provided centrally managed education, experience and training opportunities designed to provide corporate career and leadership development opportunities in a structured, highly visible program
- Offers expanded leadership training and experience opportunities

# *GROWING FUTURE LEADERS*

EDUCATION

EXPERIENCE

**Where are the opportunities?**  
Are You Taking  
Advantage Of The CDG Opportunities?

TRAINING

## Eligibility Criteria

### Required:

- Current Department of the Army (DA) employee
- GS-12/13 or equivalent broadband
- Army Acquisition Corps (AAC) member
- Corps Eligible (CE)

### Desired:

- Multiple certifications
- Graduate degree
- Prior supervisor experience
- Multiple Assignments
- Demonstrated Communication Skills

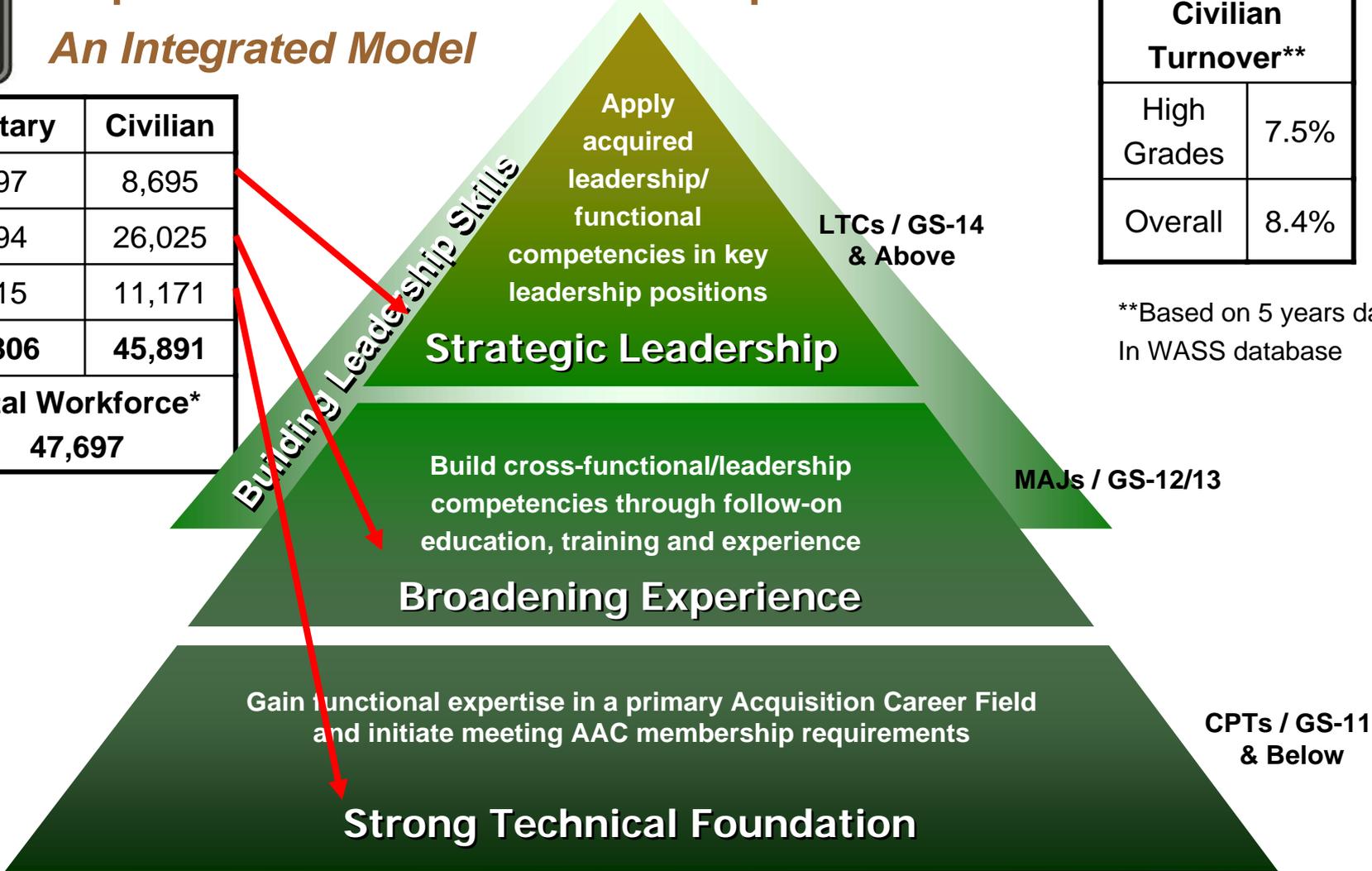
# Acquisition Career/Leader Development

## An Integrated Model

Military	Civilian
597	8,695
694	26,025
515	11,171
1,806	45,891
<b>Total Workforce*</b>	
<b>47,697</b>	

Civilian Turnover**	
High Grades	7.5%
Overall	8.4%

\*\*Based on 5 years data  
In WASS database



***“Picking People”- Look for intelligence and judgment and, most critically, a capacity to anticipate, to see around corners. Also look for loyalty, integrity, a high energy drive, a balanced ego and the drive to get things done”*** Gen. Colin Powell

## New to the CDG Program

- **Announcement period change from 60 to 90 days**
- **2-Year Pilot -- 2 phase competitive selection board process**
  - **Phase I Traditional Board Process**
  - **Phase II Interview Board Process**
- **Provide Dual Track Opportunity for PM and Sr. Leader Positions**
- **Develop CDG Formal Mentorship Program**

**“THE GROWTH AND DEVELOPMENT OF PEOPLE IS THE HIGHEST CALLING OF LEADERSHIP” *Unknown***

## Accession Through the CDG Program

- CE eligibility
- Application process
- Mobility Agreement
- 2 Phase Central selection board
- Slating panel process
- IDP development
- Dual track—PM and senior staff
- Developmental leadership assignments
- Mandatory 179 day Senior Staff assignment
- Mandatory training requirements/leadership training
- Graduation
- Assume PM or Senior Staff Positions

◆ Military



Initial Accession

First Assignment

Developmental Utilization Assignments

Pre Cmd

Command

MEL 4 Qualified

Army Acquisition Basic Course

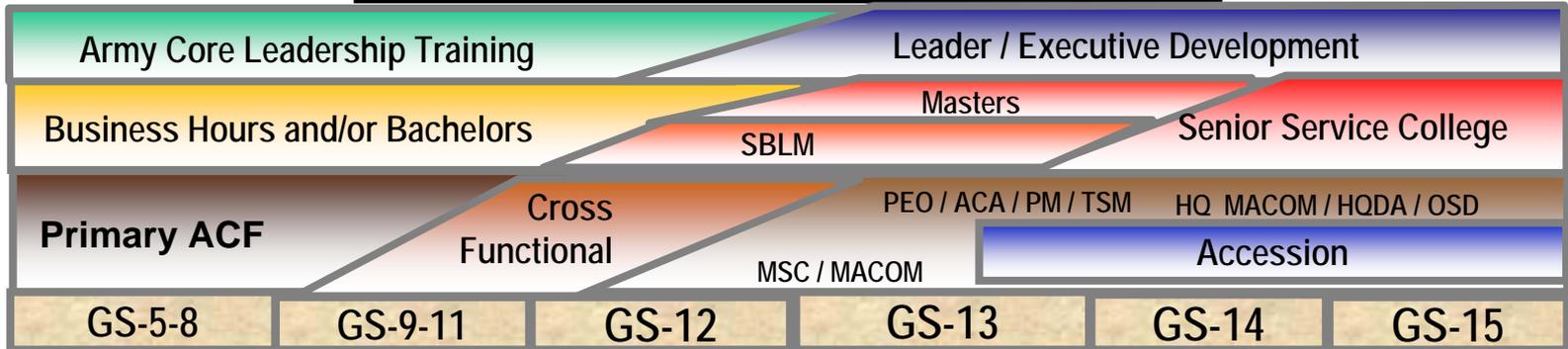
(8 weeks)

Advanced Civil Schooling

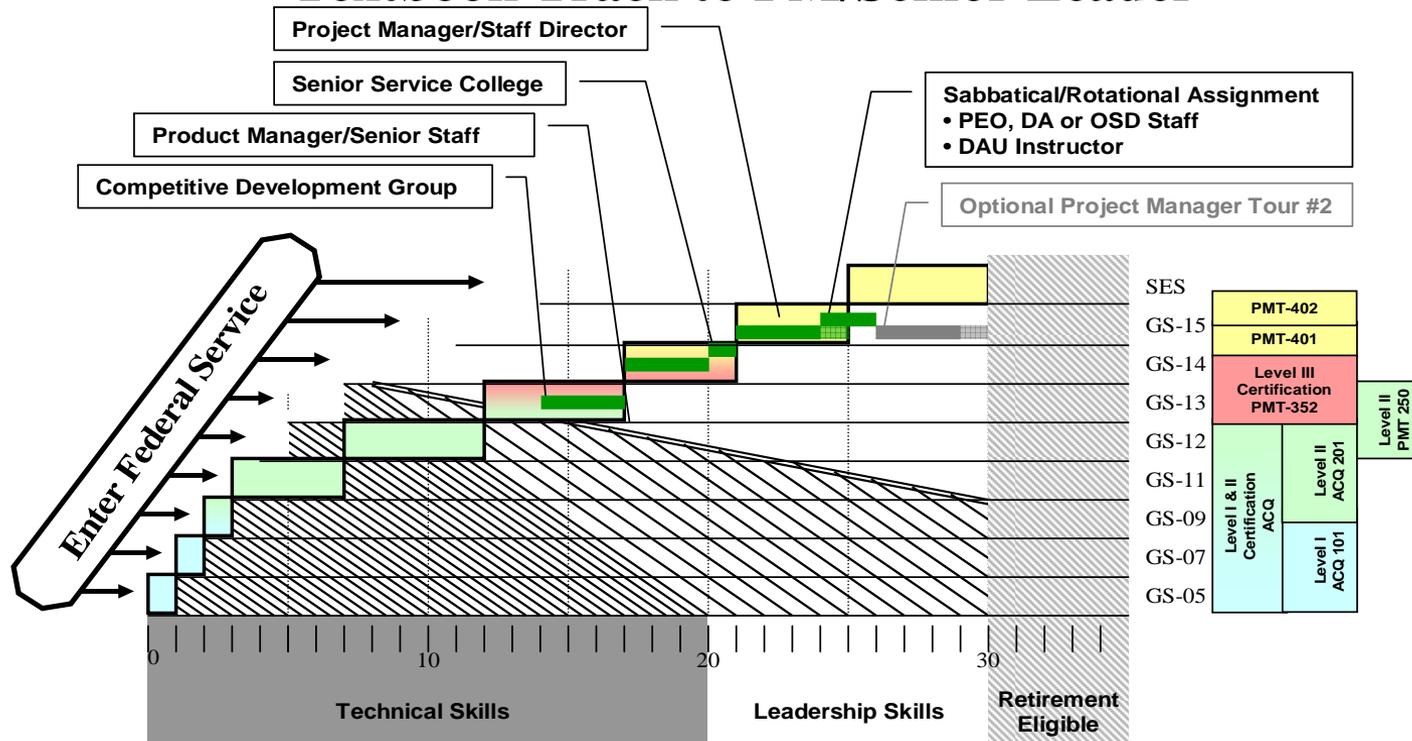
(18 months – 2 years)

◆ Civilian

Operational Experience



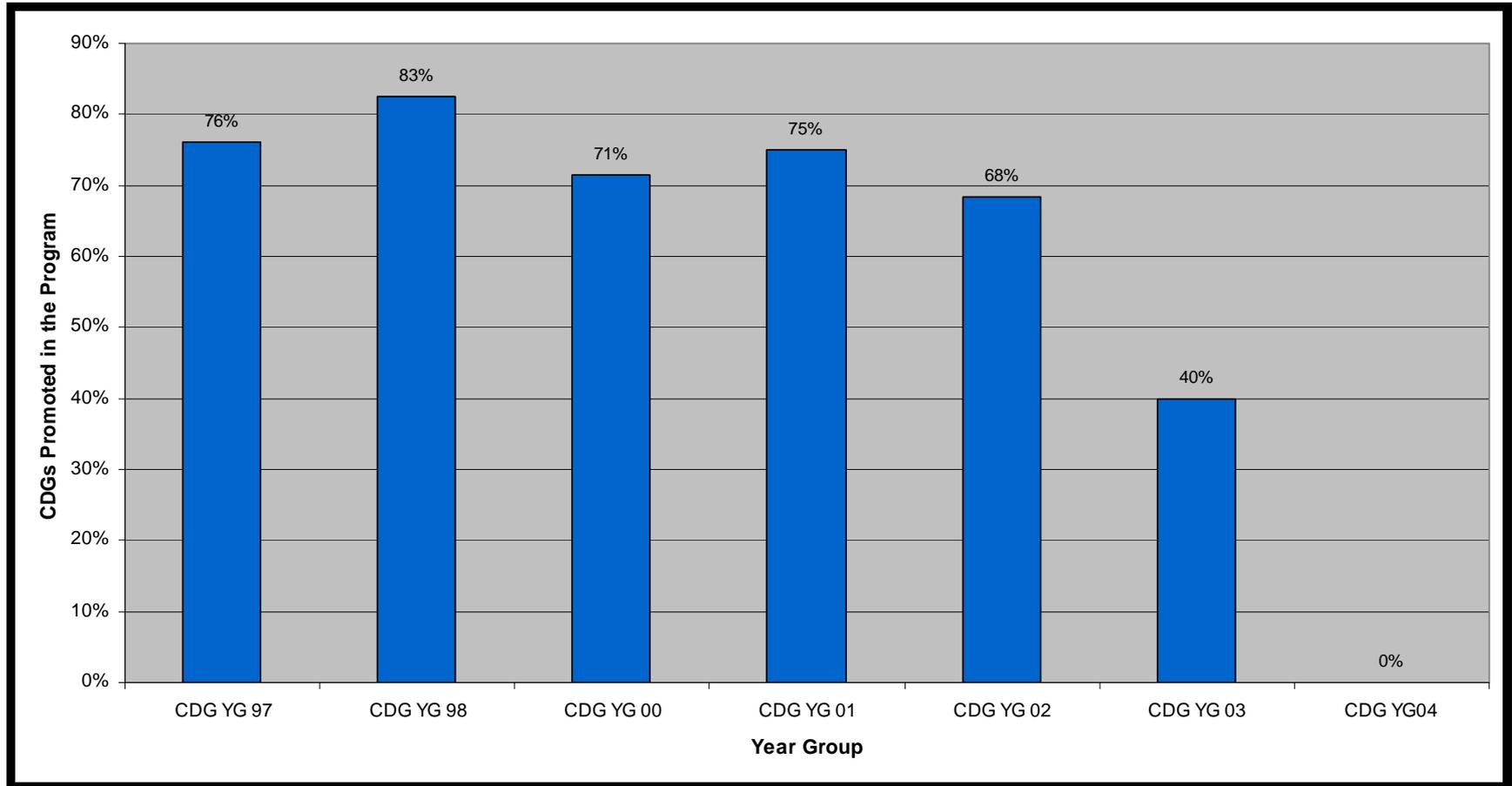
# AAC Civilian Career Model Textbook Track to PM/Senior Leader



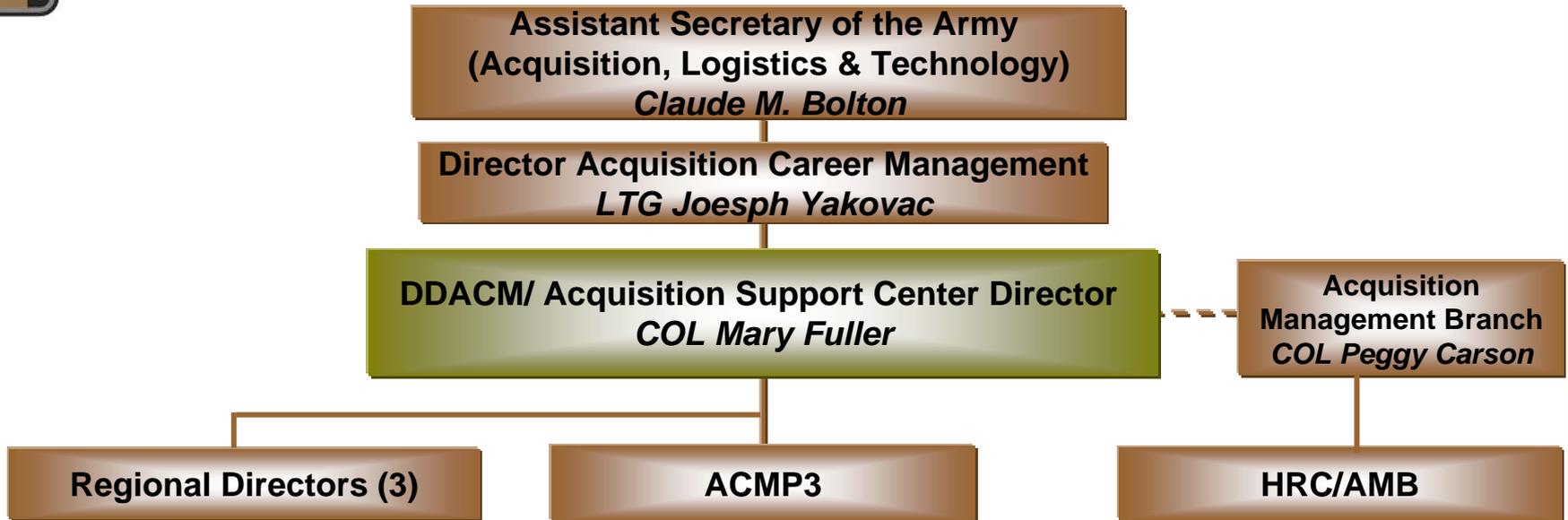
- Shaded bars denote notional a typical career path (colors match acquisition training requirements)
- Individual careers will vary based on personal circumstances and decisions
- Individuals may plateau and remain in same grade for any period of time at any point in the career
- Green and gray bars indicate typical career points for various centrally selected assignments.
- There is no prerequisite relationship between the centrally selected assignments illustrated.

Version of: 12 Sep 02  
Prints correctly in B&W and color

## CDG Promotion Statistics



# CDG SUPPORT FUNCTIONS

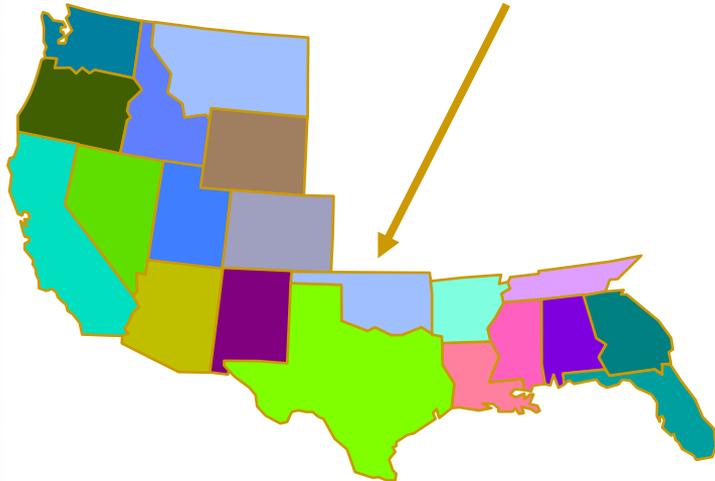


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|--|--|
| <ul style="list-style-type: none"> <li>Primary DACM Representative in Regions</li> <li>Senior Leadership Interface</li> <li>Acquisition Career Experience Program</li> <li>Certification Processing</li> <li>Corps Eligible (CE) Program</li> <li>Competitive Development Group (CDG) Program</li> <li>AAC Career Management Policies</li> <li>Continuous Learning Points (CLP) Program</li> <li>Policy and Procedures Development</li> <li>Centrally manage board selections</li> </ul> | <ul style="list-style-type: none"> <li>Acquisition Career Record Brief (ACRB) Management and Updates</li> <li>Individual Development Plan (IDP) Assistance</li> <li>Regional AETE Training</li> <li>Acquisition Tuition Assistance Program</li> <li>Five Year Rotational Review of CAP Incumbents</li> <li>Professional Development Seminars/Site Visits</li> <li>Customer Assistance for CAPPMS Issues</li> <li>Board Scrub and Preparation</li> <li>AAC and CAP Issues</li> <li>Centrally manage senior acquisition positions</li> </ul> |
|--|--|

# Customer Support Regions

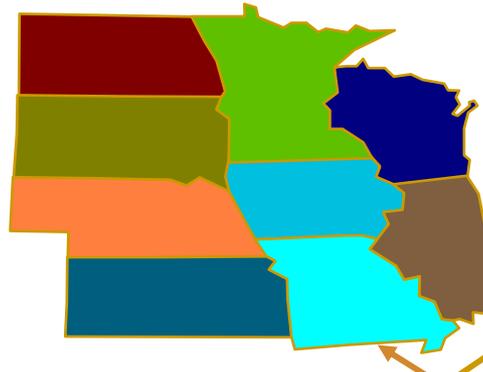
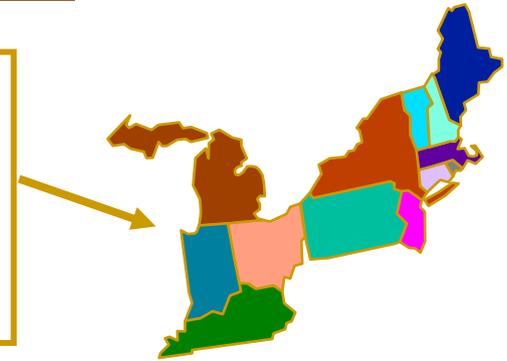
## Southern/Western Region

Director: Maxine Maples (256) 955-2764  
 Huntsville CSO  
 WSMR CSO



## Northeast/Central-E Region

Director:  
 Kelly Terry (732) 532-1406  
 Ft Monmouth CSO  
 Picatinny CSO  
 Natick CSO  
 Warren CSO



## NCR/Central-W Region

Kenneth Wright (703) 704-0131  
 NCR CSO  
 APG CSO  
 RIA CSO



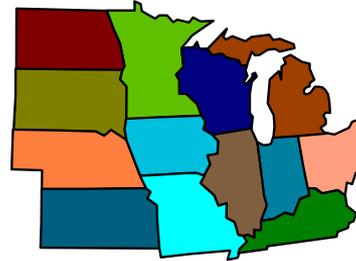
\*\* NCR supports all areas not indicated on the other regions' maps and acts as backup for all regions

# Customer Support Regions



## Western Region

Roosevelt Ingram (703) 325-3222  
 roosevelt.ingram@hoffman.army.mil  
 VACANT



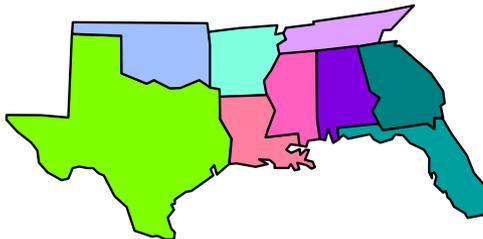
## Central Region

Bruce Dahm (703) 325-6137  
 bruce.dahm@hoffman.army.mil  
 Gloria King (703) 3253190  
 gloria.king@hoffman.army.mil



## Northeast Region

Bruce Dahm  
 Gloria King



## Southern Region

Roosevelt Ingram  
 VACANT



## National Capital Region

Chandra Evans-Mitchell (703) 325-4267  
 chandra.evans-mitchell@hoffman.army.mil  
 Giselle Whitfield (703) 325-9690  
 giselle.whitfield@hoffman.army.mil

***“An Organization doesn't really accomplish anything. Strategies don't accomplish anything, and the theories of leadership don't much matter either. Missions succeed or fail because of the people involved. Only by attracting the best people will you accomplish great deeds.”***

*Gen. Colin Powell*

# The Competitive Development Group (CDG) Program YG 05 Announcement Opens



**19 March – 18 June 2004**

The Army Acquisition Corps is looking for it's next generation of senior acquisition leadership, and the CDG program is it's premier program to help get you there.

For more information logon to the web sites below or call your local Regional Director or Acquisition Career Manager

[http://www.perscomonline.army.mil/OPfam51/no\\_opportunity.htm](http://www.perscomonline.army.mil/OPfam51/no_opportunity.htm)

<http://asc.army.mil/programs/cdg/default.cfm>