

SUBJECT: SUPERVISOR OUTREACH PROGRAM

Part of the Army Transformation Plan and LTG Yakovac's Campaign Plan is to revitalize the role of workforce leaders and supervisory personnel and refocus rating supervisors' support to career management. The supervisor's role is critical to employees' individual career development. To help leaders and supervisors make this change, the mission of the Regional Customer Support Offices (RCSOs) has shifted its focus from the individual workforce member to the rating supervisor.

Based on the revised mission, the Acquisition Support Center has implemented a Supervisor Outreach Program that leverages supervisors as change agents for Army Acquisition Transformation and empowers them to manage their workforce to make them expert, relevant and ready for future Army Acquisition Corps missions. The Supervisor Outreach Program will establish a strategic partnership between the RCSOs and supervisors. The Acquisition Career Managers (ACMs) will partner with rating supervisors to ensure they have the necessary tools and information to manage their acquisition workforce. The Program also leverages the power of the Acquisition Career Management Advocates (ACMAs) to build a stronger link between the ACMA, the ACMs and supervisors.

Supervisors, as leaders and change agents, have a responsibility to provide career counseling to help employees develop to their highest potential. It is the responsibility of the supervisor, as career counselors, to motivate and encourage employees to take advantage of all opportunities (education, training, and experience) which will increase productivity as well as aid in the development of their acquisition career progression.

Within the next 18 months, ACMs from the RCSOs will be contacting acquisition organizational points of contact to schedule briefings and meetings with rating supervisors to assist in conducting an objective assessment of the strengths and developmental needs of their staff.

THE SUPERVISOR IS THE KEY TO SUCCESS!!