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US Army Acquisition Support Center (USAASC)  
Acquisition, Education, Training and Experience Opportunity  
Announcement

Call for Nominations  
FY13 Acquisition Leadership Challenge Program (ALCP)  
Offerings in October, November and December 2012

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USAASC is pleased to announce the offering of the ALCP. Information about the program, the eligibility requirements and how to apply are listed below. **All TDY costs of the class, including travel, room and meals will be centrally funded by USAASC.**

**1. General Program Information**

TSM's Leadership Foundry offers a hard hitting leadership development seminar series called the Acquisition Leadership Challenge Program (ALCP) at four different levels of an organization. All seminars are a teambuilding and practical guide to assist overall *Leadership and Diversity* development in organizations.

The foundation of the ALCP is self-Awareness as the key to both leadership and diversity development to create an innovative culture by helping to understand each individual's personal preferences and behaviors and how each not only interact with their co-workers, but how they are viewed by others. This approach includes addressing people's unconscious biases to help them discover new approaches to doing things and emphasizing the strength and power in accepting individual differences to produce a stronger "whole". The ALCP training will ensure that people can communicate with their supervisors through a common language and help develop leaders who value individual styles and behaviors, creating a leadership corps more capable of critical thinking/problem solving, teamwork/collaboration, and creativity/innovation.

**Acquisition Leadership Challenge Program I (GS-12/13 or Equivalent)**

ALCP I focuses on the individual with emphasis on who they are and their behavioral preferences and leadership tendencies and if those preferences work for them now and can for the long term. A model for understanding the dynamics of leadership is presented with facilitated participant understanding of how a variety of psychological instruments results indicate how an individual approaches leadership challenges in a variety of scenarios. The specific challenges of change, decision making and conflict resolution are addressed.

The instructional methodology uses a combination of--

- Assessment and Feedback
- Group Discussion

- Experiential Activities and Goal Setting.
- Application to the group's current challenges

Participants complete five credentialed assessments prior to and during class that will be introduced during key segments of the course to provide personal insight on how each individual is unique and how we apply our uniqueness to multiple leadership development applications.

ALCP I is targeted for those individuals in the organization who are now being asked to lead smaller groups and "worry about things other than themselves."

### **Objectives:**

- Develop an awareness of individual leadership strengths, weaknesses, preferences, styles, and behaviors
- Understand and apply "diversity of thought"
- Learn a model for understanding and appreciating leadership challenges
- Assess and understand preferred styles for approaching leadership in individual and team settings
- Experience leadership styles in a work group activity with a shared and executable vision
- Identify and understand key organizational cultural traits that impact the organization's performance
- Develop an awareness and appreciation for multigenerational and cross cultural environments
- Create a list of attainable goals and practical strategies to reach them and appreciate the concept of life-long learning

### **Instruments:**

- Myers-Briggs Type Indicator (MBTI)
- Change Style Indicator (CSI)
- Fundamental Interpersonal Relations Orientation – Behavior (FIRO-B)
- Thomas-Kilmann Conflict Model (TKI)
- Decision Style Profile (DSP)

### **Modules of Instruction:**

- Introduction
- Leadership Styles – MBTI
- Influence and Power – Decision Style Profile
- Leading Across Generations
- Building Resilience in the Changing AQ World – CSI
- Managing Conflict in the workplace - TKI
- Managing Interpersonal Relations – FIRO-B
- Understanding Diversity of Thought
- Understanding the Acquisition Enterprise
- Understanding the Acquisition Culture

## **Acquisition Leadership Challenge Program II (GS-14/15 or Equivalent)**

ALCP II focuses on the major challenge for new organizational leaders; to incorporate individual talents into a cohesive work force. To be prepared to do so they need to understand the motivations, needs and interest of other people. The goal is to bring each participant to a heightened self-awareness for better understanding and appreciation of different cultures and to promote a willingness to build intrinsic and extrinsic value in their organization. Rather than trying to provide prescriptive answers to the management problem of the moment, this seminar will help prepare participants who already have significant challenges in an organization facing change. It focuses on building a shared and executable vision and enhances self-awareness and engagement in continuous self-assessment, development, and fostering a commitment towards life-long learning. The seminar will help prepare individuals for developing and implementing coherent strategies to lead organizational transformation in joint, interagency, multinational, and cross-cultural environments. This program design highlights those competencies applicable for individuals moving into an environment where developing a strategic understanding of the moral, social, and ethical impact of the 21st century on information age organizations for successful Strategic Leadership are essential.

The instructional methodology uses a combination of--

- Assessment and Feedback
- Group Discussion
- Experiential Activities and Goal Setting
- Application to the group's current challenges

Participants complete six credentialed assessments prior to and during class that will be introduced during key segments of the course to provide personal insight on how each individual is unique and how we apply our uniqueness to multiple leadership development applications. Included in the LCP II is the Campbell Leadership Index – a comprehensive 360 feedback assessment.

ALCP II is targeted for those individuals in the organization who are in a group level of leadership. They are now being asked to manage an organization.

### **Objectives:**

- Reinforce and heighten an awareness of leadership strengths, weaknesses, preferences, styles, and behaviors
- Embrace “diversity of thought”
- Gain deeper insight into how personal style and preference impact individual, team, and organizational performance
- Gain an understanding of the dynamics of conflict by learning to identify its nature, sources, and techniques to influence the outcome, especially in cross cultural environments
- Improve group communication and develop strategies to lead organizational transformation, across multigenerational and cross cultural environments (to include joint, interagency, and multinational)
- Explore how collaboration and effective peer relationship strengthens coherent strategies and organizational success with a shared and executable vision
- Create a list of attainable goals and practical strategies to reach them and continue to appreciate life-long learning

### **Instruments:**

- Myers-Briggs Type Indicator (MBTI)
- Change Style Indicator (CSI)
- Fundamental Interpersonal Relations Orientation – Behavior (FIRO-B)
- Thomas-Kilmann Conflict Model (TKI)
- Campbell Leadership Index (CLI) 360
- Influence Style Indicator (ISI)

### **Modules of Instruction:**

- Introduction
- Managing Leadership Styles - MBTI
- Executing Change in the AQ World – CSI
- The Dynamics of Conflict in the workplace - TKI
- Creating Interpersonal Relations – FIRO-B
- Applying your Influence Style – Influence Style Indicator
- How others view you – CLI
- Embracing Diversity of Thought
- Leading Across the Acquisition Enterprise
- Leading in the Acquisition Culture

## **2. Time Commitment and Location of Events**

The dates and locations for the program include:

- ALCP Level I, 29 – 31 October 2012, Atlanta, GA
- ALCP Level II, 31 October – 2 November 2012, Atlanta, GA
  
- ALCP Level I, 5 – 7 November 2012, Alexandria, VA **(Local offering for those within daily commuting distance. No TDY funding will be provided)**
- ALCP Level II, 7 – 9 November 2012, Alexandria, VA **(Local offering for those within daily commuting distance. No TDY funding will be provided)**
  
- ALCP Level I, 3 – 5 December 2012, Huntsville, AL **(Local offering for those within daily commuting distance. No TDY funding will be provided)**
- ALCP Level II, 5 – 7 December 2012, Huntsville, AL **(Local offering for those within daily commuting distance. No TDY funding will be provided)**

\* PLEASE NOTE THAT THE ANNOUNCEMENT OPEN/CLOSE FOR ALL SIX OFFERINGS ABOVE WILL BE FROM **13 to 30 AUGUST 2012.**

\*\*Applications must be submitted by **1159PM Thursday, August 30, 2012.**

\*\*\*Supervisors must approve the application by **1159PM Friday, August 31, 2012.**

### **3. Who May be Nominated**

#### **Applicants must:**

- Be assigned to an acquisition coded position
- Be certified in your current acquisition position
- Be a GS-12/13 or broadband/payband equivalent for ALCP Level I
- Be a GS-14/15 or broadband/payband equivalent for ALCP Level II
- Be based in the Continental United States

### **4. How to Apply**

The application process is located online in the Army Acquisition Professional Development System (AAPDS). To access AAPDS, please login to the Career Acquisition Management Portal at <https://rda.altess.army.mil/camp/>. Click Career Acquisition Personnel and Position Management Information System (CAPP MIS). Once in CAPP MIS, click the "AAPDS" tab, then select the "Apply" link and then apply to one of the following ALCP Programs. Applicants must annotate the program on their Individual Development Plan (IDP) and obtain supervisory approval, prior to submitting the application in AAPDS.

- **Required before submitting AAPDS application:** Add **ALCP I** or **ALCP II** on your Individual Development Plan (IDP).

Applicants must annotate the program on their IDP and obtain supervisory approval. Go to the "IDP" tab of CAPP MIS and click on the "Planning" link. Under the "Education Plan" section of the IDP, click the "Add Add Other Acq Education" button. Select either "**ALCP1 – Acquisition Leadership Challenge Program (ALCP I)**" or "**ALCP2 - Acquisition Leadership Challenge Program (ALCP II)**" and click the "Add Items" button. Complete all the required fields and select "**852**" **from the drop-down list next to the "Planned Funding Source"**. Upon completion, select ALCP1 or ALCP2 and submit to your Supervisor for approval.

- Upon supervisor approval of the IDP – Go back to AAPDS, complete the required sections, and submit your application.
- Once confirmed by the USAASC, candidates will be registered for their course automatically by the program manager. Once registered, the pre-course assessments and special instructions for preparing travel orders and voucher settlements will be provided to each student via the e-mail. ALCP course withdrawals /substitutions/ changes will **only** be accepted from the Program Manager or designated representative. It is crucial that selected students lock in their plans to attend and perform their pre-course work. If selected individuals have registration questions, they may contact Mr. Darrell E. Whitehurst, ALCP course manager, at 703-805-1236 (DSN 665-1236). Any cancellations within 20 days of the course start date will result in the student/command being required to reimburse the USAASC for course materials and tuition costs.

***\*\*Unfortunately, we have a limited number of quotas for the ALCP I & II classes (24 students in each level with 6 alternates) and all applicants will not be selected. The Program Manager will select the attendees for each course to ensure organization/command diversity. USAASC will formally announce ALCP I & II schedule for the 2nd Quarter of FY13 within the next two months; if you are not selected with your first submission, please apply to a future announcement.***

## **5. Failures and No-Shows**

Reference memorandum, HQ, USAASC, SFAE-CM, 30 March 2012, subject: Consequences for Academic Failures and No-Shows in Defense Acquisition University (DAU) Resident Courses. Effectively immediately:

1) ALT workforce members who academically fail a resident DAU course required for their Acquisition certification will not be eligible to participate in any of the following training programs: Acquisition Leadership Challenge Program (ALCP), Acquisition Tuition Assistance Program (ATAP), Advanced Civil Schooling (ACS), Competitive Development Group (CDG) Program, Defense Acquisition University-Senior Service College Fellowship (DAU-SSCF) Program, Executive Leadership Program (ELP), Naval Postgraduate School (NPS), School of Choice (SOC), and Training with Industry (TWI). These ALT members will remain ineligible for these programs until they successfully meet their certification requirements. Additionally, the ALT workforce members who academically fail a resident DAU course required for their certification will not be eligible to participate in any incentive programs.

2) The program restrictions listed in the above paragraph will also apply to any ALT workforce members who are enrolled in any resident DAU course (regardless if the course is required for certification or not) and fail to show up for the class. The Army DACM Office and the DAU consider these students "no-shows". This status can negatively impact the Army's future seat allocations for these courses. "No-show" ALT workforce members will remain ineligible to apply for AETE training and incentive programs for a period of one year starting on the last day of the scheduled resident course for which they failed to appear.

## **Additional ALCP Program Information and Requirements**

- Continuous Learning Points (CLPs): students will receive 20 CLPs upon completion of either level.
- It is crucial for students to complete their assigned pre-course survey materials by their deadline; students not completing the assessments by the deadline cannot attend the class.
- Tuition, course materials, travel and per diem will be funded by USAASC.
- USAASC Program Manager will select individuals for the pilot program.
- Individuals will be notified by email of their selection for participation in the

Program within ten days of approval of board results.

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Privacy Act Information The Office of Personnel Management (OPM) is authorized to rate applicants for Federal 6 jobs under Sections 1302, 3301, and 3304 of Title 5, US Code. Section 1104, Title 5, allows OPM to authorize other Federal agencies to rate applicants for Federal jobs. Information you put on your resume and other forms is needed to see how well your education and work experience qualifies you for Federal jobs. We may also need information such as citizenship and military service to see what laws we must follow in deciding whom the Federal Government may employ. Your social security number (SSN) is required to keep your records separate from other applicants who may have the same name and date of birth. We may also use your SSN to request information about you from schools, employers, banks, and others who know you but only as allowed by law or Presidential directives. Information you provide may also be given to Federal, State, and local agencies checking for violations of the law or other lawful purposes. Providing this information is voluntary. However, your application cannot be processed if you do not provide this information.

THE DEPARTMENT OF THE ARMY IS AN EQUAL OPPORTUNITY EMPLOYER. Applicants will receive appropriate consideration without regard to non-merit factors such as race, color, religion, sex, national origin, marital status, and sexual orientation except where specifically authorized by law, age, politics or disability which do not relate to successful performance of the duties of this position. Otherwise qualified applicants with disabilities who need reasonable accommodation may notify the agency Point of Contact on this announcement of their need.

For additional information, you may contact Darrell E. Whitehurst, 703-805-1236, email [Darrell.e.whitehurst.civ@mail.mil](mailto:Darrell.e.whitehurst.civ@mail.mil).