



DEPARTMENT OF THE ARMY
PROGRAM EXECUTIVE OFFICE
COMBAT SUPPORT AND COMBAT SERVICE SUPPORT
6501 E. ELEVEN MILE ROAD
WARREN, MICHIGAN 48397-5000

16 SEP 2015

SFAE-CSS

MEMORANDUM FOR U.S. Army Acquisition Support Center (SFAE-HR), 9900 Belvoir Road, Building 201, Suite 101, Fort Belvoir, VA 22060-5567

SUBJECT: 2015 Army Acquisition Excellence in Leadership Award for Project Management/Project Director Professional of the Year (06 Level)

1. I am pleased to recommend Colonel John R. Cavedo, Jr. for the 2015 Army Acquisition Excellence in Leadership Award for Project Management/Project Director Professional of the Year (06 Level). Colonel Cavedo superbly led the Joint Project Office, Joint Light Tactical Vehicles (JPO JLTV) program, managing a 180 member, Joint-service workforce to successfully advance one of the Army and Marine Corps' highest modernization priorities. The JLTV, an Acquisition Category 1D program will ultimately yield 54,499 vehicles to fill a critical gap in today's Joint tactical wheeled vehicle fleets. Colonel Cavedo's tireless personal engagement, inspiring leadership, meticulous focus, and innovative strategies remained the driving force behind the JLTV program team's success.
2. Colonel Cavedo is fully certified Level III in Program Management and holds a secondary certification Level III in Test. He has achieved the necessary continuous learning points for the year as well.
3. The point of contact for this nomination is Ms. Helen G. Calvillo, COM (586) 282-3991, or email: helen.g.calvillo.civ@mail.mil

Scott J. Davis
SCOTT J. DAVIS
Program Executive Officer,
Combat Support & Combat Service Support

Encl
Nomination Pkg

Assistant Secretary of the Army for Acquisition, Logistics, and Technology

2015 Army Acquisition Executive's (AAE) Excellence in Leadership Award

Nomination Submission Format

Below data, excluding summary, does not count toward the two-page limit.

Nominating Organization: Joint Project Office, Joint Light Tactical Vehicles, ATTN: SFAE-CSS-JL, 6501 E. 11 Mile Road, Warren, MI 48397-5000 (MAJ Kevin Schierholz)
(Name/Address/Point of Contact (POC))

Nomination Submission POC: Helen Calvillo, (586) 282-3991, helen.g.calvillo.civ@mail.mil
(Name/Phone Number/Email Address of Action Officer, if necessary)

This is the person who should be contacted if there are any questions about the submission.

Name, Grade, and Position Title of Nominee(s): Colonel John R. Cavedo, Jr., JPO JLTV Project Manager

Nominee Employing Organization (Command/Unit/Organization or Activity):
Joint Project Office, Joint Light Tactical Vehicles

Nominee Business Address:
PEO CS&CSS, ATTN: SFAE-CSS-JL, 6501 E. 11 Mile Road, Warren, MI 48397-5000

Select Award Category for Your Nominee From the List Below:
(Please check only ONE box.)

Army Acquisition Executive's (AAE) Excellence in Leadership Award for

- Logistician of the Year
- Business Operations Professional of the Year
- Contracting Battalion/DCMA Team of the Year
- Contracting Brigade/DCMA Team of the Year
- Contracting Professional of the Year
- Contracting NCO of the Year
- Engineer and System Integrator of the Year
- Science and Technology Professional of the Year

- Defense Exportability and Cooperation Professional of the Year
- Acquisition Support Professional of the Year
- Product Management/Product Director Office Team of the Year (05 Level)
- Product Management/Product Director Professional of the Year (05 Level)
- Project Management/Project Director Office Team of the Year (06 Level)
- Project Management/Project Director Professional of the Year (06 Level)

Summary

Colonel John R. Cavado Jr. superbly led the Joint Project Office, Joint Light Tactical Vehicles program, managing a 180 member, Joint-service workforce to successfully advance one of the Army and Marine Corps' highest modernization priorities, the Joint Light Tactical Vehicle, an ACAT1D program

PROJECT MGT/PRODUCT DIRECTOR PROFESSIONAL OF THE YEAR (06)

John Cavedo Jr.

Colonel John R. Cavedo Jr. superbly led the Joint Project Management Office for Joint Light Tactical Vehicles (JPO JLTV) Program, managing a 180 member, Joint-service workforce to successfully advance one of the Army and Marine Corps' highest modernization priorities. The Joint Light Tactical Vehicle, an Acquisition Category 1D program which will ultimately yield 54,499 vehicles to fill a critical gap in today's Joint tactical wheeled vehicle fleets. Colonel Cavedo's tireless personal engagement, inspiring leadership, meticulous focus, and innovative strategies remain the driving force behind the JLTV team's success. He deftly managed the program's aggressive Engineering, Manufacturing and Development (EMD) phase on cost and on schedule—even generating savings and efficiencies—despite an unprecedented convergence of budget cuts, sequestration, furloughs, and a government shutdown. Ultimately, Colonel Cavedo's tenacious leadership proved indispensable in bringing into production the largest, most successful competitive Army acquisition program in nearly two decades with the potential for nearly \$2 billion in savings to America's taxpayers in just the program's first eight years—and perhaps more in future decades.

Colonel Cavedo also led the team in mitigating the cost impact to JLTV's current and future budgets as a result of national fiscal challenges. He shaped an anticipated \$27.2 million cost avoidance by planning the recovery and re-use of Government Furnished Equipment (GFE) from the Technology Development (TD) Phase during the EMD phase (\$11.9M), and then again to reuse TD and EMD phase GFE in the post Milestone C LRIP period (\$15.3M). His scrutiny of test events yet to be performed, their sequencing and their necessity led the program to find further efficiencies covering an unanticipated \$5.2M test cost growth. These efforts included deferring low risk tests to post Milestone C, avoiding 2/3rds of the costs of those tests because they will only now be conducted on a single vendor, and eliminating certain live fire test shots proven unnecessary in previous testing—saving nearly \$200K per shot.

Throughout the demanding EMD test phase, Colonel Cavedo fought aggressively to meet the program's next milestone and overarching affordability on target. He recognized the potential negative impacts of defining the Low Rate Initial Production Source Selection Strategy too late in the schedule, since the Government could potentially be accused of favoring one contractor over another based on testing outcomes. Therefore, he proactively engaged Army, Marine Corps, and OSD stakeholders to gain selection strategy approval well before testing completion. This forward-thinking strategy also enabled prime contractors to view and comment on the strategy during testing, in order to understand the Government's priorities and refine their JLTV system design investment decisions. Already recognized as a benchmark program for its consistently competitive acquisition strategy and focus on affordability, Colonel Cavedo also successfully challenged his team and competing vendors to ensure the viability of the program's Average Unit Manufacturing Cost (AUMC) target over the life of the program. Meeting the AUMC of \$250,000 within the first eight years of the program promises a potential \$2.4 billion cost savings over the life of the program, supporting not only JLTV but expanding the Army's ability to find, field, and modernize other critical, Soldier-focused capabilities.

Colonel Cavedo made Better Buying Power and other innovative efficiencies a hallmark of the JLTV program, driving to reduce costs and recover schedule wherever possible. When

national fiscal challenges threatened to delay testing and reduce resources—endangering the program’s ability to meet its schedule and stay within budget—Colonel Cavedo made stakeholders his allies and found solutions. The fiscal impacts resulting from the government shut-down and Continuing Resolution provided Colonel Cavedo an opportunity to exercise his ability to think outside of the box; maximize available resources; and utilize innovative practices to achieve the program’s objectives. He proactively and earnestly reached out to the program’s three prime contractors which allowed him to manage limited funds very tactically, gradually cash flowing testing activities, program personnel, and prime contractors simultaneously. Without his creative solutions, including de-obligating some funds, the JLTV test program would have stopped and suffered a potential 10 month schedule slip, cost increases, and an Acquisition Program Baseline breach. Colonel Cavedo’s focus on diligent analysis and innovation also helped recover lost test schedule by reprioritizing un-dispersed test center funds into overtime for testing and covering the unexpected costs of executing simultaneous developmental and operational test events. Moreover, he negotiated with the Army and USMC requirements community to conduct parallel staffing of the Capabilities Production Document as testing confirmed the validity of requirements, ultimately buying back 90 days of staffing time.

Throughout his tenure as the JPO-JLTV Program Manager, Colonel Cavedo created a workforce and culture centered on acquisition professionalism. He worked relentlessly alongside the JPO’s Human Resources team to implement innovative means to not only recruit and retain the top talent within the TACOM LCMC but to also to develop and mentor future leaders within the organization, ensuring continuity for the future. Colonel Cavedo partnered with other TACOM LCMC organizations and external stakeholders to fill critical positions within the organization as well as coordinated with the ASA (ALT) civilian hiring review board allowing exceptions to hire which supported a continuous recruitment effort. Colonel Cavedo embodies the “teach, counsel, coach, and mentor” concept throughout his daily interaction with JPO-JLTV personnel. He hosted and led several professional development sessions for both DA Civilians and military officers covering topics to include business and contracting best practices; domestic and global current events which have an impact to the acquisition and national defense communities; and topics on leadership and personal development. Colonel Cavedo supported a culture of learning and development by supporting developmental tours and the PEO shadowing program. Through strong, grounded leadership Colonel Cavedo has created and fostered every opportunity for teaming within our organization.

Colonel Cavedo consistently challenges his team and broader community of stakeholders to make smart decisions, identify and mitigate risk, and think strategically about how to best and most affordably deliver JLTV’s critical capability. Senior leaders and Congressional defense committees continue to praise the program as a model of innovative, fielding mature technologies that meet stable requirements in an affordable package, fused together to deliver a leap-ahead in military vehicle technology. His personal engagement with requirements, acquisition, testing, and operational user communities and his unceasing commitment to improving Soldiers’ lives and capabilities reflect the very best of the acquisition community and contribute significantly to the JLTV program’s current and future success.