



Army Supervisor—Employee Engagement

Every Soldier and Civilian should consider themselves an integral part of the greatest fighting force in the history of the world. Our great institution should therefore do everything it can to enhance esprit de corps and better prepare and develop our Army Civilians for continued success.

The 2014 Federal Employee Viewpoint Survey (FEVS) results, released by the Office of Personnel Management (OPM) in October, show we are on the right path and making great progress in this regard. It also showed us that we have continued challenges with Army Supervisor-Employee Engagement.

When Army-wide command teams receive their 2014 FEVS results, they should personally review this information and, in turn, work with their own leadership teams to develop action plans that address areas of concern. Additionally between April and June, the OPM will begin administering the 2015 FEVS to our Army Civilians. We want all Army leaders to encourage civilian participation. It is critical that our Army Civilians know they have a voice and are being heard as vital members of the Army team. In the coming months, the Assistant Secretary of the Army for Manpower and Reserve Affairs Office will host a Supervisor-Employee Enhanced Engagement conference to gauge command progress and to hear ongoing challenges with this issue.

Focusing on these challenges will require the combined efforts of every general officer, senior executive, and technical leader/manager, as well as all Army leaders who supervise Army Civilians. Army leaders and supervisors should listen to concerns voiced by Army Civilians while: (1) speaking with Civilians regarding professional and organizational goals; (2) establishing appropriate performance plans; (3) conducting training consistent with current OPM supervisory requirements; and (4) developing and mentoring first-line supervisors and holding them accountable.

Only by working together can we improve our employees' workplace environment and sustain the high-quality output that makes this great institution second to none.

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