



DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

The Office of the Army Director for Acquisition Career Management (DACM) is responsible for the career development and the certification (training, education and experience) of the Army Acquisition Workforce.

Army DACM Office realigns to better serve the Army Acquisition Workforce

The U.S. Army Acquisition Support Center (US-AASC) recently realigned its divisions to shift workloads based on mission focus, improve unity of effort, and provide strong support to the Army Acquisition Workforce (AAW). Three divisions within USAASC make up the Army DACM Office: Human Capital Initiatives; Proponency and Leader Development; and Workforce Support. The chart below provides information regarding these three divisions.

The Army DACM Office works to develop and maintain a highly-capable, agile, adaptive and professional AAW. It does this by proactively identifying acquisition workforce trends and challenges and developing policies and programs to support those challenges, offering leaders workable solutions rooted in analytics, and providing indispensable career development support to the AAW.

Our focus is simple: be a one-stop shop for everything acquisition career related.

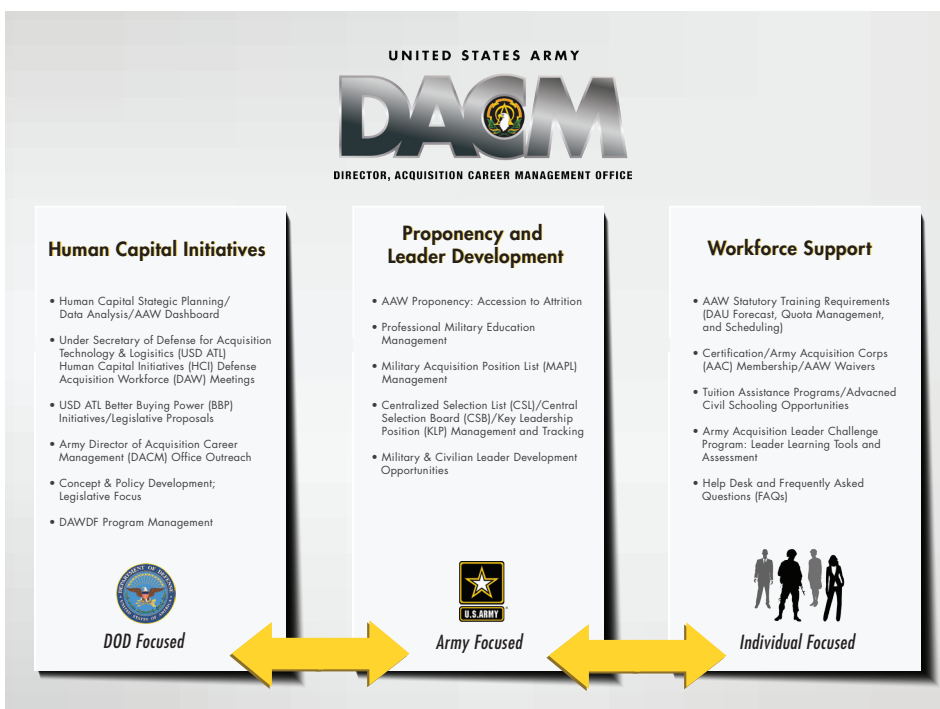


Your Army DACM Office—here to serve the AAW!

FY16 DAU Open Course Registration

The FY16 Defense Acquisition University (DAU) schedule is available! If you are a member of the AAW and have not completed your required DAU certification training, now is your opportunity to plan early and schedule training for the upcoming fiscal year. Steps to apply include:

1. Before applying for any course, meet with your supervisor to map out your required DAU training on your Individual Development Plan.
2. Review the [DAU iCatalog](#) for course name changes and check for prerequisites.
3. Work with your supervisor to plan your training well in advance to make sure you have time to complete all pre-requisite training prior to attending a follow-on course. Doing so will ensure timely completion of DAWIA certification requirements and afford you the opportunity to obtain a DAU course reservation in your desired timeframe.
4. Apply to the most cost-effective location, which will be indicated by a "C" icon next to the class location, to receive DAU central funding. Applying early will give you a better chance of finding a cost-effective class in the timeframe requested.
5. Encourage your supervisor to approve training requests as soon as you apply. Supervisors must approve the training request in Army Training Requirements and Resources Internet Training Application System before your application can be processed by the Army DACM office registrar.



Have you visited the Army DACM Office career development program webpage lately?

If not, you should—check it often to see the latest education and training program announcements. Supervisors and employees alike can discuss these career development options during Individual Development Plan reviews.

Two programs currently open are:

Army Acquisition Tuition Program ([ATAP](#)) Open through June 8

[ATAP](#) provides tuition assistance for Defense Acquisition Workforce Improvement Act (DAWIA) educational requirements for permanent Army acquisition civilians and Military Occupational Specialty 51C Non-Commissioned Officers.

The program will also fund highly-endorsed permanent AAW members who apply for tuition to obtain required hours towards Army Acquisition Corps membership or acquisition- or business-related courses required for completing a bachelor's or master's degree. **Apply now – ATAP is open through June 8.**

Defense Civilian Emerging Leader Program ([DCELP](#))

Are you a GS-7 through GS-11, or broadband equivalent, who has met your current position certification requirement? Are you searching for a highly regarded leader development program?

If you answered yes to both, consider finding out more about [DCELP](#). It's designed to develop the next generation of innovative leaders who have the technical competence to meet the DOD's future needs. DOD manages funding for tuition and lodging, and the U.S. Army Acquisition Support Center handles funding for travel and per diem.

The application period for Year Group 2016 is **open from May 18 through June 18**, and the program is scheduled to begin in early 2016.

Online mentoring resources now available

Interested in being a mentor or mentee or setting up a mentorship program for your organization? Then take a look at the new [USAASC Mentoring Resource webpage](#) offering an array of tools to create a mentoring program within your organization, and provide insight into the benefits of mentoring for the AAW. The task of developing a guide for a new mentoring program can be daunting—we've compiled the resources for you to make it easier; leveraging best practices from successful programs in other organizations.

You'll find links to training and eLearning, a library of forms and templates, and information about the best in government mentoring program guides. The eLearning resources were selected from the Army's Skillport online courses, a part of the Army Training Requirements and Resources System.

There are courses for mentees, mentors and program administrators, with enough variation between courses to make taking two or more worthwhile. The Mentoring Toolkit resources are specifically intended to help mentees and mentors establish strong, effective relationships.

Army DACM Office pilots new acquisition leader prep training

Lt. Gen. Michael Williamson, Army Director, Acquisition Career Management (DACM), hosted the pilot [Army Acquisition Leader Preparation Course](#) April 13-17 at the National Conference Center in Leesburg, Virginia.

This course was designed to help prepare 24 centrally-selected program managers (PMs), contracting commanders and product directors to assume new leadership responsibilities.

Session topics included talent and organizational management, effective communication, risk identification and management, budget management and operating in a complex and uncertain environment. Participants were exposed to a broad range of perspectives from accomplished leaders and seasoned practitioners across DOD, other federal and civilian agencies, industry, think tanks and academia. Six speed-networking sessions were incorporated maximizing opportunities for sharing best practices and encouraging small-group interaction.

The Hon. Frank Kendall, under secretary of defense for acquisition, technology and logistics gave the keynote address applauding Williamson for undertaking this effort as a means to “move our workforce to be more focused on results, and less on process.”

The Hon. Heidi Shyu, assistant secretary of the Army for acquisition, logistics, and technology and the Army acquisition executive underscored the importance of effective communication, identified the challenges associated with managing an acquisition program, and discussed keys to success as a program manager.

The proof-of-concept pilot was an extremely successful endeavor, and Williamson intends to make the event an ongoing, bi-annual offering.

Army DACM Office efforts echo senior Army leader direction

Recently, senior Army leaders published two tri-signed memos: [Army Civilians – A Critical Component of the Army Total Force](#), highlighting the importance of two-way communication between supervisors and employees; and [Army Supervisor – Employee Engagement](#), which provides leaders with focused areas to improve communication. These messages highlight strategic components of the Army DACM's talent management initiatives, which include both individual and leader accountability.

Talent management challenges are complex and sustainment of the AAW depends upon the investment we make today. We must use the tools, processes and programs currently in place to ensure we develop our workforce.

There is no substitute for proactive, day-to-day personnel development and management. It is incumbent upon supervisors to work with their employees to develop their IDPs and professional and organizational goals. The Army DACM Office webpage offers tools to assist supervisors in this area such as the Mentoring Toolkit and the Acquisition Career Field Models.

Additionally, it's imperative that AAW members take responsibility for their own career development. The [Army DACM Office website](#) also includes career development tools for employees including—Career Field Models, the [PM Handbook](#), leader development opportunities, tuition-assistance programs, and [others](#). Employees should discuss these tools with their supervisors and develop a meaningful plan together.

Communication is the basic first step to ensuring we develop leaders who can prepare the force for the future.



CDG GRADUATION

Congratulations to this year's Competitive Development Group/Army Acquisition Fellowship program graduates, who celebrated that milestone in an April 22 ceremony. The three-year program is the Army DACM Office's premier mid-level leadership development program. For more information, visit the [program webpage](#).



Graduates from left to right: Matthew Whitworth, Adam Morse, Karen Short, Chenxi Dong-Omalley, Aladrian Wetzel, Craig Riedel, Timothy Hoy

Not present: Stephen Roberts

Army DACM Office Highlights

- ▶ Army acquisition product directors selected in first-ever board
- ▶ Army program offers unique experience; grows next generation of acquisition leaders
- ▶ Training with Industry welcomes new cohort
- ▶ Army DACM Office uses Facebook to engage with the workforce
- ▶ Army DACM 'preps' acquisition leaders for future success



U.S. Army Acquisition Support Center,
Army DACM Office
9900 Belvoir Road
Fort Belvoir, VA 22060-5567

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