



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.

The Softer Side of DAU

Defense Acquisition University (DAU) strives to help you achieve better acquisition outcomes by providing online and classroom courses for certification, all contributing to the role you play in the acquisition community.

But did you know that DAU also offers a wide range of online modules, workshops and classroom courses to help you develop some of the “soft skills” you also need to achieve those better outcomes?

Maybe you’re soon stepping into a management role. DAU offers over 50 modules from the Harvard Business School series developed by Harvard Business School Publishing. Each module only takes two or three hours to complete and covers a wide range of topics, from managing difficult conversations, to negotiating, motivating and managing change. These courses are available through [DAU’s iCatalog](#).

DAU offers workshops for teams on critical acquisition topics like developing requirements, writing statements of work and creating a cost-benefit

analysis. DAU also offers **workshops** on the “softer” topics that are critical to high-functioning acquisition teams: critical thinking, communicating through crucial conversations and accountability, leading at the speed of trust, the Myers-Briggs personality inventory and team simulations like Mount Everest and Looking Glass.

Already have years of experience as a Level III certified acquisition professional? Consider deepening your leadership skills through one of DAU’s advanced leadership courses. The **ACQ 450 series** includes courses in leading in the acquisition environment, integrated acquisition for decision-makers, forging stakeholder relationships and the leader as coach. The new **TLR 350 course** offers advanced technical leadership training for Level III acquisition professionals in engineering and technology career fields.

So the next time you plan for your individual development, consider taking advantage of the “softer” side of DAU.

Army Acquisition Leader Preparation Course (AALPC): Results in four days

Army DACM, Lt. Gen. Michael Williamson, hosted the **second offering of the AALPC** at the Hyatt Crystal City, Arlington, Virginia, on Nov. 16-19, 2015.

The intent of the four-day course is to better prepare new centrally selected lieutenant colonels and GS14 product managers, product directors, contracting battalion commanders, DCMA and test directors for the environment they are about to enter. The basic concept of the course is to shorten the learning curve for acquisition senior leaders, and it covers five main topics: leadership, risk management and identification, effective communication, talent management and organization, and understanding a budget.

Leaders from across DOD, academia, industry and other federal agencies participated to make this event a success, including the Hon. Frank Kendall, the Hon. Heidi Shyu, Lt. Gen. Michael Williamson, Lt. Gen. Wendy Masiello, and Maj. Gen. James Simpson. Williamson commented during his keynote address that “the job of senior leadership is to set the right conditions for the future.” He also reminded the class that networking is important and urged them to build their Rolodex.

This course can accommodate 30 students per session and is planned for twice a year, in the spring and fall. The timeline will ensure that all selectees complete this course before they assume their charters or command. The next course is tentatively scheduled for April 17-22.



Lt. Gen. Michael Williamson



Hon. Heidi Shyu



November 2015 AALPC participants



Lt. Gen. H.R. McMaster



An Army Acquisition Workforce Strategic Human Capital Plan

Developing a high-performing acquisition workforce to meet the mission needs of the Army today and in the future

The Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASA(ALT)) and the U.S. Army Acquisition Support Center Army DACM Office are developing an Army Acquisition Workforce (AAW) Strategic Human Capital Plan (SHCP) that will provide strategic insight into the state of the AAW and help shape our path forward. Implementation of the AAW SHCP will engage us as collective stakeholders to anticipate and meet future AAW challenges from a functional, program office or field perspective.

Since September 2015, the human capital planning team has met with ASA(ALT) deputy assistant secretaries of the Army, Army acquisition career management advocates, Army acquisition functional advisors and other subject-matter experts to gather and incorporate leader insight as we build the AAW SHCP

At the center of human capital strategic management is the alignment of goals and objectives to meet the ASA(ALT) and Army DACM Office vision, mission and guiding principles. An AAW SHCP workshop held in early December 2015 provided an opportunity to engage all stakeholders in collaborative strategic planning. The leaders in this initial workshop provided insight regarding the Army acquisition human capital vision and the goals of the Human Capital Strategic Plan outlined by the undersecretary of defense for acquisition, technology and logistics; the validation of AAW strengths, weaknesses, opportunities and threats; the identification of business drivers and human capital challenges; and the development of human capital goals that will underpin our future success.

A second workshop this month with these same leaders will focus on refining goals and objectives and turning attention to development of enabling initiatives and metrics for measuring our progress. Look for a draft AAW SHCP in March that will provide a vetted and coordinated plan that will be the basis for follow-on implementation.

Coming Soon: FY17 DAWDF Data Call to Commands

The Army DACM Office will announce the opening of the FY17 Section 852 Defense Acquisition Workforce Development Fund (DAWDF) data call in February.

Army commands and organizations may request funding to develop initiatives that support the Army acquisition executive's strategic objectives. Consider efforts that will improve certification rates among your acquisition workforce, develop functional and leadership skills, increase acquisition core competencies and recruit, retain and recognize acquisition workforce talent. Funding approval will be prioritized and allocated according to Army acquisition and organizational priorities.

Since the enactment of Section 852 DAWDF in 2008, the Army has received more than \$663 million in funding to grow, train and retain our acquisition workforce. Funding has been used for numerous successful Army initiatives, such as the Student Loan Repayment Program, retention of more than 4,500 employees and training more than 6,000 acquisition professionals each year, and to pilot programs such as the AALPC.

Commands and organizations are encouraged to contact their Section 852 DAWDF points of contact and look for creative ways to develop and retain their acquisition workforce. Our program managers, listed on the [program webpage](#), can give advice on submitting requests or highlighting best practice initiatives that previously benefited other organizations. The deadline for FY17 DAWDF requirements is tentatively scheduled for May 15.

Social Media: Resources for You

Did you know that the U.S. Army Acquisition Support Center (USAASC) uses a handful of social media platforms to post useful and interesting information? To make sure you're staying ahead of the curve, we invite you to 'like' or follow us on our various channels:



facebook.com/usaasc



linkedin.com/company/usaasc



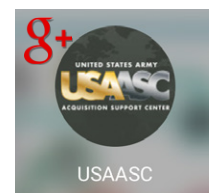
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Training with Industry - FY16-02

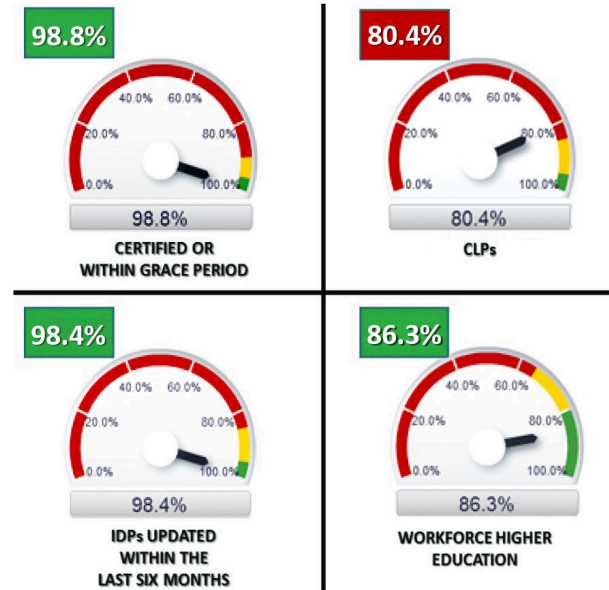
Congratulations to the following officers selected to the Army Acquisition **Training with Industry (TWI) Program!** They will begin their TWI tour this summer, and will spend 12 months learning industry best practices with the companies below. Selection into the program reflects their impressive past performances in the acquisition community.

| OFFICER | COMPANY | LOCATION |
|---------------------------|-------------------------------|------------------------|
| Maj.(P) Patrick Baker | General Dynamics Land Systems | Sterling, Michigan |
| Maj. Robert Bartruff | Motorola | Chicago, Illinois |
| Lt. Col. Freeman Bonnette | Microsoft | Reston, Virginia |
| Maj. Kyle Davidson | Boeing | Huntsville, Alabama |
| Maj. William Griffin | CSRA (formerly CSC) | Falls Church, Virginia |
| Maj. Rachael Hoagland | Amazon | Seattle, Washington |
| Maj.(P) Joel Leflore | Intel | Hillsboro, Oregon |
| Maj.(P) Rhea Pritchett | Lockheed Martin | Orlando, Florida |
| Maj. Edgar Santana | Cisco | Falls Church, Virginia |
| Maj. Auther Thomas | Airbus | Huntsville, Alabama |

HEALTH OF THE ARMY ACQUISITION WORKFORCE

Overall, the current health of the Army Acquisition Workforce meets or exceeds Key Performance Indicators (KPI) expectations for Certification Status, Individual Development Plans (IDPs), and Higher Education level. At this time, we are just slightly off target on Continuous Learning Points (CLPs). The Army DACM Office re-emphasizes the requirement to complete 80 CLPs within the 2-year cycle. The Glidepath suggests having 45 CLPs by FY16 Q1, 50 CLPs by FY16 Q2, and 60 CLPs by FY16 Q3, which leads to having 80 for the 2-year cycle.

| Population Data |
|--|
| Total Workforce Population: 36,799 |
| Source: CAPP MIS Data as of Dec. 30, 2015 |



DAU - Senior Service College Fellowship (DAU-SSCF)

Are you a high performing GS-14, GS-15 or broadband equivalent looking for the leadership tools to help you assume positions with higher levels of responsibility within the government?

If so, the **DAU-SSCF program** is waiting for you! This 10-month program is taught at Aberdeen Proving Ground, Maryland; Huntsville, Alabama; and Warren, Michigan; and offers leadership and acquisition training to prepare senior-level civilians for senior leadership roles. The announcement for the DAU-SSCF program is open now through March 23, and classes are scheduled to begin in mid-July. Please contact Chandra Evans-Mitchell at (703) 805-1247 or chandra.l.evansmitchell.civ@mail.mil for questions.




Advanced Civil Schooling (ACS) List

Congratulations to the 20 officers recently selected for **ACS**. They will begin their graduate education next summer.

| Officer | School |
|--------------------------------|---|
| Maj. Brian J. Adkins | George Mason University |
| Capt. Hannah Auer | University of Alabama Huntsville |
| Capt. Cesar A. Bonilla | University of Iowa |
| Maj. Nicholas J. Cherry | University of North Carolina |
| Capt.(P) Robert A. Cuthbertson | Naval Postgraduate School - Program 815 |
| Capt. Ngocuyen T. Do | Vanderbilt University |
| Capt. David Hernandez | Florida Institute of Technology |
| Capt. Steven M. Hoak | Air Force Institute of Technology |
| Capt. Derrek Hopper | University of Texas at Arlington |
| Capt. Erik T. Kifune | Naval Postgraduate School - Program 815 |

| Officer | School |
|-------------------------------|---|
| Capt. Michael A. Krivensky | Radford University |
| Maj. Michael W. Martin | Naval Postgraduate School - Program 816 |
| Capt. John P. Nikiforakis | Georgetown University |
| Maj. Ernesto Perez | Naval Postgraduate School - Program 816 |
| Capt. Marc D. Peterman | Naval Postgraduate School - Program 816 |
| Maj. Preston Pysh | Johns Hopkins University |
| Maj. Juan R. Santiago Jr. | Naval Postgraduate School - Program 816 |
| Capt. Robin J. Wharton | Naval Postgraduate School - Program 816 |
| Capt.(P) Shadrika Witherspoon | Lynn University |
| Capt. Edgar A. Yu | Naval Postgraduate School - Program 816 |



Don't forget to visit the **Army DACM website** for a monthly breakdown of news, important dates and updates affecting the AAW. Hot Topics are published on the first Tuesday of the month.

ACMA Corner

Not sure what an ACMA is? It's an acquisition career management advocate—a highly trained senior acquisition professional that the Army DACM Office relies on to help carry our initiatives to the AAW.

Found in every Army acquisition organization and often the most senior acquisition leader, the ACMA also serves as a conduit to communicate workforce issues and concerns to the Army DACM Office. The Army DACM Office holds quarterly VTCs with the ACMAs to discuss the latest updates in talent management and program initiatives that affect the AAW. During these meetings, we also share best practices, as cross-collaboration is important.

The Army DACM Office would like to thank the ACMAs for their continued support and assistance in making the AAW the best workforce around! We will begin using this 'corner' to share best practices—a process or idea that you may find helpful for your own organization.



CAPPMIS — Did You Know?

The Career Acquisition Personnel and Position Management Information System (CAPPMIS) houses the software applications used for your acquisition career management needs.

CAPPMIS gives you access to such documents as your Acquisition Career Record Brief, with edit capability for certain fields; the Individual Development Plan; the Army Acquisition Professional Development System, used to apply for acquisition-specific training opportunities; the Certification Management System; the Senior Rater Potential Evaluation; and the Army Acquisition Corps Management System. CAMP—the

Career Acquisition Management Portal—is the portal for logging into CAPPMIS, and can be found at <https://rda.altess.army.mil/camp/>.

Each quarter, the DACM newsletter will provide a brief, high-level overview of a specific section of CAPPMIS, or about information related to the data on AAW members in the system. This section will also provide an update on any software changes that affect the acquisition community.

Stayed tuned and look for more information on CAPPMIS in future newsletters!

NEW Subscription Tool ▶

Are you interested in receiving news and information on the acquisition community, including civilian and military education and training announcements? How about information from the United States Army’s Family and Morale, Welfare and Recreation Programs, Veteran’s Affairs, Tricare or Defense Information Systems Agency? Or even DOD news releases?

USAASC has recently teamed up with GovDelivery, a commercial, subscription-based platform that helps government agencies provide timely news and information to those who are interested in receiving notices by email or text. What this means is that you can now opt-in to get the news and information that interests you.

Here’s how it works:

- Go to the **USAASC website** and click on the “subscribe” icon on the right side of the home page.
- Complete the subscription process, providing either an email address or mobile phone number. **NOTE:** If you’d like both texts and email, you need to subscribe twice.

We welcome you to try out this subscription tool, and if you would like to provide any feedback, email us at usarmy.belvoir.usaasc.mbx.usaasc-events@mail.mil. This is new to us too, and your opinion on tools like this one is helpful in improving the way that the AAW receives career news and information.

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 - Army Reserve/National Guard

Army DACM Office Highlights

- ▶ Army AL&T magazine, January - March 2016 issue, the Army’s big business of small business
- ▶ Contracting NCOs complete Contracting Pre-command Course
- ▶ ACC contracting officers capture Army awards
- ▶ Fourteen honored with acquisition awards



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Please **email** us any questions or suggestions.

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