



DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

The Army DACM Office is responsible for talent management, career/leader development, Defense Acquisition Workforce Improvement Act certification, policy, and advocating for the professionals who are members of the Army Acquisition Workforce.

Meeting and exceeding FY16 and FY17 AAW standards

Over the past several years, the Army Acquisition Workforce (AAW) has made significant progress in meeting the Defense Acquisition Workforce Improvement Act (DAWIA) statutory requirements and AAW priorities. Data indicate that 98.9 percent of the AAW met the FY16 certification standard or fell within the grace period, exceeding the goal of 96 percent. Additionally, for the two-year cycle ending in FY16, 96.2 percent of the AAW met the standard of 80 Continuous Learning Points (CLPs).

This exemplary performance is a direct reflection of acquisition professionals and senior leaders across the entire AAW committed to meeting DAWIA standards and supporting current and future Army needs. Workforce professionalism is central to everything we do in Army acquisition, and directly enables the Army chief of staff's current priorities of readiness, modernization and taking care of Soldiers.

To sustain and even build on this momentum, we recommend that for FY17, AAW members consider:

- Focusing on meeting their **certification requirements**.
- Ensuring that **individual development plans (IDPs)** are current and updated at least every six months.

- Meeting the CLP goal of 40 CLPs. The **new two-year cycle for 80 CLPs** began on Oct. 1, 2016, and runs through Sept. 30, 2018.
- If you are a supervisor, including **mentorship** or coaching as a performance objective.
- Meeting the requirement to complete a **Senior Rater Potential Evaluation** by Jan. 30 for those at GS-13, GS-14 and broadband equivalents.
- Taking advantage of the **Defense Acquisition Workforce Development Fund** to target acquisition functional and leadership competency gaps.
- Using **Army Acquisition Career Field models** in discussions with your supervisor and in setting IDP goals and objectives.

Teamwork, communication, collaboration and direct leader involvement are essential to achieve and maintain these high standards. Leaders and acquisition professionals at all levels should work together to improve our core competencies and ensure a highly capable, agile, adaptive and professional AAW.



Army Acquisition Leader Preparation Course (AALPC) is a one-week course that's offered twice a year, and aims at helping to ensure that centrally selected O5/lieutenant colonels and GS-14s leverage their experience and training and arrive at their new posts ready to make an immediate and positive impact on their people, programs, contracts and test events.

Results in four days

Sessions cover leadership, effective communication, talent and organizational management, risk identification and management and budget issues. An expert introduces each topic, and then facilitators lead discussions in a small group setting to provide different perspectives based on each facilitator's experience.

Leaders at all levels of the Army and from a range of industries have participated as speakers and facilitators, including Centrally Selected List selectees at the O5, O6 and GS-15 levels, as well as federal appointees,

members of the senior executive service and general officers. The most recent session, held in **November 2016**, included representatives from the Naval Postgraduate School, Amazon.com Inc., Ford Motor Co. and Sierra Nevada Corp. along with Acting Assistant Secretary of the Army for Acquisition Logistics and Technology Stephanie Easter and other VIPs.

Also attending the latest session were product managers, contracting commanders, acquisition directors and product directors who are about to assume their

commands and charters. To date, AALPC has trained 118 Centralized Selection List and Centrally Selected Board selectees, including 94 military officers and 24 DA civilians.

The Army DACM Office is working on the fifth session, which is slated for April 2017. In FY18, AALPC will transition into the Acquisition Pre-Command Course. It will be listed in the Army Training Requirements and Resources System (ATRRS), and will be managed by the Army Acquisition Center of Excellence.



Coming next month: FY18 DAWDF data call to commands

The Army DACM Office will announce the opening of the FY18 Defense Acquisition Workforce Development Fund (DAWDF) data call in February 2017.

Army commands and organizations can request funding to develop initiatives in support of the Army Acquisition Executive's strategic objectives and in line with the Army Acquisition Workforce Human Capital Strategic Plan (AAW HCSP) goals.

Consider seeking funding for 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 in support of the AAW HCSP and allocated according to Army acquisition and organizational priorities.

Each year, the Army invests approximately \$100 million in funding to grow, train and retain the AAW. Funding has been used for numerous successful Army initiatives, such as the Student Loan Repayment Program, the Acquisition Leadership Challenge Program, cyber training and developmental assignments. The DAWDF team within the Army DACM Office looks to establish innovative pilot programs, partner with world-class universities and build an agile and adaptive workforce.

Commands and organizations are encouraged to talk to their 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 FY18 DAWDF requirements is tentatively scheduled for **May 19**.

Individual Development Plan Version 3.9 released

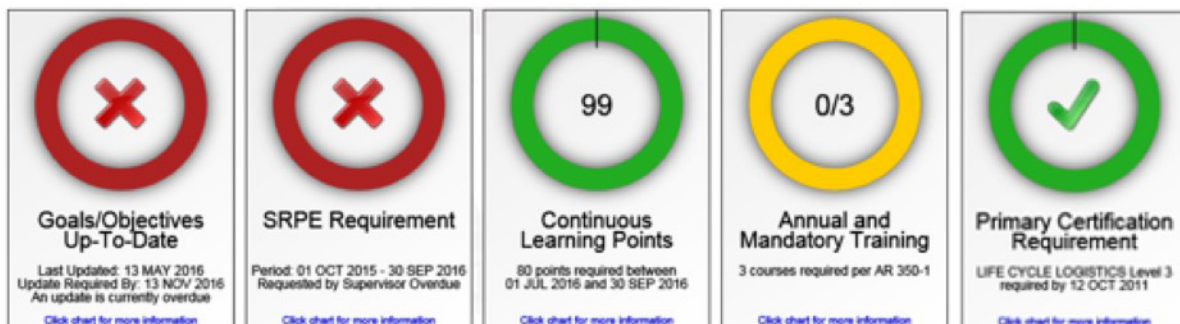
Version 3.9 of the Army Acquisition Individual Development Plan (IDP) was released in the Career Acquisition Management Portal (CAMP)/Career Acquisition Position Personnel Management Information Systems (CAPPMIS) on Jan. 3. The revisions are in line with a strategic initiative under Goal 2 of the AAW **HCSP** to leverage available career development tools to enhance professional growth.

The new IDP enhancements will make it easier for employees and supervisors to track goals and objectives and report core training and certification requirements. To maintain relevancy and professional development, AAW members must be certified for their position and meet the mandatory requirement of 80 CLPs every two years. Employees and supervisors can use the IDP to properly document planned AAW activities and annotate completions. Additionally, information collected from IDPs can help the Army DACM Office more effectively match training and opportunities to current and

future resource allocation, improving development and sustainment of a professional, agile and qualified AAW. Although the Army Career Tracker (ACT) is the system of record for the Army's IDP, the interface between the CAPPMIS IDP and the ACT lets AAW members use one single IDP.

One of the most significant changes you will see with the improved IDP are the dashboard features using red, yellow and green indicators. Each indicator represents an employee's progress toward complying with workforce standards and provides remaining requisites to maintain or achieve compliance. As new standards are identified, the dashboard will dynamically adjust to reflect progress toward those requirements.

The new IDP is available on the CAMP/CAPPMIS website: <https://rda.altess.army.mil/camp/>.





PD/PM boards are coming soon: Is your file “board-ready”?

Preparation for the Project/Product Managers Centralized Selection List Board and the Project/Product Director Centralized Selection Board is a vital part of a civilian’s acquisition career development. It is imperative that you invest the necessary time to ensure that your documents are complete and accurate—think of them as your opportunity to demonstrate to the board that you are serious about your career and ready for the next level. Below are a few lessons learned from previous boards and helpful steps that should be taken to ensure that your review goes smoothly.

<p>Determine Board Convene Date and Eligibility</p>	<ul style="list-style-type: none"> • Know when the board is scheduled to meet. • View the board announcement message via the USAASC Army DACM Office website for your board date: http://asc.army.mil/web/dacm-office/. • Board announcements are normally published 45 to 60 days prior to board convene dates. • Ensure that you meet the eligibility requirements. <p>Common Errors</p> <ul style="list-style-type: none"> • Waiting until the last day to submit your application or not giving yourself enough time to make corrections to it.
<p>Army Career Record Brief (ACRB)</p>	<ul style="list-style-type: none"> • Look carefully at your assignment history. It should be complete; ensure that duty title and dates are correct. Duty titles and dates should match your resume and evaluations. <p>Common Errors</p> <ul style="list-style-type: none"> • Acquisition/leader training not properly documented (Section VI). • Education not annotated (undergraduate, graduate, post-graduate, etc.) (Section VII). • Current duty title or assignment history incorrect (Section IX).
<p>Resume</p>	<ul style="list-style-type: none"> • There are no prescribed formats or limits to the resume. However, it is highly encouraged that you use the resume format template found on the USAASC Army DACM Office website. • Use bullets to describe work experience; make sure that bulleted items are clear and concise. • Highlight supervisory experience as well as the cost, schedule and performance elements of that experience. • Discuss any centrally selected PM/PD positions you’ve previously held. <p>Common Errors</p> <ul style="list-style-type: none"> • Resume is too long; experience and achievements are written in paragraph form, not bullets, making it difficult to read and follow. • Duty titles and dates don’t match and aren’t consistent with the ACRB. • Supervisors’ names aren’t included for each position held.
<p>Evaluations (Contribution-based Compensation and Appraisal System (CCAS), Pay for Performance Management System, TAPES, etc.)</p>	<ul style="list-style-type: none"> • Evaluations should clearly communicate to the board the considered individual’s potential. <p>Common Errors</p> <ul style="list-style-type: none"> • Submitting incomplete evaluations; if you are using CCAS, you will need to submit Part I and Part II.
<p>Senior Rater Potential Evaluation (SRPE)</p>	<ul style="list-style-type: none"> • The SRPE is probably the most important document in your board application/file. • An evaluation that provides quantitative and qualitative metrics that show an individual’s performance in relation to his or her peers greatly helps the board understand the individual’s performance and potential. <p>Common Errors</p> <ul style="list-style-type: none"> • Repeated senior rater narrative for multiple evaluations. • Mismatch between senior rater narrative and box check.
<p>Other Considerations</p>	<ul style="list-style-type: none"> • Be sure to have someone else review your file prior to submittal; consider multiple reviews if necessary. • Include most relevant service awards (ACRB and resume).

On average, board members spend about three to five minutes reviewing each file. Therefore, it is important that your documents are accurate, complete and easy to review. Submitting a board file that has inaccuracies and errors can send a message to the board that you don’t care or haven’t taken the proper steps to ensure accuracy. This could have a detrimental effect on the evaluation of your file. Don’t blow it off until the last minute—get your file fit now, and good luck with the board!



Army Leadership Challenge Program (ALCP) Spotlight: Joyce Junior



In December 2016, I had the privilege of attending the **Army Leadership Challenge Program-I (ALCP-I)** course in Atlanta, Georgia. The focus of ALCP is to help individuals in acquisition organizations who lead small groups accommodate various learning styles and personality types.

The process centered around three assessments: the Myers-Briggs Type Indicator, the Fundamental Interpersonal Relations Orientation-Behavior and the Thomas-Kilmann Conflict Mode Instrument. These assessments gave me

insight into my leadership behavior, enabling me to take an objective look at myself and identify methods to address our multigenerational

workforce. This perspective will help me to pursue different courses of action that will ultimately produce intended results. This course offers and promotes diversity in all of its forms, and delivers strong results.

The course runs for two and a half days and is offered quarterly in five locations: Atlanta; Orlando, Florida; Warren, Michigan; Huntsville, Alabama; and Aberdeen, Maryland. The next ALCP-I course will begin Feb. 27 in Orlando.

As an Army DACM Office representative of the course, I also had the opportunity to talk with the class on the mission and capabilities of the Army DACM Office. My message: “The Army DACM Office is your one-stop-shop for everything acquisition career related.” It’s the DACM Office’s responsibility to arm the AAW with the knowledge needed to be successful within the acquisition community. Additional information on the Army DACM Office is at www.asc.army.mil/web/dacm-office/.

DAU-SSCF to Open for Applications Jan. 23

On Jan. 23, the Defense Acquisition University Senior Service College Fellowship (DAU-SSCF) Program will open for applications for the August 2017 – May 2018 session.

Now in its 11th year, the DAU-SSCF Program is a rigorous 10-month course of study that prepares civilians at the GS-14 and GS-15 level for key acquisition leadership positions, including product and project manager and program executive officer. Participants engage in activities designed to develop critical thinking, communication, decision-making and analytical skills. Key components of the fellowship include studies in executive leadership and national security,

mentoring with senior leaders and completion of a major research project. Fellows also have the option of pursuing a master’s degree.

DAU-SSCF is an Army-approved Senior Service College and approved as Military Education Level-1 (MEL-1). The program is offered at Huntsville, Alabama; Warren, Michigan; and Aberdeen Proving Ground, Maryland.

For more information about DAU-SSCF and how to apply, go to <http://asc.army.mil/web/career-development/programs/defense-acquisition-university-senior-service-college/>.

AN IDEAL PROGRAM FOR LEADER DEVELOPMENT



In FY17, the DACM Office will pilot Inspiring and Developing Excellence in Acquisition Leadership (IDEAL), a new leader development program for acquisition professionals with a solid background of acquisition experience at the GS-12 and GS-13 level.

The IDEAL program has been created specifically for the AAW, and will consist of two three-day classes facilitated by Dale Carnegie Training. The two classes will be separated by a period of several weeks, during which time program participants will return to their offices to implement and practice their developing leadership skills.

The IDEAL program will use a practical learning approach, and will include coaching, discussion, feedback and simulation. Program topics were selected based on feedback from

senior personnel regarding the skills and competencies that AAW members need to be successful leaders in the acquisition field.

A sampling of IDEAL topics are as follows:

Public speaking	Influencing others
Communicating with senior leaders	Finding mutually beneficial solutions
Preparing presentations	Emotional intelligence
Critical thinking	Gaining cooperation and buy-in

Pilot sites for IDEAL are Huntsville, Alabama; Aberdeen Proving Ground, Maryland; and Warren, Michigan. Acquisition Career Management Advocates (ACMAs) will nominate participants from their organizations for the program. AAW members interested in being part of the IDEAL pilot should see their ACMAs for more information. Quotas will be allocated to organizations based upon command size at the three pilot sites.



Officers selected for Training with Industry program

Congratulations to the following Functional Area (FA) 51 officers selected to the Army Acquisition **Training with Industry (TWI) Program**. The officers listed below will begin their TWI tour in the summer of 2017, and will spend 12 months learning industry best practices. Selection into the program reflects great credit on each of them and their contributions to the acquisition community.

NAME	COMPANY	LOCATION
Lt. Col. Quintina Smiley	General Dynamics Land Systems	Sterling, Mich.
Maj. Gerard Dow	Motorola Inc.	Chicago, Ill.
Lt. Col. Laverne Stanley	Microsoft Corp.	Reston, Va.
Maj. Travis Harris	Boeing Co.	Huntsville, Ala.
Maj. Michael Lind	CSRA Inc. (formerly CSC)	Falls Church, Va.
Maj. Vinh Nguyen	Amazon.com Inc.	Seattle, Wash.
Lt. Col. James Burkes	Amazon Web Services	Herndon, Va.
Lt. Col. Thomas Monaghan	Ford Motor Co.	Dearborn, Mich.
Lt. Col. Thomas D. Jagielski	Lockheed Martin	Orlando, Fla.
Maj. Ken Bernier	Cisco	Falls Church, Va.
Lt. Col. Terry Phillips	Sierra Nevada Corp.	Huntsville, Ala.

Advanced Civil Schooling selectees announced

Congratulations to the following FA51 officers recently selected for **Advanced Civil Schooling**. They will begin their graduate education this summer.

NAME	CURRICULUM/INSTITUTION
Capt. Jacob Baker	NPS-816 Systems Acquisition Management
Capt. Bradley Benjamin	NPS-815 Acquisitions and Contract Management
Capt. Michael Carroll	NPS-815 Acquisitions and Contract Management
Capt. Lilleni Collins	NPS-815 Acquisitions and Contract Management
Maj. Sarah Forster	George Mason University
Capt. Miracle Garcia	NPS-815 Acquisitions and Contract Management
Capt.(P) Tim Hall	NPS-815 Acquisitions and Contract Management
Capt. Kevin Hicks	NPS-816 Systems Acquisition Management
Capt. John Holcomb	NPS-816 Systems Acquisition Management
Maj. Robert Mullins	University of Maryland
Maj. Jeremy Rogers	NPS-816 Systems Acquisition Management
Maj. Casey Rumpfelt	NPS-816 Systems Acquisition Management
Capt. James Sanders	NPS-816 Systems Acquisition Management
Capt. Adam Vogel	NPS-816 Systems Acquisition Management
Capt. Kevin Wright	Oakland University



New participants selected for Competitive Development Group/ Army Acquisition Fellows (CDG/AAF)

The following AAW civilians were recently selected for the **CDG/AAF program**, our premier mid-level leadership program.

NAME	PROGRAM
Sandy Agostinelli	U.S. Army TACOM Life Cycle Management Command (LCMC)
Rona Ford	U.S. Army Evaluation Center
Daniel Griffin	Program Executive Office (PEO) for Simulation, Training and Instrumentation
Dustin Hicks	PEO Aviation
André Rozier	PEO Combat Support and Combat Service Support (CS&CSS)
Craig Stiller	U.S. Army Corps of Engineers
Lawrence Winkelman	TACOM LCMC
Kenneth Wood	PEO CS&CSS

Digital Media: Resources for You

Did you know that the U.S. Army Acquisition Support Center (USAASC) uses a number of social media platforms to post useful and interesting information for AAW members? We invite you to 'like' or sign up for our various pages:



facebook.com/usaasc



linkedin.com/company/usaasc



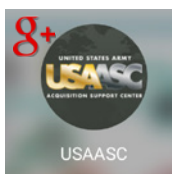
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UNITED STATES ARMY
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HOT TOPICS

FAQS PROGRAM POLICIES
CAREER DEVELOPMENT TRAINING DAU

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

Army DACM Office Highlights

- ▶ January - March 2017 Army AL&T magazine
- ▶ December 2016 Hot Topics
- ▶ DAU Senior Service College Fellows complete Program Manager's Course

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