



DEPARTMENT OF THE ARMY
U.S. ARMY CONTRACTING COMMAND-ORLANDO
12211 SCIENCE DRIVE
ORLANDO, FLORIDA 32826-3224

ACC-ORL

16 June 2017

MEMORANDUM FOR U.S. Army Acquisition Support Center, ATTN: Vicki DeGuzman,
9900 Belvoir Road, Building 201, Suite 101, Fort Belvoir, Virginia 22060-5567

SUBJECT: 2017 Defense Acquisition Workforce Development Achievement Award.

1. As the Executive Director of the U.S. Army Contracting Command (ACC) - Orlando, I am pleased to nominate ACC-Orlando for the 2017 Defense Acquisition Workforce Development Achievement Award in the Small Organization Category.
2. The Workforce Support Branch in conjunction with the Leadership Development Team envisioned, developed and implemented a comprehensive workforce development program that consisted of technical training, leadership training and an employee recognition program. This program consists of several new and innovative aspects to developing our workforce and our leaders to include, but not limited to, the following: 1. Structured Quarterly Coaching Sessions; 2. An ACC-Orlando Career Roadmap and Leadership Guide; 3. Organized "Notable Thinkers" Guest Speaker Engagements; 4. A Leadership Reference Library; and finally 5. The Executive Director's Shadow program.
3. The ACC-Orlando workforce investment put in place by this team has had a tremendous impact on further developing a fully certified workforce and is improving the quality and professionalism of the Acquisition Workforce while developing acquisition leaders of the future.
4. As ACC-Orlando is a newly formed organization, I am particularly proud of what this team has accomplished in such a short period of time. They put in place an outstanding program dedicated to workforce career development, training, education and experience. I strongly endorse this nomination as the efforts of this team reflect outstanding commitment to our workforce, the Army workforce and the DoD workforce as a whole and warrant recognition of this prestigious award.
5. My point of contact is Mrs. Kimberly A. Tedeschi, Chief, Workforce Support Branch, DSN 970-5396 or commercial (407) 384-5396.

A handwritten signature in black ink, appearing to read "J. A. Giunta, Jr.", is positioned above the printed name and title.

JOSEPH A. GIUNTA, JR.
Executive Director and
Principal Assistant Responsible
for Contracting

2017 Defense Acquisition Workforce Development Innovation Award

Contact Information

Award Category: Small Organization

Organization Nominee Information:

Name of Organization: U.S. Army Contracting Command (ACC) - Orlando
Name of Organization Senior Acquisition Leader: Mr. Joseph A. Giunta, Jr.
Title: Executive Director and Principal Assistant Responsible for Contracting

Name of Nomination Submission Point of Contact (POC): Kimberly A. Tedeschi
Address: 12211 Science Drive, Orlando, FL 32826
POC Telephone: 407-384-5396
E-mail: kimberly.a.tedeschi.civ@mail.mil

Organization number of employees: 160: 153 Civilians, 7 Military

Organization number of acquisition workforce members: 156: 149 Civilians, 7 Military

Organization Mission Statement (100 words or less): The mission of ACC-Orlando is to provide sound business advice and tailored contracting solutions to acquire products and services in support of the warfighter and our stakeholders. ACC-Orlando's vision is to be recognized by our stakeholders as the foremost Contracting Solutions Center enabled by a World Class Workforce.

Names and position titles of key individuals responsible for acquisition workforce/talent management (often those managing initiatives cited in narrative):

Kimberly A. Tedeschi, Chief, Workforce Support Branch
Kristie T. Brandon, Management Analyst
Lovisa D. Parks, Supervisory Contract Specialist/Procuring Contracting Officer
Markly Jean-Charles, CPT, Contracting Officer
Jeffrey D. Claar, Procurement Analyst
Patricia A. Neal, Procurement Analyst
Servola Frazier, Contract Specialist
Rosa I. Rivera, Contract Specialist

Director, Acquisition Career Management Staff Point of Contact

Name: Kimberly A. Tedeschi
Title: Chief, Workforce Support Branch
Telephone: 407-384-5396
Email: kimberly.a.tedeschi.civ@mail.mil

NOMINATION NARRATIVE

1. Specific Achievement or Innovation

During the period of July 1, 2016 through June 30, 2017, the Workforce Support Branch and the Leadership Development Integrated Project Team (IPT) of Army Contracting Command-Orlando collaborated to develop and implement a comprehensive workforce development program that consisted of technical training, leadership training and an employee recognition program. The achievements directly align with the DoD Acquisition Workforce Strategic Plan, the Army Materiel Command's Strategic Plan, Army Contracting Command's Strategic Plan and the ACC-Orlando's Executive Director's Strategic Plan.

Prior to being stood up as ACC-Orlando in February 2015, ACC-Orlando was the PEO STRI Acquisition Center. The organization was fully embedded in PEO STRI and received all of its training/workforce development support from PEO STRI. Therefore, this team had the responsibility to create our own policies, procedures and recognition programs from the ground up. Furthermore, this team was responsible for promoting acquisition excellence through the education, training, career development and recognition of ACC-Orlando employees. To that end, the following is a summary of their achievements.

The team envisioned, developed and implemented a very different type of leadership skills development program designed specifically to enhance the leadership skills of the ACC-Orlando Workforce. This program consists of several new and innovative aspects to developing our leaders:

1. Structured Quarterly Coaching Sessions, the backbone of the program, empowers the workforce to improve, develop, learn new skills, or find personal success. Coaching sessions commonly address attitudes, behaviors, and knowledge, as well as skills, and serves as a further form of training or teaching, normally involving one-to-one engagement;
2. Created an ACC-Orlando Career Roadmap and Leadership Guide; is a tool that provides the workforce with a myriad of resources and a roadmap to facilitate each contracting professional's career journey. It was designed to help personnel make informed decisions about their career at each level. This roadmap highlights functional competencies, Army enduring competencies and important business, professional and leadership skills;
3. Organized "Notable Thinkers" Guest Speaker Engagements, which to date, have seen three sessions provide over 323 personnel with expanded perspectives on leadership and have served as a catalyst, through the sharing of proven leadership ideas and experiences, to change attitudes, stimulate thought and inspire limitless achievements.
4. Developed a Leadership Reference Library for use by all ACC-Orlando personnel delivering a central resource where leaders and developing leaders can access material to further their understanding of leadership doctrine, principles, practices, and expand their knowledge base by tapping into the suggested resources to build skills as a leader. To date, 75 publications have been donated as resources for the Library; and finally
5. Established the Executive Director's Shadow program as a voluntary opportunity to further expose ACC-Orlando Branch Chiefs to leadership and decision making at the strategic level by "shadowing" the Executive Director. During a two-week period, participants accompany and are engaged with the Executive Director at all meetings, briefings, travel and etc.

In addition, they secured \$524K in FY17 Defense Acquisition Workforce Development Funds (DAWDF) which exceeded any previous submissions by 773%. This action in and of itself greatly increased ACC-Orlando's ability to provide high-quality, targeted leadership and technical training to the workforce. The funding secured by this team enabled ACC-Orlando personnel to enroll in classes provided by the Defense Acquisition University, Eckerd College, Darden, Office of Personnel Management and by instructors internal to ACC.

Furthermore, the team developed a FY Training Plan and implemented Monthly Training Sessions which included sessions conducted by various subject matter experts as well as monthly Contracting Officer Brown Bag Lunch sessions. These internal sessions facilitated ACC-Orlando in maintaining current and up-to-date knowledge and the latest thinking on contracting and acquisition related topics. In addition, the sessions allow for open dialogue and the real time exchange of lessons learned and best practices. To date during the period, 982 personnel have received in-house contracting/acquisition related training.

Finally, they independently developed and implemented an ACC-Orlando Employee of the Quarter Recognition Program to ensure that employees are recognized for their outstanding efforts in support of ACC-Orlando and its customers. Prior to this, ACC-Orlando employees were "competing" for Employee of the Quarter Awards as part of PEO STRI. Our program allows for ACC-Orlando employees to compete against their peers and focuses on the contracting work they do and/or the support efforts accomplished by the staff elements of the organization.

This joint efforts of the Workforce Support Branch and the Leadership Development IPT have been the lynchpins and catalysts in ACC-Orlando's success in training, developing and recognizing the ACC-Orlando workforce. The combined efforts of this group to stand-up such a robust workforce development program for an organization that was just established in February 2015 are nothing short of outstanding. The team is well-deserving of receiving the 2017 Defense Acquisition Workforce Development Program Award.

2. Value of the Nominee's Contribution

The Workforce Support Branch's and Leadership Development IPTs outstanding performance directly benefitted ACC-Orlando employees that participated in the training by increasing their technical and leadership skills. The entire organization indirectly benefitted from the on-going transfer of knowledge from those that were trained to their peers and/or employees.

Furthermore, employees of those leaders that participated in leadership training opportunities benefitted in that their leaders are more self-aware, are more equipped to effectively lead their teams and have a better understanding of their impact on their employees.

The actions of this team will have long-term benefits in the years to come. As a significant amount of our senior specialists and contracting officers are eligible to retire in the next five years, it is critical that we have the ability to seamlessly fill the void that will be left by their departure. The newly acquired leadership skills and technical skills that have been afforded these employees enables ACC-Orlando's succession plan—building the bench to lead us into the future.

As a result of the Team's activities, many ACC-Orlando, PEO STRI and other ACC Center employees have directly benefitted as indicated in the following examples:

- 100% of ACC-Orlando employees have benefitted by the targeted and individualized coaching sessions they have received to date.
- 11 ACC-Orlando NH-1102-04 Supervisory Contract Specialists (PCOs), Division Chiefs and Deputies directly benefitted from participating in the Eckerd College Leadership Development Program.
- 7 ACC-Orlando NH-1102-04 Supervisory Contract Specialists (PCOs) directly benefitted from participating in the Eckerd College Maximizing Your Leadership Potential Program.
- 6 ACC-Orlando NH-1102-04 Supervisory Contract Specialists (PCOs) and NH-1102-03 Contract Specialists directly benefitted from participating in the Eckerd College Mastering Conflict Dynamics Program.
- 28 ACC-Orlando NH-1102-04 Supervisory Contract Specialists (PCOs) and NH-1102-03 Contract Specialists, 2 ACC-APG Contracting Officers and 6 PEO STRI employees directly benefitted from participating in OPM's Leading from the Frontline Course.
- 25 ACC-Orlando NH-1102-03 Contract Specialists, 4 ACC-APG Contract Specialists and 7 PEO STRI employees directly benefitted by participating in OPM's Emerging Leaders Program.
- 2 ACC-Orlando NH-1102-04 Supervisory Cost/Price Specialists and NH-1102-03 Cost/Price Specialists directly benefitted from participating in Darden's Financial Management for Non-Financial Executives.
- 7 ACC-Orlando Employees have been recognized as Employee of the Quarter; 1 ACC-Orlando employee has been selected as the AMC Employee of the Quarter.

From a strictly financial standpoint, the Workforce Support Branch provided this training at no cost to ACC-Orlando. By effectively leveraging the DAWDF, all costs associated with bringing classes on site to Orlando or sending our employees TDY were covered.

3. Support and Alignment to DoD Acquisition Improvement Priorities

The ACC-Orlando workforce investment put in place by this team has not only had a tremendous impact on further developing a fully certified workforce, but is improving the quality and professionalism of the Acquisition Workforce and developing acquisition leaders of the future.

Furthermore, the innovative training and career resource opportunities that the combined team put in place has enabled the Acquisition Workforce to better achieve current and future requirements not only in ACC-Orlando, but in external organizations as well. Several members of ACC-APG and PEO STRI participated in ACC-Orlando's trainings and they can now share their new knowledge and leadership skills among their peers within their respective organizations.

In the end, the efforts of this combined team at ACC-Orlando exponentially benefits all organizations locally and the Army as a whole, by creating smarter, more technically savvy, and stronger leaders accomplishing the mission of the U.S. Army.

2017 Defense Acquisition Workforce Development Innovation Award

Award Citation

The U.S. Army Contracting Command – Orlando is hereby selected as the 2017 Defense Acquisition Workforce Development Innovation Award recipient in the Small Organization Category. The ACC-Orlando Workforce Support Branch and Leadership Development Integrated Project Team envisioned, developed and implemented a comprehensive workforce development program that consisted of technical training, leadership training and an employee recognition program. Promoting workforce acquisition excellence through the education, training and career development, the team secured \$524K in FY17 Defense Acquisition Workforce Development Funds which exceeded any previous submission by an astounding 773%. Focusing on leadership development, the team successfully implemented structured quarterly workforce Coaching Sessions, created a Career Roadmap and Leadership Guide, organized “Notable Thinkers” Guest Speaker Engagements, developed a Leadership Reference Library and set in motion the Executive Director’s Shadow program. In the relatively short time in which ACC-Orlando has been in existence, the innovative training and career resource opportunities put in place by the team have enabled the Acquisition Workforce to better achieve current and future requirements not only within ACC-Orlando, but in external organizations as well. The combined efforts of the team reflect outstanding commitment to the workforce, the overall Army workforce and the Department of Defense workforce as a whole.