



DEPARTMENT OF THE ARMY

PROGRAM EXECUTIVE OFFICE
GROUND COMBAT SYSTEMS
6501 E. ELEVEN MILE ROAD
WARREN, MICHIGAN 48397-5000

SFAE-GCS

26 July 2019

MEMORANDUM FOR Mr. Craig Spisak, Director, US Army Acquisition Support Center, 9900 Belvoir Road, Building 201, Suite 101, Fort Belvoir, VA 22060-5567

SUBJECT: 2019 Army Acquisition Executive's (AAE) Excellence in Leadership Awards-Product Management/Product Director Office Team of the Year (05 Level).

1. The Program Executive Office Ground Combat Systems (PEO GCS) is pleased to nominate Product Manager Stryker Future Operations (SFO) Team for the 2019 AAE Product Management/Product Director Office Team of the Year (05 Level).
2. The Product Manager SFO Team has demonstrated exceptional leadership capabilities by leading a team of trusted Acquisition professionals who possess technical expertise in supporting the Warfighter mission. The SFO team developed and executed an innovative and ambitious acquisition plan resulting in a schedule reduction of 24-months and achieving a cost savings of nearly \$30 million. The team has also led the Stryker 30mm Operational Needs Statement Infantry Carrier Vehicle "Dragoon" (ICVD) program in creating efficiencies in cost, schedule and performance that began fielding 32-months after receipt of funding.
3. The Product Manager SFO Team's professionalism and dedication while performing duties has been outstanding. The team has helped and assisted the PM Stryker Brigade Combat Team (SBCT) to provide proven acquisition, development, and sustainment of the Stryker Family of Vehicles (FoV). This effort afforded the Warfighter quick response maneuvering, enhanced survivability and lethality, expanded fight versatility, and proven tactical agility. The aforementioned enabled the Army to respond immediately to urgent operational requirements by providing the Army with the characteristics of a strategically deployable brigade capable of rapid movement anywhere on the globe in a combat ready configuration.
4. I strongly endorse the Product Manager Stryker Future Operations Team for this prestigious award and concur with the attached narrative outlining his exceptional achievements.
4. My point of contact for this action is Ms. Kimberly Catrinar at 586-282-0593 or kimberly.r.catrinar.civ@mail.mil.

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JAMES W. SCHIRMER
Deputy Program Executive Officer,
Ground Combat Systems

Assistant Secretary of the Army for Acquisition, Logistics, and Technology

2019 Army Acquisition Executive's (AAE) Excellence in Leadership Award

***PRODUCT MANAGEMENT/ PRODUCT DIRECTOR OFFICE
TEAM OF THE YEAR (O5 LEVEL).***

Administrative Information

Nominating Organization

Organization's Name: Program Executive Office Ground Combat Systems (PEO GCS)

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City: Warren State: MI Zip: 48397-5000

Primary Point of Contact

Name: Kim Catrinar

Title: Project Officer

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Team Name: PdM Stryker Future Operations (SFO) Team – Product Team

Product Manager, Stryker Future Operations Team	
Product Manager	LTC Joe Rosen
Deputy Product Manager	Mike Dunne
	BJ Buckley
	MAJ Matthew Capps
	Kevin Kasa
	MAJ Kevin Collins
	MAJ Lee Bruner III
	Nikolas Ammori

Award Citation

2019 AAE PRODUCT MANAGEMENT/ PRODUCT DIRECTOR OFFICE TEAM OF THE YEAR (O5 LEVEL).

PdM Stryker Future Operations (SFO) Product Team

For exceptional performance and leadership service by the PdM Stryker Future Operations Team of the Project Management Office Stryker Brigade Combat Team. The Stryker Future Operations Team has demonstrated remarkable leadership capabilities by leading a team of trusted Acquisition professionals who possess technical expertise in supporting the Warfighters mission while Developing, Delivering and Sustaining the Army's Premier Wheeled Combat Vehicles. Due to the outstanding leadership and direction of the Stryker Future Operations Team the result was the successful fielding of the Army's first direct fire weapon system since the 120mm cannon on the Abrams M-1 which ensured the Army's capability to engage and defeat an aggressor in the European theatre. The Stryker Future Operations Team is to be commended for their ability to provide a lethal rapid direct fire capability to the 2nd Cavalry Regiment. This team's achievement reflects great credit upon the Program Executive Office Ground Combat Systems, Office of the Assistant Secretary of the Army (Acquisition, Logistics and Technology) and the United States Army.

Award Narrative

Team's effort to support the ASA (ALT) priorities:

The Product Manager Stryker Future Operations (SFO) team led the Stryker 30mm Operational Needs Statement (ONS) Infantry Carrier Vehicle Dragoon (ICVD) program, creating efficiencies in cost, schedule and performance which enabled the fielding of vehicles to the 2nd Cavalry Regiment 32-months after receipt of funding. The team was able to effectively manage several concurrent risks through the alignment of mature requirements, leveraging available technologies, appropriate phasing of funding and tailoring of the acquisition approach to meet this aggressive, yet achievable timeline.

The SFO team developed and executed an innovative and ambitious acquisition plan resulting in a schedule reduction of 24-months and achieving a cost savings of nearly \$30 million. By leveraging the contracting flexibility under urgent and compelling circumstances, the team was able to sole source a contractor-run source selection and design activities. Additionally, the team managed a high level of concurrency by overlapping early order materials with the engineering, manufacturing and design phase, while initiating the prototype build and production decisions within the effort's first year. With the development of the XM-813 30mm cannon, the team introduced the first new direct fire weapons system to the combat vehicle fleet since the Army adopted the M256 120mm cannon on the Abrams in the 1980s. Furthermore, the team executed developmental, operational and live-fire testing while simultaneously integrating production turrets onto harvested flat-bottom Stryker vehicles. Of the \$30 million total program savings, \$20 million was utilized to fund two other 2nd Cavalry Regiment lethality upgrades (CROWS-J and ICV-Scout). The delivery of these two other capabilities coincided with the delivery of the Stryker 30mm ICVD. The remainder of savings was reinvested into the 30mm ICVD, resulting in additional capabilities for the Soldier. The SFO team established the standard for future Stryker programs which was emulated in the March 2019 future Stryker lethality decision.

Team's leadership and knowledge transfer efforts to build the competencies of current and future leaders:

Along with the expeditious delivery of increased lethality to the warfighter, the SFO leadership team encouraged personnel development by trusting and empowering team members. Four members of the SFO's team were selected for promotion and offered positions of increased responsibilities. One of these individuals was a senior automotive engineer who assumed the acting deputy role as the Double V-Hull A1 Engineering Change Proposal (DVHA1 ECP) resulting in efficient and effective leadership through developmental and operational testing. Another aspiring leader, the SFO team's most experienced Assistant Product Manager (APM), was provided the opportunity to assist the Next Generation Combat Vehicles (NGCV) team through the Request for Proposal phase; fully supporting an opportunity to broaden a high performer. As a result of this, an opportunity for a very promising Systems Acquisition Manager (SAM) was able to transition into a developmental position to assume the role of APM for the ICVD ONS program and the early phases of Stryker Medium Caliber Weapons Systems (MCWS) lethality program of record. Shortly after these opportunities were provided to teammates for professional development, they were each competitively selected for promotion to

NH-4 positions. Finally, the SFO leadership team identified a logistician with exceptional leadership abilities and groomed them to assume an acting SAM role; within a year, that acting SAM was selected for a lateral promotion to serve as APM for Stryker production. While encouraging personnel development, risk acceptance and embracing opportunities that afforded continued leadership development, the SFO team improved their acquisition competency.

Product Management/Product Director Office specific criteria:

Other noteworthy accomplishments of the PdM SFO team which directly contributed to effective management of manpower, funding and exceptional leadership are:

1. Seized the initiative by spearheading a pilot program that provided ruggedized tablets to several brigades. These tablets contained PDF operator manuals to assist Soldiers in performance of preventive maintenance. Additionally, the Project Manager pursued an app that allowed operators to create a digital 5998E for the newly delivered Stryker 30mm ICVD.
2. Executed two operational tests in a single year (2CR EUT&E and the DVHA1 FOT&E)
3. Successfully demonstrated the initial capability of firing Programmable Air Burst Munition (PABM) with the Stryker 30mm ICVD in November 2017.
4. Received Army approval to proceed with a Stryker Lethality program of record. Issued a request for proposal within 60 days of receiving a positive decision from Army leadership.

Talent Management:

The SFO team has been afforded the opportunity to bring two key stakeholders together - acquisition and requirements.

The SFO team has recruited and hired highly skilled and qualified employees as part of its talent management strategy. The SFO team has acquired, developed, employed, and retained the right talent for the future.

Having the opportunity to participate in numerous programs such as the Civilian Education System, Emerging Leaders Program, Mentoring Program and APM Development Program. Development Programs such as the APM Development Program has created a competitive developmental opportunity, consisting of a combination of training and work experience in the functional areas associated with program management. The primary emphasis of the program is to develop the future generation of acquisition leaders with a full understanding of the entire Acquisition Life Cycle. This has enabled the SFO team to promote a high-performing workforce, identify and close skills gaps, and implement and maintain programs to attract, acquire, develop, promote, and retain quality and diverse talent.

The SFO team strives for excellence even with limited resources and budget constraints.

The SFO team continues to create and provide mentoring opportunities for its employees. Through mentoring, we are building partnerships between employees by providing institutional knowledge and insight. Through our mentorship we continue to build junior to mid-level civilian employees to become future leaders and mentors that influence and shape the future workforce. Our overarching goal is to build a multi-skilled and adaptive workforce.

As we move forward into the future, the SFO team believes it's important that we [Soldiers and civilians] are integrated together ultimately resulting in a positive impact on the acquisition community.