



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.

From the DACM: LEARNING IN THE FACE OF PANDEMIC

Craig A. Spisak, Army Director,
Acquisition Career Management (DACM)



The COVID-19 pandemic has greatly impacted the world and every aspect of our lives. This is true as well for the Army Acquisition Workforce (AAW), emptying workplaces as we learn to do our jobs from our homes. So what does the future hold for the AAW? As we receive guidance from leadership and gather data on how our affected operations are working, we have to envision and plan for what will follow. We are working hard to provide resources to help you, as a workforce professional, with meeting and developing your acquisition career needs.

At the **Army Acquisition Center of Excellence (AACoE)** in Huntsville, Alabama, for example, the entire staff came together to adjust the curriculum, learn the platform in minimal time, and provided instruction in new and creative ways. As a result, 23 students completed the nine-week Army Acquisition Professionals Course; 20 students completed the one-week Army Engineering and Test and Evaluation Course; and 21 students completed the four-week Army Intermediate Contracting Course. The AACoE has now changed its virtual platform from Defense Collaboration Services to Microsoft Teams, which does not require a common access card, and began a virtual Army Acquisition Professionals Course with 36 students in mid-May.

Another creative solution was Defense Acquisition University's (DAU's) effort to successfully **convert** hundreds of in-person resident courses to the online world using virtual instructor-led training (VILT). The speedy conversion allowed for 80 percent of resident-based DAU courses to be conducted online, overcoming the DOD-wide official travel ban. Additionally, the Under Secretary of Defense for Acquisition and Sustainment **extended Defense Acquisition Workforce Improvement Act certification requirements** by granting a 12-month extension to new and existing grace periods, now through March 25, 2021.

Career development and leadership programs did not stop, either. Military acquisition officer development initiatives moved forward as my office hosted a virtual **Training With Industry (TWI)** orientation event on May 7 for the incoming fiscal year 2020 cohort of TWI fellows. One hundred twenty-nine participants, including Army officers and industry representatives, attended the online event. We are planning on moving forward with TWI as soon as the fellows can safely get to their new duty stations.

My team also found creative ways to celebrate students who graduated from some of our DACM leader development programs. For example, the class of 2020's DAU Senior Service College Fellowship program graduation ceremonies, normally held in-person at four separate physical locations, were all held on the same day, using various online technology platforms. The coronavirus pandemic is not something that we planned for. But our ability to quickly respond and maneuver has made it possible for the AAW to continue the important and required training it needs. It may not be the world we want, but for now it's the world we live in. We'll make the best of it; both now and with every new turn we encounter.

Read the full article from the Director in Army AL&T magazine: "**From the DACM: Learning in the Face of Pandemic**".

Army Acquisition Executive Policies!

Dr. Bruce D. Jette, the Army acquisition executive (AAE), signed an updated memo on June 29, 2020 appointing the principal military deputy to the assistant secretary of the Army for acquisition, logistics and technology as the director, Army Acquisition Corps (DAAC). The memo gives the DAAC full authority to carry out all powers, functions and duties with respect to the management and oversight of the Army Acquisition Corps (AAC) and Army Acquisition Workforce (AAW) matters in accordance with DODI 5000.66. Of note, the memo provides a three-year assignment to DAAC responsibilities. For more information, go to: <https://asc.army.mil/web/appointment-as-director-army-acquisition-corps/>.

A second AAE memo, titled "Appointment as the Director, Acquisition Career Management," was also signed on June 29, 2020. The memo appoints the director, Acquisition Career Management as the Army's representative for all AAW matters within the DOD, with the authority to manage the integrated execution and oversight and daily management of the AAW education, training and career development programs. For more information, go to: <https://asc.army.mil/web/appointment-as-director-acquisition-career-management/>.

WHAT'S INSIDE:

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Welcome, Lieutenant General Marion



Lt. Gen. Robert L. Marion, recently appointed director, Army Acquisition Corps and military deputy to the assistant secretary of the Army for acquisition, logistics and technology.

The DACM Office is honored to welcome Lt. Gen. Robert L. Marion, our new director, Army Acquisition Corps (DAAC) and military deputy (MILDEP) to the assistant secretary of the Army for acquisition, logistics and technology (ASA(ALT)). A trained aviator, Marion began his career in the Acquisition Corps as an assignment officer in the Acquisition Management Branch with the U.S. Army Personnel Command. He was eventually assigned to Aviation and Missile Command as the product manager for Black Hawk Modernization. Since then, Marion has amassed years of experience leading major acquisition programs. More recently, he served as the program executive officer for Aviation until assuming his role as the deputy for Acquisition and Systems Management, ASA(ALT) in January 2017. He then deployed as the deputy commander, Combined Security Transition Command-Afghanistan, United States Forces-Afghanistan, OPERATION FREEDOM'S SENTINEL, Afghanistan, before taking his current assignment in May of this year.

Marion earned an MBA from George Mason University, a Master of Military Operational Arts and Science from

the Air Force's Air University and an M.S. in strategic military studies, also from Air University. He also participated in the DACM Office's Training With Industry program at Lockheed Martin Space Systems Company. See Lt. Gen. Marion's full resume at: <https://www.gomo.army.mil/ext/portal/Officer/OfficerResume.aspx?GOID=8592&Printobjects=3>.

DID YOU KNOW?

Did you know that the AAC has four current and soon-to-be three-star generals? This level of concentrated senior leadership, comprised of Lt. Gen. Robert L. Marion, Lt. Gen. Leon N. Thurgood, Lt. Gen. David G. Bassett and Maj. Gen. (P) Thomas H. Todd, III, ensures the acquisition workforce supports the Army's focus on modernization, equipping our Army to maintain the technological advantage and capabilities against any threat in any environment.

THE ARMY RELEASES ITS CIVILIAN GUIDANCE UNDER THE ARMY PEOPLE STRATEGY

In May 2020, Dr. E. Casey Wardynski, the assistant secretary of the Army for manpower and reserve affairs, and Lt. Gen. Thomas Seamands, the deputy chief of staff, G-1, approved the Civilian Implementation Plan to the Army People Strategy. The Civilian Implementation Plan is the Army's roadmap for civilian human resources that will enable the vision for the Army of 2028.

The Civilian Implementation Plan identifies four priority areas: transform workforce planning and management; modernize civilian talent acquisition; evolve career programs to be integral to the people enterprise; and build world-class supervisors. Within these four priorities, the plan lists 11 unique tasks that are critical to priority execution.

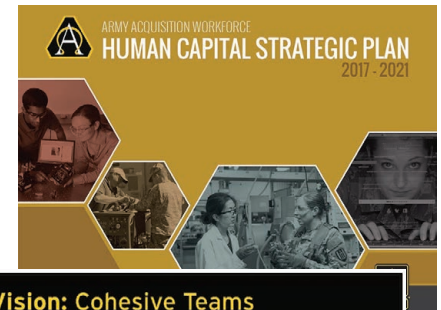
As a response to the release of the Army People Strategy, and in anticipation of the Civilian Implementation Plan, the Army DACM Office has been working to refresh the Army Acquisition Workforce Human Capital Strategic Plan (HCSP). In coordination with the HCSP Council, the HCSP goals and strategic outcomes have been updated.

The DACM office has also revamped its operational construct, updating priorities and objectives. As a result, six of the 11 DACM objectives link directly to Civilian Implementation Plan priority tasks. All of the DACM objectives link to stages in the Army Human Capital Life Cycle detailed in Army Regulation 690-950, "Career Program Management." This effort ensures that the work being done for the HCSP aligns to priorities and strategic outcomes detailed in both the Army People Strategy and the Civilian Implementation Plan while enabling human capital management that supports the big Army.

By posturing ourselves to complement the Army's strategic roadmap, the Acquisition community ensures that our human capital efforts will meet the Army's 2028 vision.

Here, you can find the documents and Strategies listed above:

- Army People Strategy: <https://people.army.mil/>.



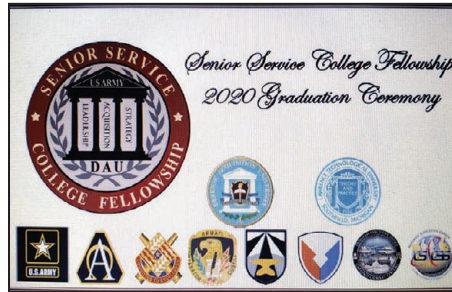
- Civilian Implementation Plan: <https://people.army.mil/overview-2/implementation/>.
- AAW HCSP: <https://asc.army.mil/web/hcsp/>.



MAKING HISTORY—CONGRATULATIONS TO THE DAU-SSCF CLASS OF 2020

On May 19, 2020, the Defense Acquisition University Senior Service College Fellowship (DAU-SSCF) program made graduation history. For the first time since its inception, graduation ceremonies were held online. Due to the global pandemic, in-person graduation ceremonies were cancelled. However, students and faculty alike adapted to these new circumstances by moving all four of the Class of 2020 graduation ceremonies to various online collaboration platforms such as WebEx and Microsoft Teams. DAU-SSCF is a rigorous, 10-month training and education leadership program designed to prepare senior-level civilians for future key acquisition leader positions and is administered in four geographical locations: Aberdeen Proving Ground, Maryland; Huntsville, Alabama; Detroit Arsenal, Michigan; and Picatinny Arsenal, New Jersey.

Collaboration technology allowed for four virtual graduation ceremonies to occur on the same day. The ceremonies were well attended by fellows' family members, SSCF alumni, local leadership and associates. Ceremonies continued throughout the day and included presentations of DAU-SSCF activities—and even the playing of the Army Song and the national anthem. Keynote speakers and their individual messages to the graduates were



Screenshot of livestreamed graduation ceremony, May 19, 2020.

delivered via livestream.

The Assistant Secretary of the Army for Acquisition, Logistics and Technology, Dr. Bruce D. Jette, concluded all four locations' graduation ceremonies with an audio message:

***“...I want to leave you with lessons in leadership that will help you navigate in uncharted territory. I understand that many of you will take on increased duties and responsibilities when you return to your organizations. Here are a few tips.*”**

Communicate, communicate, communicate—relentlessly—with your team, your leadership, and your various stakeholders. It is important to know—and let others know—what challenges you face, how you are preparing to address them, what help you may need.

Trust— leaders make decisions, but then delegate and trust others to make things happen. This doesn't mean turning your back after making a decision and hoping for the best. It does mean trusting people and, at the same time, holding them accountable.

Integrity— it is important to be honest and truthful in every part of your life.

Compassion— always demonstrate compassion for others. Your first priority must be the health and safety of your team. In the current COVID-19 crisis, for example, while most of the workforce is teleworking, it is important to stay connected and ensure that workloads are manageable.

Common decency— a final quality of leadership. Treat those around you and, above all, your subordinates, fairly. A leader treats every person with respect and dignity. Again, my sincere congratulations to you on this significant achievement.”

2020 GRADUATES

Graduates of the 2020 DAU-SSCF at Aberdeen Proving Ground, Maryland:

- **Michael Acriche**, Program Executive Office for Command, Control, Communications-Tactical (PEO C3T)
- **Walter Flood, III**, U.S. Army Communications-Electronics Command
- **Scott Newman**, PEO C3T
- **Gary Owen**, PEO Electronic Warfare & Sensors (IEW&S)
- **Robert Perry**, Army Contracting Command (ACC)
- **Brent Smith**, PEO C3T

Graduates of the 2020 DAU-SSCF at Detroit Arsenal, Michigan:

- **Phillip Burton**, Tank-Automotive & Armaments Command
- **Erik Kallio**, Tank Automotive Research,

Development and Engineering Center (TARDEC)

- **Jason Middleton**, TARDEC
- **Elizabeth Miller**, PEO Ground Combat Systems
- **Kenny Wong**, ACC

Graduates of the 2020 DAU-SSCF at Huntsville, Alabama:

- **Craig Bergquist**, PEO Missiles & Space (M&S)
- **Misty Glover**, PEO M&S
- **John Holdcraft**, PEO Aviation
- **Paul Lupo**, U.S. Army Aviation and Missile Command (AMCOM)
- **Wade McCollin**, PEO IEW&S
- **Jeannie Sommer**, Combat Capabilities Development Command (CCDC) Aviation & Missile Center

- **Kadee Waterbury**, DAU; previously with Army Materiel Command
- **George Wiggs**, CCDC

Graduates of the 2020 DAU-SSCF at Picatinny Arsenal, New Jersey:

- **Joseph Brescia**, Armament Research, Development and Engineering Center (ARDEC)
- **Eugene Connor**, Joint PEO for Armaments and Ammunition (JPEO AMMO)
- **Jeffrey Frye**, ARDEC
- **Lt. Col. Jose Maldonado**, New Jersey National Guard
- **Reinaldo Martinez**, JPEO AMMO
- **Don J. Palathinkal**, ARDEC
- **Matthew Zimmerman**, JPEO AMMO



WHERE ARE THEY NOW?

FORMER DAU-SSCF GRADUATES DESCRIBE THE POSITIVE IMPACT THE PROGRAM HAS HAD ON THEIR CAREERS



The Defense Acquisition University Senior Service College Fellowship (DAU-SSCF) program is a 10-month educational and leadership development opportunity sponsored by the Office of the Army Director, Acquisition Career Management (DACM) that provides leadership and acquisition training to prepare senior level civilians for roles such as product and project manager, program executive officer and other key acquisition leadership positions. DAU-SSCF is conducted under the auspices of the DAU at Huntsville, Alabama; Aberdeen Proving Ground, Maryland; Warren, Michigan; and Picatinny Arsenal, New Jersey.

Gaining enterprise perspective and honing critical thinking skills are valuable benefits two former DAU-SSCF alumni garnered from the program.

See what they have to say:



Meet Dr. Jennifer A. Hitchcock, currently a professor of Program Management at DAU. Hitchcock was a student in the seventh cohort of the DAU-SSCF program. Prior to her career as a DAU professor, she served as the executive director, Systems Integration & Engineering at the Combat Capabilities Development Command Ground Vehicle Systems Center, formerly known as the Tank Automotive Research Development and Engineering Center.

How do you think the DAU-SSCF participation, lessons learned, network connections made and opportunities presented made an impact in your Army acquisition career?

“The [DAU-SSCF] program prepared me by developing my critical thinking skills,” Hitchcock said. “I now consistently look at a decision from all angles to ensure I understand all aspects of the decision.”



Meet Larry Muzzelo, currently serving as the deputy to the commanding general, Communications-Electronics Command (CECOM), at Aberdeen Proving Ground, Maryland. Muzzelo, who is a Senior Service College Fellowship program graduate, holds an M.A. in management and leadership from Webster University, an M.S. in electrical engineering from the New Jersey Institute of Technology and both a B.S. and an M.S. in agricultural engineering from Pennsylvania State University. He is a member of the Army Acquisition Corps, a graduate of CECOM's Competitive Leadership Development Program, is Level III Certified in both Program Management and Systems, Planning, Research, Development and Engineering. Prior to this assignment, he served as director of the U.S. Army CECOM Software Engineering Center (SEC) in 2013. He was selected to the Senior Executive Service in January of 2014. As director, he led the SEC's efforts to ensure the software readiness of the Army's C4ISR and logistics systems, thereby enabling the Army's warfighting superiority and information dominance. He oversaw a global organization of approximately 4,000 military, civilian and industry employees in five major locations with an annual budget in excess of \$600 million.

How do you think the DAU-SSCF participation, lessons learned, network connections made and opportunities presented made an impact in your Army acquisition career?

The biggest impact that the DAU-SSCF program had on me was perspective. Through its core program of PMT 401 [Program Manager's Course], conversations with senior HQDA and DOD executives, visits with industry, participation in Army War College seminars, a Gettysburg terrain walk with a historian, visits to combat training center sites, and the European trip to SHAPE [Supreme Headquarters Allied Powers Europe], NATO and the Normandy battlefields, I came to realize that having an enterprise perspective is of utmost importance as an Army civilian. It is critical to approach challenges so that I consider alternative solutions and the second and third order effects of those decisions; I need to not only be decisive, but I also need to be informed of the facts and have an understanding of the ramifications of those decisions as I make them.

A valuable lesson was that my view is not necessarily the only view or the right view. Leaders must be open to considering and understanding different perspectives. Furthermore, my decisions must not only consider the immediate impact on my organization, but also the impact to the Army writ large. I need to be open to implementing changes that may come at my organization's expense, if it's the right thing to do for the Army. I was selected to the Senior Executive Service less than a year after graduation. My DAU-SSCF program experiences were crucial in refining my skills for implementing organizational change, driving change initiatives and achieving results.



SPOTLIGHT ON SUCCESS

Meet Remo Dela Cruz, a contracting officer with the 413th Contracting Support Brigade, Army Contracting Command at Fort Wainwright, Alaska. In 2019, Remo was a participant in the DACM-sponsored Inspiring and Developing Excellence in Acquisition Leaders (IDEAL) program and shared with us some of his experiences.

What was your primary motivation for taking the program?

My primary motivation for taking the IDEAL program is to enhance my leadership capabilities in order to lead teams toward accomplishing the Army's goal of delivering warfighting capabilities to our Soldiers.

What were your expectations of the program or course before you started and how did they change as the program proceeded?

Initially, my expectation was that I was going to learn various leadership skills and techniques. However, that changed as I progressed through the program. As I progressed, my expectations went from primarily learning leadership skills to learning more about myself and others. The course exposed me to other leadership elements that are often not discussed in leadership-related discussions or leadership programs.

What were your top three takeaways from the course?

- Mastering my own stories
- Empathy
- Motivation

What skills, knowledge or experiences from the program do you apply most, in your job or outside of work?

The biggest skill from the IDEAL program that I apply the most in my current job is mastering my own stories. As a contracting officer, I often deal with both government and contractor personnel on a daily basis. In spite of the information that I receive from both sides, I have to remain impartial and really focus on what is required by the terms and conditions of the contract and the regulations. However, that is easier said than done.



“From a personal standpoint, since completing the program, I have found myself becoming more cognizant of others and their perspectives. This is crucial, particularly when problems arise. As part of the AAW, we are required to work as a team.”

Often, as humans, we form our own stories about someone or something almost immediately, with little to no information about what that something is. We might have only received 5 percent of the available and relevant information on an issue but are moving forward as if we already have 80 percent of that information. That is dangerous because 75 percent of that which we are acting upon could be based on false assumptions or biases that have long influenced the way we see things from our own, individual perspective. This, in turn, ultimately influences the way we orient ourselves in making a decision on a problem which may not be the best solution.

By mastering my own stories, I am able to see the facts from an objective perspective, while considering all the relevant facts and

information available and without biases and assumptions.

Another skill that I apply the most from the program is communication. Communication is an integral part of what most Army Acquisition Workforce (AAW) members do on a daily basis. Whether that is a communication to a contractor, another coworker, or leadership, all of us have to be cognizant about what we are communicating and how we are communicating it. Particularly in this modern day and age, a lot of our communications are conducted electronically. Unfortunately, electronic communications are incapable of conveying nonverbal information which is essential to meaningful communication. Thus, I try to have in-person communications as much as possible. This ensures a clear and direct line of communication is established in order to have a meaningful exchange of information.

How has this program affected your career?

From a personal standpoint, since completing the program, I have found myself becoming more cognizant of others and their perspectives. This is crucial, particularly when problems arise. As part of the AAW, we are required to work as a team. This is especially true in finding solutions to problems. Without considering others' perspectives, we are prone to develop less-than-optimal solutions to problems. By seeing others' perspectives, we are amplifying our ability to develop a diverse set of solutions to problems.

From a professional standpoint, I have seen my responsibilities within the organization grow. Since I started IDEAL, I have witnessed my leadership entrusting me with more, high-dollar and high-visibility projects. I also started gaining more opportunities to train and mentor other AAW members within and outside of our organization.

Who would you recommend this course to and why?

I would recommend this course to all AAW members. This course taught me how to communicate better and build stronger relationships in order to accomplish both my personal and professional goals.

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Briefly describe what you do in your position and why it's important to the Army or the warfighter. In addition to having the opportunity to support Soldiers, what's the greatest satisfaction you have in being a part of the Army Acquisition Workforce?

As a contracting officer for the 413th CSB, I develop and manage contracts for U.S. Army Pacific in support of the garrison operations in Alaska. I primarily support operations at Fort Wainwright and Fort Greely, the Missile Defense Agency and our close U.S. Air Force partner, Eielson Air Force Base, Alaska. Many of the contracts that I have executed and currently manage directly contribute to our Soldiers' readiness and quality of life. This is especially important here in the interior Alaska region. As one of the most remote continental U.S. Army installations, Fort Wainwright is at the forefront of some of the most unique challenges when it comes to improving our Soldiers' quality of life when they are here at home.

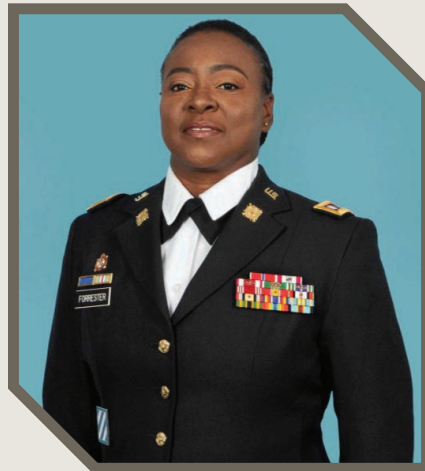
In addition to supporting our Soldiers, one of the greatest satisfactions that I have as part of the AAW is solving different acquisition problems and delivering solutions to our mission partners. This allows me to gain

valuable insight as to how every organization within the Army contributes to the overall mission. Being an AAW member also enables me to gain modern and innovative industry solutions to problems.

How did you become part of the Army Acquisition Workforce and why? What was your first acquisition position and what appealed to you about the work?

I was stationed in South Korea when I first heard about the AAW. As a construction manager there, I interacted quite often with our mission partners at 411th CSB. They went above and beyond in answering my questions and feeding my interest about the contracting field and government acquisitions in general. Upon completing my enlistment in the Air Force, I accepted a job offer as a contract specialist with the 413th CSB, where I began my career as an AAW member. Contracting appealed to me because of the team and project-based work environment. Every day is different in contracting. The acquisition challenges I face keep me engaged.

Meet Lt. Col. Cassandra Forrester, originally from West Palm Beach, Florida. She is a product manager with the Integrated Air and Missile Defense Project Office, Program Executive Office for Missiles and Space (PEO M&S) at Redstone Arsenal, Alabama. Forrester shared the valuable lessons and experiences she had while on her career path to becoming an acquisition contracting officer. Part of her career development included training at the Army Acquisition Center of Excellence (AACoE) in Huntsville, Alabama. The AACoE provides a dynamic learning environment to teach world-class Army Acquisition professionals who are equipped to provide and sustain superior support to the warfighter. To read more about her professional journey, go to <https://asc.army.mil/web/news-facing-challenges-with-confidence/>.



Briefly describe what you do in your position and why it's important to the Army or the warfighter. In addition to having the opportunity to support Soldiers, what's the greatest satisfaction you have in being a part of the Army Acquisition Workforce?

I am the product manager for the Army's ACAT ID, Integrated Air and Missile Defense (IAMD) Battle Command System (IBCS) Hardware Product Office. In this capacity, I am responsible for developing, integrating, testing and fielding a common hardware equipment suite including legacy and future air and missile defense

(AMD) systems in support of the Army's AMD task force. I am responsible for all aspects of the product office's planning, programming, work execution and resource management required for development, procurement, fielding and lifecycle management of the \$3.8 billion AMD major end items, including the legacy Air Defense Airspace Management, Rocket, Artillery and Mortar Warn and IBCS components.

I lead a diverse team of more than 150 government core, matrix and industry personnel. As the product manager, I am additionally responsible for managing multiple integrated product teams within cost, schedule and performance to satisfy cross functional teams, Army programs, Joint Service and multinational

objectives ensuring an integrated, net-centric AMD for warfighters. The IBCS provides a common mission command and sensor and weapon integration architecture for all Army AMD echelons, improving protection against threats in complex integrated attack environments. The IAMD architecture includes the IBCS engagement operations centers, the integrated fire control relays and common plug and fight integration kits that network enable current and future architectural components.

Since I am a goal-oriented leader, the greatest satisfaction gained in being a part of the Army Acquisition Workforce is being able to bridge

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or resolve a capability gap. Seeing that requirement being birthed into a product that will add to the survivability and agility of the Army's defensive strength is truly a humbling experience.

If you describe your work to others, what's one thing they typically find interesting or surprising?

Typically people find the complexity and synchronization needed for success interesting or surprising. The IBCS hardware and software are a highly efficient and complex combination that bring cohesion to the AMD warfighter's ability to perform mission command and fire control functions holistically.

How did you become part of the Army Acquisition Workforce and why? What was your first acquisition position and what appealed to you about the work?

I learned about the Army Acquisition Workforce during the latter part of my deployment to Iraq. I was in the midst of a personal and career struggle regarding my future in the Army. I loved my Army family and wanted to continue serving, but in a role that was more fulfilling professionally and personally. I learned about the Army Acquisition Corps from a contingency contracting officer.

I was captivated by the level of responsibility, autonomy and professional growth gained in the Army Acquisition Corps. I was excited about the opportunity to remain in the Army and still grow my business acumen. My first acquisition position was as a contracting specialist/contingency contracting officer. The knowledge gained about government funding, spending and laws was appealing.

What do you see as the most important points in your career with the Army Acquisition Workforce and why? (Examples include a mentorship, particular classes, valuable assignments or career-broadening experiences.) Is there a program or opportunity you wish you had pursued but did not?

The most important points in my Army Acquisition career are my current position and my time spent as a contingency contracting officer in Afghanistan. I consider these two positions to be the most challenging and rewarding of my acquisition career. Both positions offered empowerment in the conduct of duty and challenged my understanding and knowledge of the acquisition process; I became more flexible and progressive in dealing with professional challenges.

What was the latest career development program you took? When did you take it and what did you get out of it? Would you recommend it to someone else?

Program Manager's Course (PMT 401) [at Defense Acquisition University]. I took this course in 2017. I gained additional confidence and tools to help me manage and lead a successful acquisition program. I also gained a network of fellow professionals that I could reach back to for advice and support. I would recommend this course to fellow acquisition professionals who are seeking a command opportunity.

Have you given advice to junior acquisition personnel? If so, what was it? If not, what would it be?

Yes, I have been fortunate to speak to newly accessed captains and majors at the Army Acquisition Center of Excellence (AACoE) course as well as newly hired acquisition civilians. The advice that I mostly relay is:

1. Do not fear this new career path, ask questions and use helpful tools (ACQ Notes, DAU website, etc.);
2. Seek a mentor; and
3. Know your ethical and legal boundaries.

Forrester was a guest speaker for the AACoE's Army Acquisition Professional's Course, which is the initial entry course for newly assessed officers and non-commissioned officers.

For those who know you outside of work, what do they know you for? (e.g., inventor, pizza chef, scout master, builder of ultralight aircraft, etc.) What does this have in common with your work?

I am known for my love of teaching my 4- and 5-year-olds Sunday school class and cooking Jamaican cuisine. Working with children builds patience and forces you to learn to communicate in multiple ways. I am an adaptive leader and I use this same technique with my work family. Food can bridge a cultural divide, I share my heritage with my work family.

What's the most important lesson you've learned – on the job or off – over the course of your career? How do you apply it in your work?

Family is most important. I am motivated, driven and humbled to serve for their happiness. I use this same philosophy at work.



SPOTLIGHT ON SUCCESS

The Spotlight feature is your chance to highlight the interesting work you or your AAW teammates are doing in support of the warfighter. Don't be shy—tell us what you're working on. Fill out a nomination form and we'll help get the word out. Details are at <https://asc.army.mil/web/publications/army-alt-submissions/>.



Acquisition Education, Training and Leader Development Opportunities

Virtual Classes: Brought to you by the FY20 Acquisition Leadership Challenge Program

The Acquisition Leadership Challenge Program (ALCP) is still going strong. Having adjusted to the COVID-19 pandemic by converting from an in-person classroom setting to an online platform, this exciting and dynamic leadership program hasn't missed a beat as one of the DACM Office's premier leader development programs. ALCP courses are available to GS-7 through GS-15 (or broadband equivalent) acquisition personnel and applications are being accepted July 1–22.

Check with your organizational acquisition point of contact (OAP) for information on available seats for your organization. The Army DACM Office ALCP program manager will coordinate directly with OAPs and acquisition career management advocates to fill quotas. Complete ALCP program details can be found here: <http://asc.army.mil/web/career-development/programs/acquisition-leadership-challenge-program/>.

The dates and locations for the virtual offerings are:

- Virtual ALCP Level I, July 6–8 Atlanta, Georgia
- Virtual ALCP Level B, July 8–9 Atlanta, Georgia
- Virtual ALCP Level II, July 8–10 Atlanta, Georgia
- Virtual ALCP Level I, July 13–15 Natick, Massachusetts
- Virtual ALCP Level I, July 20–22 Warren, Michigan
- Virtual ALCP Level I, August 3–5 Huntsville, Alabama
- Virtual ALCP Level II, August 5–7 Huntsville, Alabama
- Virtual ALCP Level I, August 17–19 Aberdeen, Maryland
- Virtual ALCP Level I, August 19–21 Huntsville, Alabama
- Virtual ALCP Level II, August 24–26 Warren, Michigan
- Virtual ALCP Level III, September 9–11 Atlanta, Georgia
- Virtual ALCP Level I, September 9–11 Aberdeen, Maryland

TRAINING WITH INDUSTRY

Attention, active component functional area 51 (FA51) acquisition officers! There is an updated Training with Industry (TWI) policy with an effective date of June 23, 2020. The memo, titled "Army Acquisition Training with Industry Policy and Procedures," establishes responsibilities and outlines policy and procedures for FA51 officer participation in the Department of the Army's TWI program. To read the memo in its entirety, go to:

<https://asc.army.mil/web/training-with-industry-policy/>.



GREAT NEWS! NOW OPEN TO GS-14s—INSPIRING AND DEVELOPING EXCELLENCE IN ACQUISITION LEADERS

Inspiring and Developing Excellence in Acquisition Leaders (IDEAL) is a leader development program for Army Acquisition Workforce members in grades GS-12 to GS-14 (or broadband equivalent) who are currently in a supervisory position OR who have clearly documented potential for supervisory and leadership positions. It is targeted to current and future supervisors who are seeking to refine their leadership skills or develop them in preparation for a supervisory position. The deadline for applications is July 28, 2020. To apply and for more information, go to: <https://asc.army.mil/web/career-development/programs/inspiring-and-developing-excellence-in-acquisition-leaders-ideal/>.

APPLY NOW FOR THE ACQUISITION TUITION ASSISTANCE PROGRAM

Now through August 14, applications are being accepted for the Acquisition Tuition Assistance Program (ATAP). ATAP provides tuition assistance to eligible Army Acquisition Workforce civilians and military occupational specialty 51 Contracting (51C) non-commissioned officers. This is your chance to attain required business hours toward membership in the Army Acquisition Corps, the elite group of acquisition professionals within the Army Acquisition Workforce. Take this opportunity to complete acquisition and business-related courses in a declared major towards either a bachelor's or master's degree at an accredited college or university of your choice, during off-duty time. The Army DACM Office sponsors ATAP and will fund tuition costs (laboratory and technology fees) within specified funding limits. For details and how to apply, go to: <https://asc.army.mil/web/career-development/programs/acquisition-tuition-assistance-program/>.



DAU NEWS

FY21 COURSE SCHEDULE OPENS AUGUST 27, 2020

The new fiscal year 2021 Defense Acquisition University (DAU) training course schedule will open for enrollment on August 27, 2020. DAU courses fill up quickly so the earlier you apply, the better your chances are at obtaining a reservation. Browse DAU's online catalog at: <https://icatalog.dau.edu/onlinecatalog/tabnav.aspx>.

Remember to check your acquisition certification standards on the certification page at: <https://icatalog.dau.edu/onlinecatalog/CareerLvl.aspx>. For information on course registration, go to: <https://www.dau.edu/training/p/apply-for-a-course>.



DAU TRAINING COURSE UPDATES

Due to circumstances related to COVID-19, many resident (classroom) DAU courses were converted to virtual instructor-led training (VILT). The DAU Scheduling Office is reviewing the remaining fiscal year 2020 class schedule one week at a time. Check the status of upcoming classes that have been reviewed by the DAU Scheduling Office on the DAU Course Impact page at: <https://www.dau.edu/coronavirus/p/course-impact>.

While DAU will not offer any resident training until further notice, please do not cancel your class reservation; DAU will be using registration information to make VILT conversion decisions. Students will be notified several days in advance of the scheduled start date whether their class will be cancelled or offered online.

DACM POLICY

CHANGES TO THE ENG, PQM AND T&E CAREER FIELDS

For those in the Engineering (ENG), Production, Quality and Manufacturing (PQM) and Test and Evaluation (T&E) career fields, please note that the Under Secretary of Defense, Research and Engineering—the functional leader for the ENG, PQM and T&E acquisition career fields (ACFs)—reviewed the certification standards for fiscal year 2021 and determined that they are reasonable, appropriate and applicable to all DOD acquisition workforce personnel desiring certification after September 30, 2020.

As a result of this review, the functional leader has approved:

- Certification changes to the ENG ACF.
- Position category descriptions to the PQM ACF.
- Key leadership position functional-specific requirements to both the ENG and PQM ACFs.

For more details, refer to the FY21 ENG, PQM, T&E Annual Certification memo on the DACM Office policy website at: <https://asc.army.mil/web/annual-cert-memo-eng-pqm-te/>.

PROGRAM MANAGEMENT POSITION NOMENCLATURE STANDARDS

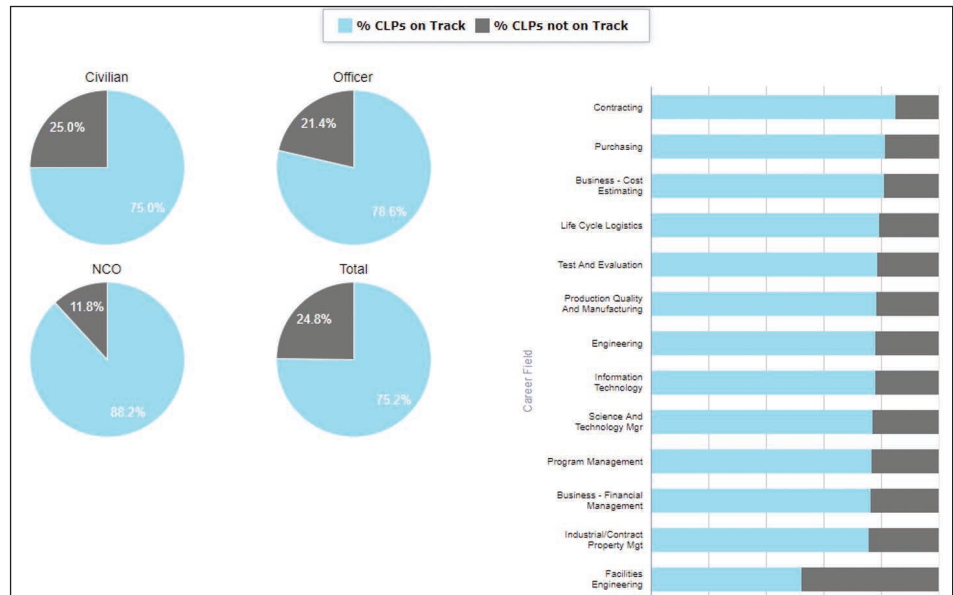
What's in a name? Effective May 26, 2020, the DACM issued a nomenclature memorandum titled "Army Acquisition Workforce Standard Program Management Position." This updated nomenclature policy establishes standard nomenclature for program management personnel across the Army Acquisition Workforce (AAW).

Also outlined in the memo are standard titles, definitions, grade or rank and hierarchy for acquisition program management leader positions. Commands and organizations must use the standardized position titles and position requirement documents (PRDs) listed in this policy for all Army acquisition program managers in occupational series 0340. Furthermore, only AAW positions that meet the requirements of this policy may use occupational series 0340, position titles and associated PRDs identified in this policy. To read the memo, go to: <https://asc.army.mil/web/aaw-standard-pm-nomenclature/>. Access the entire collection of DACM policies in the Policy Library at: <https://asc.army.mil/web/alt-workforce-policy-procedure/>.



Less Than Three Months To Meet Your CLP Requirement

We are in the final quarter of the current Army Acquisition Workforce (AAW) continuous learning two-year cycle, which began Oct. 1, 2018 and ends Sept. 30, 2020. Nearly 25 percent of the AAW is not on track to meet this requirement! The Army DACM reminds the workforce that the requirement to complete 80 continuous learning points (CLPs) within this two-year cycle is the backbone of ensuring the AAW is armed with the most current training and education to support the Soldier. If you're in the 75 percent of the AAW that's on track with your CLPs, great job! But if you're not, there is still a bit of time before the deadline. To browse and apply for DAU continuous learning modules visit: <https://icatalog.dau.edu/onlinecatalog/tabnavcl.aspx5684>.



Data as of June 11, 2020; sourced from the Career Acquisition Management Portal (CAMP), Army Acquisition Workforce Dashboard (AAWD), Army DACM Office.

NEW OPPORTUNITIES FOR EARNING CLPS INCLUDE THE FOLLOWING:

ACQ 101 IS NOW KNOWN AS ACQ 1010

New to acquisition? You may have heard people talking about taking the DAU training course titled ACQ 101. This foundational acquisition course has been revamped, refreshed and renamed ACQ 1010. For more information, go to: <https://go.usa.gov/xwjPr>.

PROGRAM PROTECTION CREDENTIAL IS NOW AVAILABLE ONLINE

DAU's new Program Protection Credential enhances your ability to prevent, detect and respond to program protection challenges. Learn about required mitigations for DOD

systems and practice recognizing security threats, system vulnerabilities and cost-benefit risk trade-offs. Here's your chance to apply these skills on the job. For more information, go to: <https://go.usa.gov/xwjPY>.

DIGITAL ENGINEERING CREDENTIAL IS ALSO ONLINE

The Digital Engineering Credential focuses on how models, simulations and digital engineering can be a benefit over the entire system life cycle and all support Systems Engineering processes. For more information, go to: <https://go.usa.gov/xwjP4>.

READ THE NEW SUMMER 2020 ISSUE!



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Army DACM Office Highlights

- ▶ July DACM Hot Topics
- ▶ USAASC: A Discussion on Race and Equality
- ▶ A Problem Solver Takes on Acquisition
- ▶ From Infantry to Acquisition
- ▶ June DACM Hot Topics



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Please email us any questions or suggestions.

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