



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: BLAZING OUR TRAIL

Rob Richardson Jr., Director, Acquisition Career Management (DACM)



(Original article in Spring 2022 edition of **AL&T Magazine**)

Research, development, testing and evaluation (RDT&E) is critical to everything we do in Army acquisition.

The 2019 Army Modernization Strategy challenged the Army to achieve 10X overmatch over the next decade. We can only become more lethal and globally dominant if we develop and enhance our capabilities, continue to test and refine operating concepts, draw on emerging technologies and anticipate changes in the operating environment. RDT&E is at the cornerstone of these efforts.

Then we tested.

We leveraged multiple Soldier touch points to ensure the capability was evolving to meet user needs, refining both the requirements and the capabilities as we went—constantly pushing the envelope of technology. Both programs completed undeniably successful rapid prototyping efforts. This achievement is the result of a huge integration effort made up of tireless Army Acquisition Workforce (AAW) professionals and teams, across the entire Army acquisition enterprise, working in synchronicity to refine requirements, insert technology and deliver cutting-edge capabilities to the force.

The role the AAW plays in the development and execution of programs like IVAS and NGSW is one that requires an eyes-wide-open approach—having an understanding of where the program and the Army is going and how to best get there. It also means knowing when and where to accept risk, and understanding the associated implications in order to allow Army leaders to make informed decisions. This extends even more so to our teammates in RDT&E. These professionals must know their craft and have the capability to do assessments and survey the environment. They need to know when to partner with others, adapt or modify an off-the-shelf product.

RDT&E is critical to everything we do in Army acquisition. We all come to the table with varying degrees of education and

experience, but we can always learn new things. We've incorporated Soldier touch points into the process to ensure we are providing the user with what they want, we test as we go and we make course corrections along the way.

It's important that the rest of us support our teammates in RDT&E. We need an agile and adaptive workforce to proactively push the envelope with regard to technology, and refine where necessary. We need to equip the entire community with the tools and talent to bring these key projects to fruition. The programs that our community is responsible for have huge implications on our ability to meet our modernization priorities. It is my responsibility as the Army director of acquisition career management to best prepare our workforce for this challenge.

Our **Student Loan Repayment Program** helps us to recruit and retain top talent with skills in science, technology, engineering and math, and in business acumen. Our **Training With Industry** program exposes military officers to the latest commercial business practices and technology development processes. Defense Acquisition University's **Senior Service College Fellowship** program that my office sponsors prepares our senior-level civilians for leadership roles in program management and contracting.

These leader development programs enhance our workforce's capability, especially during times where our Army is facing declining budgets. We can't afford to not take a holistic look at how we manage and intertwine the acquisition process. We must show and develop what's possible. If you want overmatch, you can't buy off the shelf—you can only do that with RDT&E.

WHAT'S INSIDE:

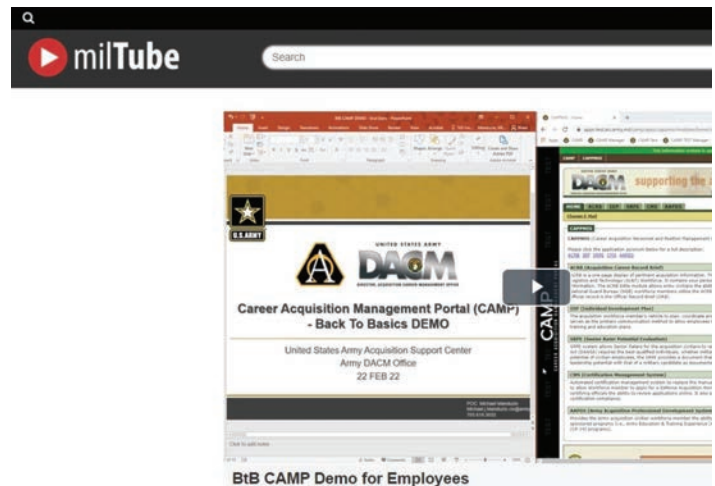
**TRACKING TRAINING WITH INDUSTRY:
FEAT. LT. COL. LEV MAZERES**

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FRESH VIDEO: Back-to-Basics Career Acquisition Management Portal Demo for Employees

We've posted a fresh video on our Back-to-Basics (BtB) milSuite page demonstrating recent changes as a result of the BtB initiative. Highlights include new certification grace period displays, printing out of new and historical Defense Acquisition Workforce Improvement Act certifications, updated functional area nomenclature (Functional Areas and levels of certification), DAU course requirements connected to your acquisition position requirements and more! Check out the video on our CAC-enabled [Back-to-Basics milSuite page](#).



B Back-to-Basics Empowering the Defense Acquisition Workforce

STAYING CURRENT WITH BACK-TO-BASICS

Back-to-Basics is here and is a new practice for the entire DOD Acquisition Community. With all of this new material and routine updates, how is an acquisition professional to stay informed? The best way for those in the Army Acquisition Workforce to stay informed is to monitor your inbox for updates such as this DACM newsletter. Other valuable resources exist on the [DACM website](#). Staying current, however, is not just about the information; it involves creating an actionable plan that allows a professional to continue their professional education. There are three efficient ways to accomplish this task: The first is to seek education and training opportunities that will meet your continuous learning points (CLP) requirements. This could include attending “lunch-and-learns,” reading articles in professional journals or taking required or desired leadership training, as an example.

Another way is to work on meeting training certification requirements for your position if you haven't already. A third way is to pursue a **Defense Acquisition credential**. Credentials provide the knowledge and associated skills to perform job-centric, niche and emerging functions in the DOD acquisition environment. They are intended to enhance specific skills and improve performance in your workplace, and they are also a perfect way to remain relevant in your functional area. You can learn more about credentials including how to sign up on the Defense Acquisition University website (<https://www.dau.edu/training/pages/credentials.aspx>). Look out for our next feature about how to work with your supervisor and your subordinates to incorporate credentials in your individual development plans.

BACK-TO-BASICS WEBINAR

On April 27, an **online webinar** will be hosted by Defense Acquisition University (DAU): “Mentoring Moments: How to leverage Back-to-Basics for your professional development” (1.5 Continuous Learning Points). Lisa Smith, deputy assistant secretary of defense for product support, hosts this web series on career development. This month's discussion focuses on the new certification requirements. For a comprehensive listing of all upcoming DAU webcasts, please visit the DAU events calendar at <https://www.dau.edu/events>. For recordings of previously completed DAU webcasts, you're encouraged to also visit the DAU events page at <https://www.dau.edu/events#past-events>.

FOR MORE INFORMATION ON BACK-TO-BASICS

For more information regarding the Army's Back-to-Basics implementation, please visit our dedicated webpage here: <https://asc.army.mil/web/dacm-office/back-to-basics>

You'll find an overview of Back-to-Basics, functional areas (check out our videos!), informational session dates, credentials, resources, news and FAQs.



CAREER NAVIGATOR



A PORT IN THE STORM

(Original article by Jacqueline M. Hames, as featured in the Spring 2022 edition of Army **AL&T Magazine**)

There’s no getting around it—having a career is work. It’s not just performing assigned duties, or assigned duties plus any extras that may pop up. It is the managing of your own career. Keeping up with job-required training, career development opportunities, continuous learning points and any number of other “administrative” things can be a job unto itself. If you have ever found yourself adrift in a sea of policy and requirements, trying to figure out the next step in your career, don’t worry—the acquisition workforce stakeholder network is here to help.

The acquisition workforce stakeholder network is a group of selected professionals who advocate for and assist Army

Acquisition Workforce (AAW) members in planning and developing their careers. These professionals have direct contact with AAW members at the tactical level—they are supervisors, organizational acquisition points of contact and acquisition career managers. They help workforce members with general acquisition career management guidance and an array of acquisition career-related matters. At the strategic level, the network consists of senior leaders who serve as acquisition career management advocates, Army acquisition functional advisors and Army acquisition functional leaders. These senior leaders are instrumental in advocating for the AAW in all career development matters, as well as providing strategic vision and advice related to training program management and policy development.

Read this very helpful jewel of an article on getting assistance with managing your acquisition career at <https://asc.army.mil/web/news-career-navigator-a-port-in-the-storm/>.

FILLING THE BATHTUB

(Original article by Daniel E. Stimpson, Ph.D., as featured in the Spring 2022 edition of Army **AL&T Magazine**)

For more than two decades, many human resources experts, university professors, consultants and think tanks have issued warnings and feared the worst about the current period. Namely, what will happen when the baby boomers retire?

The primary concern is related to the loss of the critical skills and experience required to maintain and improve the workforce as a high volume of seasoned employees exit the federal ranks in

retirement. This situation, also known as “retirement brain drain,” has the potential to leave organizations with a talent vacuum. The term “bathtub” is used to describe the shape of the workforce distribution that was simultaneously overrepresented with senior acquisition professionals and underrepresented by mid-level employees. This situation became especially concerning because of the significant threat of experience-loss coupled with a shortage of qualified mid-level leaders to succeed those retiring.

Read more of this eye-opening and compelling article at <https://asc.army.mil/web/news-filling-the-bathtub/>.



TRACKING TWI: FEATURING LT. COL. LEV MAZERES

Training With Industry (TWI) is a year-long work-experience program that gives top-performing officers an opportunity to work onsite with one of DOD’s corporate participants, obtaining extended exposure to industry management techniques, best practices and technological innovations. TWI fellows then return to the Army and apply their

new knowledge and insights. This direct contact with DOD industry partners strengthens and streamlines the acquisition bond, and ultimately everyone wins, including the warfighter. Throughout 2022, the DACM Newsletter will be tracking some of the current TWI participants to learn about their experience.

For information on how you can apply to TWI, please visit the program page: <https://asc.army.mil/web/career-development/programs/aac-training-with-industry/>.



Meet **Lt. Col. Lev Mazerés**, originally from the scenic Hudson River area of New York State. He is an Army acquisition officer currently serving as a **Training With Industry (TWI)** Fellow at the International Business Machines (IBM) Corporation. Mazerés holds an MBA from Vanderbilt University and graduated with a bachelors in economics from the United States Military Academy at West Point. Read all about his corporate experiences as a TWI Fellow and how he plans on using these valuable skills and insights as a future Army acquisition leader.

What is your current assignment?

I’m currently assigned as a TWI Fellow within IBM Consulting and as a member of the Army Account team.

What was your primary motivation for participating in TWI?

Previous assignments within the Acquisition Corps provided me with multiple opportunities to work with industry, but never through the eyes of industry. I saw the TWI program as an opportunity to better understand industry’s pain points and perceptions when working as a solutions provider for the government. My secondary goal was to gain insight into how private sector organizations function, and specifically how they’ve adapted to hybrid work environments, and managed

the challenges of retaining and acquiring human talent.

What were your expectations of TWI before you started, and have they been met so far?

I expected to gain a better understanding of how a high performing organization managed their people and operations, particularly at a time when it was believed the COVID-19 pandemic was behind us and organizations would return to in person work. Obviously, Delta and Omicron variants got a vote, and this wasn’t the situation. Instead, I had the opportunity to see how IBM as a resilient, adaptive and innovative organization doubled down on hybrid and remote work environments, stressed the importance of mental health and inclusivity,

found ways to meet employees where they were in their life and how the pandemic was impacting them, and all while continuing to deliver solutions to the field.

What have you learned so far from your TWI experience?

From a managerial perspective I’ve learned that, as always, the strength of great organizations comes down to how they manage their human capital. Employees need to be supported, challenged, nurtured and valued. What retains high caliber talent in industry is no different than in the Army. As a partner with industry going forward, I’ve also gained a far greater appreciation of the efforts our counterparts make to best understand our requirements and to deliver to meet those needs. With IBM specifically,

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I've seen firsthand the time, energy and resources internally deployed on other transaction authority (OTA) and commercial solution opening (CSO) opportunities, where they want to best understand their customer's needs, while delivering a minimum viable product the Army can try before they buy.

How will you use these skills when you return to the Army?

As a leader, my TWI experience has nothing but reinforced my belief that if you take care of people, they'll take care of the mission. How you treat your workforce defines the culture you establish. While having a great acquisition strategy may

brief well, it's the notion that culture eats strategy for breakfast that rises to the top. As a future [centralized selection list] product manager, my experience at IBM has strengthened my resolve to focus on people first. Separately, having seen the lengths at which IBM goes to deliver quality on OTAs and CSOs, I intend to be mindful of those contract type vehicles' impacts when it comes to our industry partners having to justify the internal expenses required, while also having to prioritize each opportunity they pursue. OTAs have proven to be an effective tool, but if a program office can't follow through on them, they risk straining essential industry relationships.

What would you say to someone who is considering applying to the TWI program?

The TWI program is among many great programs the Army offers its workforce, and one that should be considered by prospective eligible members. The perspectives and insights gained during my tenure have been invaluable, and I cannot think of any other opportunity that would have provided the same forum for learning and experiencing what I have while as a TWI fellow. However, planning and foresight is required, and individuals interested need to work with their mentors and career managers to plan if, when and where they can participate based on career timeline requirements.

SPOTLIGHT ON SUCCESS



Meet Christine Berg, a program analysis team leader with Program Executive Office for Ammunition (PEO Ammo), Picatinny Arsenal. Among other aspects on the growth of her career, Berg is keen to emphasize the importance of the relationships with people she built up over the years; not to mention the invaluable components of receiving, sharing, giving knowledge, guidance and professional opportunities along the way.

Read more on Berg's exciting acquisition journey in **AL&T News**.

Extracted from the **original "Paying it Forward" article**, by Cheryl Marino for Army AL&T News

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 currently serve as a program analysis team leader within Project Manager Combat Ammunition Systems responsible for programming, budgeting and execution of financial resources currently totaling \$1.1 billion across multiple research, development and acquisition (RDA) appropriations, foreign military sales, special defense acquisition funding and other service budget authority. I lead a team of interns, journeymen and senior analysts overseeing financial management of various acquisition category II/III/IV programs. Additionally, I serve as the senior financial advisor for several high priority programs aligned to the Long Range Precision Fires Cross-

Functional Team in pursuit of Army Modernization in accordance with the National Defense Strategy.

My experience involves serving at the program executive office level as well as within two project management offices providing program planning, budget guidance, fund distribution and execution. I am very proud to have experience across the entire Joint Program Executive Office for Armaments and Ammunition (JPEO A&A) portfolio—supporting mortar weapons and fire control programs as well as ammunition throughout its lifecycle—from research and development through production, fielding and demilitarization.

I find serving as a resource manager within this fast pace organization incredibly rewarding, and I enjoy working complex

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financial tasks and resolving the unique challenges I am often presented. It is an honor to support the mission to develop, procure and field lethal armaments and ammunition to the Joint warfighters and allied partners, and I am proud to do so while serving as a fiscal steward to our ultimate boss: the United States taxpayer.

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

When I discuss my work with friends and family, they are often surprised by the formal (planning, programming, budgeting and execution (PPBE)) process that the Department of Defense utilizes to allocate resources as well as my interactions within the Army to secure the necessary budget authority to provide various ammunition capabilities to the warfighter. Whether it be working with Army G8 to program funding across the Future Years Defense Program to meet the force structure requirements in accordance with the National Defense Strategy; preparing procurement and research development, test and evaluation forms and working with Department of the Army system coordinators to brief professional staff members of Congress in support of the President's budget; or working with the Army Budget Office and assistant secretary of the Army for acquisition, logistics and technology (ASA(ALT)) to ensure timely and proper execution of budget authority for our assigned programs. There are many misconceptions regarding the federal budget; however, people are often surprised when I share with them the rigor and safeguards that are in place to ensure taxpayer dollars are being used properly.

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?

My first exposure to the acquisition workforce was as a college student. I was selected for a summer internship within Project Director Joint Services (PD Joint Services), where I worked for the Project Manager Demilitarization (PM Demil) to perform optimization exercises to allocate funding for demilitarization of obsolete, unsafe ammunition as well as conduct stockpile analyses to identify trends and capacities at various demilitarization sites.

After graduating from American University, in Washington, D.C., I officially began my career as a financial management program analyst intern within the Combat Capabilities Development Command Armaments Center (DEVCOM AC). Fifteen months later, I rejoined PD Joint Services as a program analyst within their Business Division, where I worked for five years supporting PM Demil.

In my early experiences, I was fortunate to have several individuals that highlighted the great opportunities that exist for the Acquisition Workforce: formal training programs, postgraduate education,

developmental assignments as well as well-defined career paths with great opportunity for advancement. It was evident that the Army invests in its people, and that was important to me when seeking my first job.

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 didn't?

An important time in my career within the Army Acquisition Workforce were the two years I spent as a senior program analyst on the JPEO A&A G8 staff, where I served the six subordinate project/program management/director offices (PMs/PDs) in the programming, budgeting and execution of RDA programs as well as financial execution of JPEO A&A's Single Manager for Conventional Ammunition mission. This role provided me with exposure to the full scope of the JPEO A&A portfolio, but what I value the most is that through my work with each of the business divisions within the PMs/PDs, I was able to develop working relationships and friendships across the organization. We are very fortunate to have a great business community within our JPEO A&A, and we support one another professionally as well as come together to celebrate many life milestones—buying first houses, weddings, babies, graduations, etc. Given the amount of time we spend with our work colleagues, it is wonderful to be a part of a strong community.

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?

In April 2022, I will begin a developmental assignment acting as the lead financial management analyst for the Procurement of Ammunition, Army appropriation within the assistant secretary of the Army for financial management and comptroller, Army Budget Office. This opportunity will provide me with valuable experience to broaden my exposure as a financial manager and continue to expand my professional network. I strive to always grasp the “big picture,” and this assignment will provide new perspective of the Army's Strategy, the opportunity to learn from others, provide greater appreciation of the Army Budget Office organization and its mission while also continuing to serve the JPEO A&A community in a new capacity.

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

Continue learning.

In the early stages of an acquisition career, it is understandable to be eager to complete all of the training or work toward a given level of certification and think that you're officially “done.” However, I believe it is incredibly important to continuously hone one's skills



and expand our knowledge. I also think it is important to go “back to the basics.” I recently completed a foundation level course as a refresh; however, I ultimately found that I learned a great deal of new information!

I make a conscious effort to continuously learn and grow as an acquisition professional and an expert in my career field.

“I continue to educate myself through reading various publications (news articles, studies, reports), engaging with project officers to better understand the technical aspects of various programs, researching regulations and laws, reaching out to the network of financial management experts with whom I developed relationships, attending formal training, lunch and learns, seminars and conferences.

Dr. Seuss said it best, ‘The more that you read, the more things you will know. The more that you learn, the more places you’ll go.’ ”

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?

Most importantly: wife and mommy. I married my high school sweetheart, Nick, who works as a cannon artillery engineer in support of DEVCOM AC. We reside in Allamuchy, New Jersey with our two year old son and wirehaired dachshund, Giacomo (Jack). We enjoy our Peloton bike, family walks, traveling, Italian wine, cooking and golf (when we play well).

Work-related: Excel aficionado—I use Microsoft Excel or Google Sheets to organize my personal life as well as my work life. I thoroughly enjoy doing data analysis utilizing this tool.

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?

Be people focused.

I have been incredibly fortunate to have parents, my husband, family members, mentors, business managers, supervisors, program managers, project officers and coworkers that invested their time to teach me, empowered me and gave me opportunities to be challenged and grow as an acquisition professional as well as a person.

In order to pay this forward, I am committed to sharing my knowledge with others and guiding our new team members in navigating their acquisition careers.

SPOTLIGHT ON SUCCESS



Meet William “Cody” Swinford, a program manager with Acquisition Support Command, Program Executive Office Missiles and Space (PEO MS). Born and raised only 45 minutes away from Huntsville, Alabama, Swinford has over 20 years of acquisition experience and served in the military. He is also currently participating in the popular Leadership Excellence and Acquisition Development (LEAD) program.

You can read all about his professional beginnings, experiences that shaped him into a leader, perspectives about job opportunities, and career growth within the acquisition workforce in the original “Have Communication Will Travel” article by Cheryl Marino on Army AL&T News at <https://asc.army.mil/web/news-have-communication-will-travel/>.

Briefly describe what you do in your position and why it’s important to the Army or the warfighter.

I am currently in the **Leadership Excellence and Acquisition Development (LEAD)** program. I am in Phase I and currently working in PEO MS for APEO-International

supporting the Security Cooperation and Integration Team (SCIT). International and security cooperation is relatively new for me so learning new and challenging things related to this brings me satisfaction.

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

Any time I mention Army or any particular missile or aviation system that I support, it always peaks their interest. I believe they

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think I am more important than I really am, which is kind of cool.

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 started working as a civilian in 2001 and based on the jobs I moved to, they were part of the AAW, so I just naturally took any training and grew in my career as needed. I worked for one of the project offices for PEO Aviation and because I was in business, in particular financial management, seeing what I did directly supported the Soldiers in the field made me excited and gave me a purpose and mission.

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 didn't?

In 2018, I had the opportunity to work in a couple of developmental assignments at the Pentagon in the Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology working initially in the Army System Acquisition Review Council secretariat's office, then as a Department of the Army system coordinator supporting PEO Aviation and Project Manager Multi-National Aviation Special Project Office working the Afghan Aviation program. Thus far, a key highlight in my career.

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?

As mentioned above, I am a member of the inaugural cohort for the **LEAD Program**. Absolutely would recommend for anyone wanting to broaden and grow in their career.

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

Be willing to change. Be willing to accept new and challenging responsibilities and opportunities.

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?

First and foremost, I hope they recognize that I am a devout Christian, I enjoy to laugh and have fun. I have a unique weatherman's voice I use sometimes. I love my family. I love my pets. To me, these correspond with the **Army Core Values** of Integrity and Selfless Service to others.

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?

Things do not always go your way. The old motto, "If at first you do not succeed, try, and try again".

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/>.

HUMAN CAPITAL STRATEGIC PLAN IN ACTION

INSPIRING AND DEVELOPING EXCELLENCE IN ACQUISITION LEADERS PLAYS A ROLE IN SUPPORTING THE HUMAN CAPITAL STRATEGIC PLAN

The Army Acquisition Workforce (AAW) **Human Capital Strategic Plan (HCSP)** both feeds the Army People Strategy as well as supports it. One of the Director of Acquisition Career Management (DACM) Office priorities as outlined in the AAW HCSP is "AAW Strategic Workforce Development," and to support that priority, data analytics is one of the tools we use to gather feedback and make observations on how effective DACM programs are to the AAW. As an example, the DACM Office recently conducted an evaluation of the DACM-sponsored Inspiring and Developing Excellence In Acquisition Leaders (**IDEAL**) program by acquiring data through online surveys and a series of one-on-one interviews among IDEAL cohort attendees, their supervisors, the IDEAL program manager and Army Acquisition Center of Excellence (AACoE) instructors.

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IDEAL

*Inspiring and Developing
Excellence in Acquisition Leaders*

This quantitative and qualitative data was used to measure IDEAL's training effectiveness across three factors:

- Level of positive impact in employee's career.
- Application of IDEAL knowledge and skills to job duties.
- Application of various leadership competencies to impact organization and professional growth and development.

The feedback revealed that the attendees have applied what they've learned in IDEAL in their daily duties. One supervisor commented that "my employee has applied all she has learned in the course making a concerted effort to share certain aspects of her training as it pertains to the culture in her branch. I am more confident in my employee's ability to foster accountability among team members to ensure all members succeed!"

IDEAL is targeted to new and aspiring AAW supervisors in the grades of GS-12 and 13 (or broadband equivalent) who are seeking to refine their leadership skills or develop them in preparation for a supervisory or leadership position. The course is instructed over three sessions

focusing on self-development, interpersonal relationships and strategic management and uses a leadership competency-based approach focused on Army leadership competencies identified in the Army Regulation 600-100, "Army Profession and Leadership Policy." Fiscal year 2022 will have two IDEAL cohorts, both in Huntsville, Alabama.

Each cohort consists of three one-week resident sessions held over a period of approximately five months. Over the course of three separate, non-sequential weeks, IDEAL utilizes the "train-do" method. In other words, participants attend the first one-week session; learning critical material and leadership skills. Next, they return to their worksite where they apply and implement those newly-gained knowledge and skills for 1-2 months in their daily real-world jobs. Students come back to IDEAL for another one-week session where the cycle of learning and applying begins again until three "train-do" cycles are complete.

On a strategic level, we've used data analytics as a tools to gather feedback specifically on how attendees have implemented what they've learned from IDEAL and how they have implemented these competencies in their daily jobs as supervisors. The AAW **HCSP** leverages the four strategic outcomes identified in the **Army People Strategy**, tailored to the mission needs of the AAW. The HCSP goals are the specific, actionable areas of work that will organize, coordinate, integrate and enable efforts across the AAW and DACM Office. The AAW strategic workforce development data analytics initiative is a DACM Office priority. The next opportunity to submit applications to the IDEAL program is tentatively expected in early June. If you would like to learn more about IDEAL, visit our webpage at <https://asc.army.mil/web/career-development/programs/inspiring-and-developing-excellence-in-acquisition-leaders-ideal/>.

For more information about the AAW HCSP, visit <https://asc.army.mil/web/hcsp/>.



CONGRATULATIONS TO THE INCOMING CLASS OF 2022-2023 DAU-SSCF SELECTEES

Please join the DACM Office in congratulating the selectees who applied to the 2022-2023 Defense Acquisition University – Senior Service College Fellowship (**DAU-SSCF**) program.

The DAU-SSCF program is a 10-month educational and leadership development opportunity sponsored by the Army DACM Office. DAU-SSCF is conducted under the auspices of the DAU through the Huntsville, Alabama; Picatinny Arsenal, New Jersey; and virtual seminars. The purpose of DAU-SSCF is to provide leadership and acquisition training to prepare senior level civilians for leadership roles such as product and project manager, program executive officer and other key acquisition leadership positions to include contracting.

Selectees for the 2022-2023 DAU-SSCF program are as follows:

HUNTSVILLE COHORT

- Ross Armstrong, U.S. Army Combat Capabilities Development Command (DEVCOM) Aviation and Missile Center
- James Bamberg, Program Executive Office (PEO) for Aviation
- Inganita Clark, PEO for Missiles and Space
- Jimmy Downs, PEO for Aviation
- Juan Santiago, PEO for Missiles and Space
- Vicky Spivey, U.S. Army Contracting Command (ACC) – Redstone Arsenal
- Bradley Welch, DEVCOM Aviation and Missile Center

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PICATINNY COHORT

- Joshua Charm, DEVCOM Armaments Center
- Johnny Figueroa, Joint Program Executive Office for Armaments and Ammunition (JPEO A&A)
- Melissa Markos, JPEO A&A
- Matthew Nestor, JPEO A&A

VIRTUAL COHORT

- Mindy Gabbert, PEO for Command, Control and Communications – Tactical

- Leslie Hosein, PEO for Intelligence, Electronic Warfare and Sensors (IEW&S)
- Kimberly Kolb, ACC – New Jersey
- Anthony Orejel, PEO for Combat Support and Combat Service Support
- Dana Trzeciak, PEO IEW&S

To learn more about the DAU-SSCF program, go to <https://asc.army.mil/web/career-development/programs/defense-acquisition-university-senior-service-college/>.

OPEN NOW: SENIOR ENTERPRISE TALENT MANAGEMENT / ENTERPRISE TALENT MANAGEMENT PROGRAMS



The **Senior Enterprise Talent Management (SETM)** and **Enterprise Talent Management (ETM)** programs are open for applications through May 15—do not wait, apply now!

These Army talent management programs are designed to produce senior civilian leaders with an enterprise perspective and the potential to serve in positions of increasing levels of responsibility. A variety of exceptional professional development, senior-leader education and experiential learning opportunities are available for eligible candidates at GS-12 through GS-15 (and equivalent pay bands). More details can be found at <https://asc.army.mil/web/career-development/programs/setm-etm/>.



DEFENSE ACQUISITION UNIVERSITY NEWS

COURSE REGISTRATION OPEN

Defense Acquisition University recently updated their courses and iCatalog to reflect the changes to the Defense Acquisition Workforce Improvement Act certification training requirements, and registration is open now for fiscal year 2022 third and fourth quarter classes. Go to <https://icatalog.dau.edu/> to enroll.

Army DACM Office Highlights

- ▶ April 2022 - Army DACM Hot Topics
- ▶ Women Making A Difference
- ▶ Blazing Our Trail
- ▶ March 2022 – Army DACM Hot Topics
- ▶ Filling The Bathtub



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Please email us any questions or suggestions.

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