



Director, Acquisition Career Management Office

# NEWS

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: A Sustainable Enterprise

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



The DACM is committed to providing targeted learning to keep the workforce's skills sharp.

### A SUSTAINABLE ENTERPRISE

The DACM is committed to providing targeted learning to keep the workforce's skills sharp. Building and maintaining an efficient and sustainable acquisition workforce is reliant on our commitment to the fundamental

tenets of lifelong continuous learning. A new continuous learning points cycle started in October and our acquisition professionals are looking toward the next two years of professional and personal growth. Our Army acquisition functional leaders have curated exciting learning paths and new enterprise opportunities in areas like digital engineering and artificial intelligence that help the workforce stay current and ready to tackle any challenges ahead.

Alongside each of the programs, classes and other offerings included in your individual development plan is the call for personal commitment to identify and grow the skills necessary to be a successful acquisition professional. Prioritizing continuous learning in all areas of your career development leads to an increase in productivity and overall organizational success, according to Gallup's 2024 "State of the Global Workforce" report. As you consider the best path forward to achieve your professional goals, think about the skills that will best suit your needs in helping maintain and support an efficient workplace. Leadership, critical thinking and other soft skills are vital in our workforce's ability to evolve into best-in-class professionals.

Over the last few years, the Army Director of Acquisition Career Management (DACM) Office has addressed the needs of a successful and efficient acquisition workforce. It has been my mission to encourage and enable each workforce member to take hold of every opportunity that will lead them on a path to success.

### OPPORTUNITIES UNFOLDED

**Back-to-Basics**, the first major overhaul of the Defense Acquisition Workforce Improvement Act in almost 30 years, was implemented in 2022 to address the need for a more agile and adaptive acquisition

workforce. Through an increased emphasis on experiential learning, Back-to-Basics tailors training opportunities to the ever-evolving individual, team and organizational needs.

In 2023, we built a foundation for digital transformation with the rollout of learning pathways through Udemy, data-driven educational opportunities, enhanced credentials through the Defense Acquisition University and new partnerships with a digital focus that placed Army civilians in industry environments to get exposure to digital engineering. (See "Serving the Digital Soup," in the Fall 2023 issue of AL&T.)

The MOREin'24 campaign is an exciting highlight from the last year. (See "**Serving the Digital Entrée**," in the Summer 2024 issue of AL&T.) The campaign allowed us to add three new courses to the digital transformation offerings in Udemy, including the launch of the first-ever Army-specific Digital Foundations credential. Fostering the digital-first culture is vital to our investment in acquisition workforce upskilling, allowing us to keep an advantage over our adversaries.

As we move forward in the new year, the Adaptive Acquisition Framework continues to provide new pathways for accelerating delivery of capability to the force and requires that every acquisition professional has access to innovative learning opportunities that keep our workforce current and ready to support the warfighter. It is our duty to dream big and create the space to be adaptable and reliable, while maintaining the integrity of our programs and ensuring longevity for the future of the workforce. Alongside our training opportunities, from the basics to advanced, it is also essential that we put a spotlight on the soft skills that can help push forward our professional and personal growth. As a member of the acquisition work

### PERSONAL DEVELOPMENT CALLS FOR PERSONAL REFLECTION

I am proud of the advances we've made in providing exciting and engaging learning opportunities for our workforce members. You and your supervisors can work within our framework to create a learning path that best suits the requirements of your given priorities and the hard skills necessary to advance in your career.



While you work with your supervisor to identify areas of advancement, your career development also demands moments of purposeful reflection to recognize potential areas for personal growth. Soft skills, such as leadership and critical thinking, go hand in hand with the technical requirements of the acquisition workforce and are vital to becoming an effective acquisition professional. In fact, it is your responsibility to develop the skills necessary to benefit the Soldier. Gone are the days that mandated years of preparation before taking any action. It is our individual responsibility to evolve, adapt and anticipate the future needs of service members. I encourage you to consider how you can build these soft skills through a combination of our formal training offerings and opportunities for growth throughout your day-to-day work.

For example, the DACM Office offers specialized programs, such as **Inspiring and Developing Excellence in Acquisition Leaders (IDEAL)** and **Leadership Excellence and Acquisition Development (LEAD)**, that give our emerging civilian leaders the opportunity to take part in programs that are geared towards enhancing the leadership acumen of the Army's civilian acquisition workforce. For acquisition professionals that have not yet held supervisor roles, these programs are a great way

to hone your skills in a formal setting and prepare you for future leadership opportunities.

Critical thinking skills grow your ability to problem-solve, embrace changing authorities and adapt to very volatile and complex environments that may make new demands and require new and novel approaches. As acquisition professionals, the ability to assess risk and make informed decisions is essential to sustaining an efficient workforce. Over time, every challenge we face gives us more tools and key learning to succeed in the future.

Programs and classes serve the workforce well in offering formal leadership development opportunities, but much of our growth in leadership and critical thinking comes from hands-on work and experience over time. Taking individual responsibility and identifying the soft skills that need to be nurtured is a skill in and of itself, and pursuing our own personal growth requires determination and resilience. Perseverance and a bit of an entrepreneurial spirit are enough to guide each of us to pursue greater heights. The more we cultivate these skills, the more we can ensure that our Soldiers have a unique advantage.

## CONCLUSION

Achieving a sustainable enterprise requires a commitment to targeted learning and self-development that helps accelerate our capabilities to support the modern-day Soldier. Ensuring that they have the technology and tools needed to respond to threats and world events is essential. As a valued acquisition member, our office will continue to provide you with the necessary opportunities to prosper and cultivate the skills needed in the workforce.

Take that moment to reflect on the skills you'd most like to nurture and consider the many avenues that can help you achieve your goals. Use the programs and tools our office offers to plot your personal path to success. Together, we can continue to build the current and committed acquisition workforce that the warfighter deserves.

## HONORING EXCELLENCE

### 2024 ARMY ACQUISITION EXECUTIVE AWARDS CELEBRATE ACQUISITION INNOVATORS

The exceptional achievements of the Army Acquisition Workforce, who play a vital role in advancing the Army's modernization goals by delivering innovative solutions to meet evolving challenges, were recognized at the 2024 Army Acquisition Executive's Excellence in Leadership Awards Ceremony at the Pentagon.

The annual awards ceremony honors the individuals and teams whose dedication, innovation and leadership provide the Army with the cutting-edge capabilities needed to stay ahead in an ever-changing landscape. The Hon. Douglas R. Bush, the previous Assistant Secretary of the Army for Acquisition, Logistics and Technology, will lead the event and celebrate the contributions of this year's awardees.

"The transformation of the Army depends on the expertise and tireless efforts of our acquisition professionals," said Bush. "These leaders are more than just stewards of innovation; they are the architects of our success, ensuring our Soldiers are equipped with the tools and technology they need to meet any mission head-on. It is an honor to recognize their achievements and dedication to the Army's future."

The AAE Excellence in Leadership Awards highlight achievements across a range of categories, showcasing the diverse ways in which the AAW contributes to mission readiness. From groundbreaking advancements in technology to streamlined processes that enhance efficiency, this year's winners exemplify the innovation and commitment that define the Army's acquisition community.



As the Army continues to accelerate modernization, the contributions of the AAW remain critical. These awards serve as a reminder of the human element behind technological advancements—an element defined by resilience, ingenuity and an unwavering focus on the mission.

For more information about the AAE Excellence in Leadership Awards and this year's winners, visit <https://asc.army.mil/web/acquisition-awards/>.

**2024 AAE Award Winners:**

**Acquisition Career Support Professional of the Year**  
Adam R. Hall, U.S. Army Corps of Engineers

**Business Operations Professional of the Year Award**  
Matthew Seaman; Joint Program Executive Office, Armaments and Ammunition

**Defense Export and Cooperation Journeyman of the Year Award**  
Michael Suhy; Army Contracting Command, Detroit Arsenal

**Defense Export and Cooperation Professional of the Year Award**  
Brandi Martin, Deputy Assistant Secretary of the Army for Defense Exports and Cooperation

**Logistician of the Year Award**  
Craig Carson; Program Executive Office, Ground Combat Systems

**Product Management/Product Director Office Professional of the Year Award (O-5 Level)**  
Lt. Col. Edwin Kolen; Joint Program Executive Office for Chemical, Biological, Radiological and Nuclear Defense

**Project Management/Project Director Office Professional of the Year Award (O-6 Level)**  
Col. Andrew Lunoff; Program Executive Office, Missiles and Space  
**Contracting Professional of the Year Award**

Michele Boardwine; Joint Program Executive Office for Chemical, Biological, Radiological and Nuclear Defense

**Barbara C. Heald (Deployed Contracting Civilian) Award**  
Sarah Keebaugh; Army Contracting Command, Theater Contracting Center

**Outstanding Grants or Agreements Professional of the Year Award**  
Jason C. Tatom; Program Executive Office Intelligence, Electronic Warfare and Sensors

**Construction Services Contracting Professional of the Year Award**  
Katherine Younts; U.S. Army Corps of Engineers, New Orleans District

**Test and Evaluation Professional of the Year Award**  
Steven Drake; Deputy Assistant Secretary of the Army for Data, Engineering and Software

**Engineering and Technical Management Professional of the Year Award**  
Steve Dawson; Program Executive Office, Ground Combat Systems

**Digital Transformation Professional of the Year Award**  
Kelly Modlin; Army Contracting Command, Aberdeen Proving Ground

**Innovation in Contracting Strategies Individual or Organization Award**  
Robotic Combat Vehicle Product Management Office; Program Executive Office, Ground Combat Systems

**Product Management/Product Director Office Team of the Year Award (O-5 Level)**  
Product Manager Soldier Weapons; Program Executive Office Soldier

**Project Management/Project Director Office Team of the Year Award (O-6 Level)**  
Project Manager Intelligence Systems and Analytics; Program Executive Office Intelligence, Electronic Warfare and Sensors

**Test Organization of the Year Award**  
Ronald Reagan Ballistic Missile Defense Test Site; Technical Center, Space and Missile Defense Command

**Contracting Team of the Year Award**  
Maui Wildfire Debris Removal Team; U.S. Army Corps of Engineers, Honolulu District



# CELEBRATING ARMY ACQUISITION INNOVATION

## DEFENSE WORKFORCE AWARDS



Leaders across the DOD came together to celebrate innovation in acquisition with two major honors at the 2024 Defense Acquisition Awards, held Dec. 11, 2024, at the Defense Acquisition University.

The annual awards, which encompass 23 categories, celebrate the exceptional contributions of individuals and teams who advance the National Defense Strategy and uphold the Secretary of Defense’s priorities. The previous Honorable William A. LaPlante, undersecretary of defense for acquisition and sustainment, presided over the event and emphasized the extraordinary effort and collaboration of the nearly 166,000 civilian and military professionals in the Defense Acquisition Workforce, including over 33,500 members of the Army Acquisition Workforce.

“Each of you exemplifies what it means to support our allies and partners, sharing our achievements, lessons learned, and also teaching and mentoring each other. We make ourselves stronger as a community,” LaPlante said. “It is imperative we continue to invest in our people, empower each other to evolve with the threats around us, and this is exactly why you are being recognized today.” The ceremony honored professionals from the Army, Navy, Marine Corps, Air Force, Space Force, Defense Agencies, and Field Activities for their contributions to innovation and modernization, which help ensure the warfighter’s advantage. Among the Army’s honorees were two exceptional teams:

Product Manager Robotic Combat Vehicle Team, Program Executive Office Ground Combat Systems, from Detroit Arsenal, Michigan,

received the Flexibility in Acquisition Team Award. The team is first U.S. Army program to proactively decouple hardware and software acquisition by executing two Adaptive Acquisition Framework pathways. Thanks to the team’s innovative software development strategy, the development and delivery of foundational and transformational software capabilities has never been quicker.

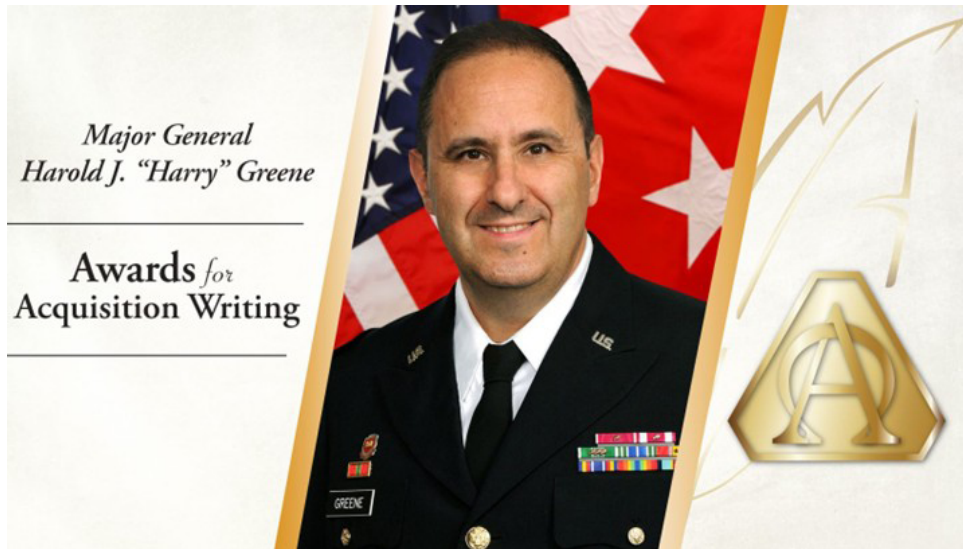
The Integrated Fires Mission Command Project Office, Program Executive Office Missiles & Space from Huntsville, Alabama, received the David Packard Excellence in Acquisition Team Award. Their groundbreaking work set the standards for modern software development leading to increased capability for the Warfighter to match the constantly changing threat environment.

Congratulations to all the winners – their achievements underscore the Army’s unwavering commitment to excellence and innovation in acquisition, delivering cutting-edge equipment and services to the warfighter.

To learn more about the Defense Acquisition Awards, go to: <https://asc.army.mil/web/acquisition-awards>.



# 2024 MAJOR GENERAL HAROLD J. "HARRY" GREENE WRITING AWARD WINNERS



The winners of the 11th annual Maj. Gen. Harold J. "Harry" Greene Awards for Acquisition competition have been announced. Established to encourage critical writing focused on Army acquisition issues, authors share their ideas, expertise and experiences in various categories to communicate perspectives, challenges and opportunities in order to improve the acquisition process and achieve better results.

### Acquisition Reform

**Winning Piece:** "Artificial Intelligence (AI) Literacy: An Imperative Competency."

**Author:** Major Mathew Henderson, Office of the Assistant Secretary of the Army (Acquisition, Logistics and Technology)

**Honorable Mention:** "Mini Portfolio Prioritization Sprints with Overarching Integrated Product Teams (O-IPTs) – Adapting to Changes within the DOD Decision-Making System."

**Author:** Ms. Elizabeth Smith, Joint Program Executive Office for Chemical, Biological, Radiological and Nuclear Defense

### Future Operations

**Winning Piece:** "Human-Machine Integration and Future Operations."

**Author:** Lieutenant Colonel Christian Abney, Program Executive Office Aviation

**Winning Piece:** "Software Independent Verification and Validation at the Speed of Relevance."

**Authors:** Ms. Megan Buford and Rebecca Hennessy, Ph.D., U.S. Army Combat Capabilities Development Command, U.S. Army Futures Command

**Honorable Mention:** "Learning to Expand the Aperture: Translating Emergence to Capability in Medical Evacuation and Other Operational Domains."

**Author:** Captain Mahdi Al-Husseini, U.S. Army Department of Aviation Medicine

### Innovation

**Winning Piece:** "Driving Innovation: Propelling the U.S. Department of Defense's Acquisition of Hybrid-Electric Tactical Vehicles to Win the Wars of Tomorrow."

**Author:** Major Curtis N. Cranston, The Judge Advocate General's Legal Center and School

**Honorable Mention:** "Bridging the Gap and the Path to Real-time Intelligence: Advancing A-ISR Through Acquisition and Innovation."

**Authors:** Mr. Eric Braun, Ms. Susan Tyndall, Ms. Lauren Scicchitano, and Mr. Michael Amabile, Program Executive Office for Intelligence, Electronic Warfare and Sensors

### Lessons Learned

**Winning Piece:** "Enhancing Army Acquisition Through Collaborative Communication."

**Author:** Mr. Mark T. Rashford, Jr., U.S. Army North G-4

**Honorable Mention:** "Rethinking the Role of C2 in Army Acquisition: Lessons from FCS and DCGS-A."

**Author:** Colonel Matthew Paul, Program Executive Office Enterprise

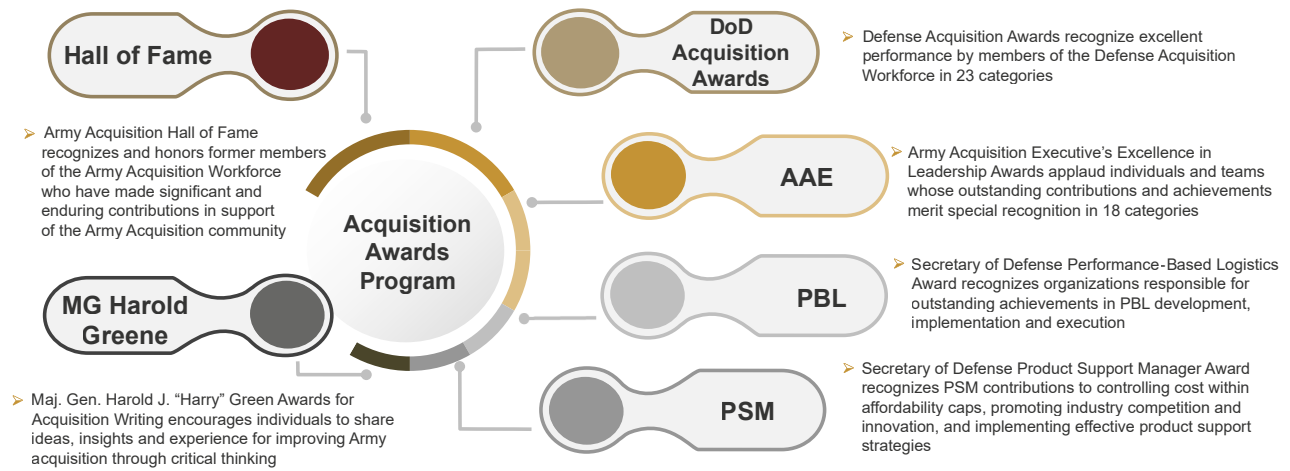
For more information about acquisition awards, visit <https://asc.army.mil/web/acquisition-awards/>



# ACQUISITION AWARDS

# 2025

## SAVE THE DATE



## CALL FOR NOMINATIONS OPENINGS

Calls for nomination are estimated and will be released at the direction of each of the respective awards sponsors.

| April 2025          | May 2025      | June 2025       | September 2025 |
|---------------------|---------------|-----------------|----------------|
| S M T W T F S       | S M T W T F S | S M T W T F S   | S M T W T F S  |
| DoD<br>Hall of Fame | AAE           | MG Harry Greene | PBL & PSM      |

VISIT THE ACQUISITION AWARDS WEBPAGE FOR THE LATEST:  
[HTTPS://ASC.ARMY.MIL/WEB/ACQUISITION-AWARDS/](https://asc.army.mil/web/acquisition-awards/)





## RANKING HIGH USAASC RANKS TOP FIVE BEST PLACES TO WORK

By Cheryl Marino

The U.S. Army Acquisition Support Center (USAASC) has been recognized as one of the ‘Top 5 Best Places to Work in the Army’ for 2023 by the Partnership for Public Service and Boston Consulting Group, reinforcing its dedication to acquisition excellence throughout its workforce—and driving home that its greatest asset is its people.

The USAASC provides training, education and career-development opportunities for professionals in the Army Acquisition Workforce to effectively support and equip the U.S. Army. As a direct reporting unit of the assistant secretary of the Army for acquisition, logistics and technology (ASA(ALT)), included in this recognition are the 12 USAASC-supported program executive offices (PEOs), that are responsible for the cost, schedule and performance of acquisition programs and portfolios.

“It is an honor that the USAASC is being recognized as a Top Five Best Places to Work in the Army,” said USAASC Director Ronald R. Richardson Jr. “The program executive offices have a big responsibility in managing a range of acquisition programs and portfolios. And our team at the USAASC headquarters supports the PEOs and the broader Army Acquisition Workforce by providing superior career development opportunities. These collective efforts enable Army modernization and continuous transformation, and I’m proud that our employees feel supported and empowered in their professional journeys.”

### MORE OF UPS

[Former] Secretary of the Army Christine Wormuth presented Col. Barry Williams, deputy director, USAASC and Lt. Gen. Robert M. Collins, military deputy ASA(ALT) and director of the Army Acquisition Corps—and leaders from the other top five Army organizations—with a banner for this achievement at the Army Civilian Showcase portion of the 2024 Association of the United States Army (AUSA) Annual Meeting and Exposition on Oct. 16, 2024, in Washington. The theme for this year’s Showcase was “Army Civilian Innovations and Changes that Keep Army Top 10 Best Places to Work,” where a panel of military and civilian leaders shared their expertise, insights and experiences with military personnel and fellow civilians, as well as industry and future talent.

“There is a sense of family,” Williams said of USAASC, after receiving the banner. “It was probably one of the only places that I’ve worked, for sure one of the few, with the amalgamation of great leadership and a great family atmosphere.” Every organization has its ups and downs, but he said in his experience at the support center there are more ups than downs. “It’s about teamwork and working together, and that’s why I’m honored to accept the award. We just have to keep it up and maintain it.”



MAKING THE LIST-BADGE: 2023 Best Places to Work in the Federal Government banner. (Graphic courtesy of USAASC)

### MAKING THE CUT

In addition to USAASC, organizations ranking in the top five were Space and Missile Defense Command, U.S. Army North and 5th Army, Army Test and Evaluation Command and Headquarters Department of the Army Field Operating Agencies and Staff Support Agencies.

AUSA Army Civilian Advisory Committee Chairman Bill Moore, who moderated the event, said making the list of best places to work in the federal government is a tribute to the senior leadership in the Army. “Leaders do three things: get missions done, prepare organizations for the future, and most importantly, take care of their people,” he said. “And this is reflected in how the Army scored.”

Results were based on index scores from the Office of Personnel Management (OPM)’s annual Federal Employee Viewpoint Survey (FEVS) and calculated by the Partnership for Public Service and the Boston Consulting Group. The FEVS was designed to assess how employees jointly experience the policies, practices and procedures characteristic of their agency and its leadership and then provide those results and indices across the federal government by agency size and by agency, through its OPM FEVS dashboard.

The results offer insights into whether (and to what extent) workplace conditions characterizing successful organizations are



present in federal agencies and provide information important to successful organizational change and development initiatives. USAASC's overall index score has consistently increased over the last few years, making the organization one of the most desirable workplaces within the Department of the Army.

“If you give people the ability to do their job well, and give them the environment to do it, they are happier and more effective,” said Frank Gonzalez, director and equal employment opportunity chief at USAASC. “Great leaders are people focused, and people make the organization. The secret sauce for making the top five is simple: Take care of your people. Make them happy and they stick around a while. They're happy and it makes recruiting easy.”

Gonzalez explained that USAASC's top five result was obtained by looking at the larger federal ranking system and breaking that down into sub agencies—large, medium, small and subcomponents—and their individual rankings. The Army, as a large organization, has made the Top 10 Best Places to Work, and USAASC, with 6,500 employees around the world, is considered a subcomponent and, according to Gonzalez, “in the blue,” meaning above

median. “We did well in several areas,” which, he said, translates to above average for the Army and above average for the federal government.

“Not only are we in the top five in the Army; we did even better than some NASA [National Aeronautics and Space Administration] organizations.” Gonzalez added that NASA has been the No. 1 place to work in the federal government for 12 years in a row. So, he said, he's happy with our progress so far.

“We take the results, evaluate them and do a deeper dive,” he said. “We look at the PEOs. Where can we move the needle to improve things? Now you're doing great over here, but you seem to drop the ball down here. How do we improve communication? How do we improve collaboration? We've got all the data for the best places to work in the federal government so what we look at is actually part of a much bigger survey. We're looking at all the aspects, not just how great of a place it is to work.”

To read more, go to <https://asc.army.mil/web/ranking-high-usaasc-ranks-top-five-best-places-to-work/>.

## RAISING THE BAR

By Cheryl Marino

With over a decade of distinguished service under his belt, Sgt. 1st Class Ryan Johnson has achieved a remarkable milestone, becoming the first instructor with **The Army Acquisition School (TAAS)** to receive the Basic Army Instructor Badge (BAIB), setting a high benchmark for those who follow in his footsteps.

“Johnson is one of the best NCOs [noncommissioned officers] I've worked with in the almost 40 years I've been in government service, and it doesn't surprise me that he is the first one at TAAS to achieve this milestone,” said TAAS Director Craig Gardunia, who presented Johnson with his badge during a holiday party at school facility in Huntsville, Alabama, on December 12, 2024.



Craig Gardunia, director at The Army Acquisition School (TAAS), presents Sgt. 1st Class Ryan Johnson with his Basic Army Instructor Badge (BAIB) in Huntsville, Ala., on Dec. 12. Photo courtesy of Craig Gardunia, TAAS

“His commitment to his profession and to the students is incredible and it just highlights the outstanding NCO that he is.” TAAS—a centralized training, education and career development center for Army acquisition professionals (officers, noncommissioned officers and Department of the Army civilians)—provides a dynamic learning environment for acquisition professionals who are equipped to provide and sustain superior support to the warfighter.

The BAIB is part of the Army's Faculty Development Recognition Program (FDRP), a voluntary program active at TAAS since October 2023, that helps recognize the professionalism of its NCO educators and bolster the standing of the instructors who teach the courses in the NCO education system. Participating instructors, who meet all program requirements, are awarded a Basic or BAIB, Senior (SAIB) and then Master (MAIB) level badges. The culmination of a nearly three-year process that seeks to professionalize Army instructors and enhance their standing.

### THE BADGE ADVANTAGE

To achieve the BAIB, a Soldier must first become a certified instructor required to complete the **Common Faculty Development-Instructor Course**, which Johnson completed in 2023 and then serve 40 hours as an assistant instructor and 40 hours as a primary instructor. Then, successfully teach at least 80 hours of instruction as the primary instructor, undergo two consecutive evaluations, and conduct four developmental observations of other instructors.





Johnson currently serves as the primary instructor for the Army Contract Writing Lab—a course offered through TAAS—where he trains Soldiers on using the Procurement Desktop-Defense software, a key system used for creating contract actions in support of the warfighter.

“I am proud to be a recipient of the Basic Army Instructor Badge and would like to highlight that this is not just a personal achievement but also a reflection of the incredible support and mentorship I have received from the entire TAAS faculty and staff,” said Johnson, who plans to continue as an instructor at TAAS while pursuing his SAIB. Career advantages with the Senior level badge are promotion points and increased responsibility in instructor roles within the Army. This will put Johnson a step closer to the MAIB, which is the highest level of learning expertise within the FDRP. At the Basic level, Johnson will facilitate and present instruction in a variety of learning environments and effectively prepare and execute instruction; question students and provide effective feedback; promote learning retention and transfer; assess learning and counsel students.

The Senior and Master instructor levels signify a considerably higher level of teaching proficiency, achieved through extended experience, advanced instructor courses and demonstrated ability to design and implement complex training programs beyond the foundational knowledge required for the Basic Badge.

**FROM MORTAR PLATOON TO TRAINING ROOM**

Johnson, a member of both the Noncommissioned Officer Corps and the Acquisition Corps, enlisted in the Army in 2009, driven by a desire to serve his country and develop leadership skills. During his four years as an Infantry Mortarman, he honed his technical



Sgt. 1st Class Johnson instructing students of Army Acquisition Transition Course 24-003 on Procurement Desktop-Defense (PD2) at TAAS, in April 2024. Photo courtesy of Sgt. 1st Class Ryan Johnson, TAAS

and tactical expertise through numerous field operations. In late 2012, he moved from the Mortar Platoon to the training room to begin his transition from military service back into civilian life—setting the stage to bring his operational experience, military discipline and training aptitude to a new role as an instructor. He applied for **reclassification to 51C** and was selected in May 2013.

In the decade that followed, Johnson has served as an acquisition workforce leader and instructor in various capacities including the Mission and Installation Contracting Command, Installation Support Programs and the 63rd Regional Support Command. He also served at Fort Cavazos in Texas, working with the 418th Brigade staff on training and readiness, and later at the Regional Contracting Center-Operation Inherent Resolve, Camp Taji, Iraq, providing policy reviews and workload management for five regional contracting offices. Using his military experience to mentor and educate others, Johnson has shaped countless individuals into confident and capable leaders and continues to influence today's acquisition professionals in preparation for tomorrow's challenges.



**The Army Acquisition School**

**CONCLUSION**

“This achievement is a testament to Sgt. 1st Class Johnson’s hard work and dedication to the precept heralding the NCO Creed, ‘No one is more professional than I,’” said Ronald R. Richardson Jr., director of Acquisition Career Management and of the Army Acquisition Support Center, whose offices oversee TAAS. “His commitment to excellence and efforts in both training and mentoring others has not gone unnoticed, and this badge is a well-deserved recognition of his skills and dedication.”

Richardson said Johnson’s ability to inspire and educate is truly remarkable and is indicative of the positive impact he has had on the Acquisition Support Center team and across the U.S. Army Acquisition Workforce as a whole.

“We are fortunate to have someone of Sgt. 1st Class Johnson’s caliber in our organization, and we look forward to seeing the continued contributions he will make as an instructor,” said Richardson. “We appreciate everything he’s done and are excited to see his continued success.”

For more information about TAAS, go to <https://asc.army.mil/web/taas>



# CONGRATULATIONS TO THE ENTERPRISE CIVILIAN TALENT DEVELOPMENT PROGRAM SELECTEES



The **Enterprise Civilian Talent Development Programs (ECTDP)** are Army initiatives created to produce senior civilian leaders with an enterprise perspective. Selectees for these prestigious programs are high-performing senior civilian leaders with outstanding potential for assignment to positions of greater responsibility and impact across the Army. Congratulations to the 26 Army acquisition professionals who have been selected for the following 2025 ECTDP Programs!

### 2025 Defense Senior Leadership Development Program Cohort

- \*William A. Bastable Jr., Joint Program Executive Office Chemical, Biological, Radiological, and Nuclear Defense
- \*Warren C. Clare, Program Executive Office Soldier

### Academic Year (AY) 2025-2026 Dwight D. Eisenhower School for National Security and Resource Strategy, Acquisition Course

- Angelo D. Scarlato, Program Executive Office Soldier

### AY 2025-2026 Army War College, Resident

- \*Sergio M. Alvarez, Program Executive Office for Enterprise
- Bevin K. Cherot, Office Chief of Army

### AY 2025-2026 Command and General Staff Officer Course

- Prisco E. Ravelli, U.S. Army Installation Management Command

### AY 2025-2026 Command and General Staff Officer Course - Satellite

- Crystal M. Henke, U.S. Army Aviation and Missile Command

### Fiscal Year (FY) 2025 Harvard Senior Executive Fellows

- Michael J. Codega, Army Futures Command

- Robert Duffy, US Army Operational Test and Evaluation Command
- Gabriel E. Duncan, Army Futures Command
- Elizabeth T. Murren, Office Secretary of the Army
- Stephanie Tice, US Army Tank-Automotive & Armament Command

### FY 2025 Senior Manager's Course in National Security Leadership

- Seth E. Farrington, Army Futures Command
- \*Stefanie L. Pidgeon, U.S. Army Acquisition Support Center

### FY 2025 Leadership for a Democratic Society

- Jason D. Lowery, US Army Operational Test and Evaluation Command

### FY 2025 90-Day Project-Based Assignment

- \*Steven L. Killen, Program Executive Office for Missiles and Space
- Benjamin L. Otey, US Army Aviation and Missile Command

### FY 2025 Leadership Shadow Assignment

- \*Ashley A. Cox, Program Executive Office for Enterprise
- \*Steven L. Killen, Program Executive Office for Missiles and Space
- Stephen B. Wozniak, US Army Corp of Engineers

### FY 2025 Defense Civilian Emerging Leader Program

- Rita R. Dorlouis, US Army Contracting Command
- Michelle Gomez, US Army Joint Munitions Command
- Jungho Hong, US Army Contracting Command
- Javed S. Mohamed, US Army Contracting Command



- Richard A. Schmidt, US Army Contracting Command
- Kristin L. Terry, US Army Aviation and Missile Command

Selection for ECTDP senior and entry/mid-Level modules/courses is linked to an applicant’s past and present duty performance, potential for leadership and career progression and the needs of the Army. Commanders, supervisors, General Officers/Senior Executive Service (GO/SES) members and human resource directors at all levels should support the ECTDP application of candidates who represent the “best of the best”: high-performing senior civilian leaders with outstanding potential for assignment to positions of greater responsibility and impact across the Army.

\*The U.S. Army Acquisition Support Center (USAASC) is the senior- and entry-/mid-level command representative for the Direct Reporting Units (DRUs) and DRU selectees are denoted accordingly.

Army civilians can log into the CAC-enabled Army Civilian Career Management Activity (ACCM) Talent Development Application Portal at <https://secure.civilians.army.mil/TalentDev> to apply for these great opportunities. The application window for the 2026 ECTDP cohort opens on Mar. 1 and closes on Apr. 30. For more information about ECTDP, visit <https://asc.army.mil/web/career-development/programs/ectdp/>

## SPOTLIGHT ON SUCCESS

MARY FALCIGNO

SPOTLIGHT ON  
**SUCCESS**

**Mary Falcigno**  
Computer Scientist  
Combat Capabilities Development Command (DEVCOM)  
Armaments Center (AC)  
Picatinny Arsenal, New Jersey

**FOCUSED MINDSET**

*Mary Falcigno, a computer scientist with DEVCOM, recently graduated from the Defense Civilian Emerging Leader Program, photo credit Todd Mozes.*

In this edition’s Spotlight on Success, we’re highlighting Mary Falcigno, a computer scientist with the Combat Capabilities Development Command (DEVCOM) Armaments Center in Picatinny Arsenal, New Jersey. With over ten years as an Army acquisition member, a degree in mathematics, and Practitioner level DAWIA-certified in the Engineering and Technical Management (ETM) functional area, Mary is a prime example of success, confidence, and consistent professional improvement.

Mary recently participated in the **Defense Civilian Emerging Leader Program (DCELP)**. DCELP institutes a competency-based approach for

the deliberate development of individuals selected to the program with emphasis on Leading Self, Leading Teams and Projects, and Leading People. Leadership is developed both inside and outside of the classroom and knowledge is pursued in a classroom environment during four (4) week-long seminars over a four-month period. DCELP is open to Army Civilians GS-07 through GS-12 (or equivalent). Mary shared with us personal insights about her experience with DCELP - let’s take a look:

**How do you think participating in this program helped or will help your acquisition career? Did it make an**



**immediate difference in how you approach your daily work interactions?**

Going through DCELP armed me with two unique resources that would be difficult to find elsewhere: DoD-wide leadership training and an expanded network. Much of my previously leadership training focused on the Army perspective while DCELP covered the entirety of the DoD. While some of the content was similar (i.e., MBTI assessments or discussions on public speaking), having the points of view from other branches and areas gave a different angle to these lessons.

Tangentially, the people I worked with every session came from a wide variety of backgrounds and experiences, and through sharing these with each other, my network is now more well-rounded. In my daily work interactions, after having practiced many of the leadership skills during DCELP sessions, I felt confident in applying them in leading my team. I had just started with a new group and was able to strengthen my mindset as I underwent that transition with skills learned in DCELP.

**Why did you choose to participate in this program?**

At the time when I applied to DCELP, I was feeling stuck in my work. The subject matter was interesting, but I didn't feel like I was able to "flex and grow" as much as I could. I felt like I needed more experience beyond what I was being presented by my Army leadership, and DCELP was not something I had heard of previously. I chose to participate to broaden my horizons for future opportunities.

**Do you have a specific activity, lesson learned or key takeaway that particularly resonated with you and how or why?**

Throughout the program, we did a lot of introspection, looking to understand ourselves, how to express ourselves, and ways we contribute to our organizations/teams/groups. One of the first discussions toward this was about "authentic leadership" and leadership values. While I always considered myself to be authentic with everyone, taking a moment to identify characteristics about myself and what drives me as a leader was useful to increase my self-awareness and presence. I and other program participants came to realize how easy it is to be the leader we think we should be vs. the leader we truly are. This has helped keep me focused and driven as a grow as a leader in my own career.

**When you hear the phrase 'lead by example', is there a particular time in your professional life in which this idea loudly resonated?**

This phrase is something that I feel has a role in my interactions daily. Not all lessons my leadership has taught me are explicitly laid out in an email or presentation. Many things I learn from

watching how they conduct themselves and their own work each day. It is easy to say something like "lead by example" but not realize how many facets this may apply to. Specifically, with work-life balance, we are encouraged to take the time we need when we need it and to prioritize our health and loved ones. However, there are some leaders who will still try to work when sick or run late to an event because a meeting was going longer than expected. These actions are not in line with what they tell us but are not as obvious as more office-based actions.

**How did what you learned in the program prepare you to be a more successful leader?**

As mentioned previously, I feel more self-aware and understand my own values as a leader following the introspection done regularly with DCELP. I am prepared to be my own leader and not just the leader I think everyone wants me to be. The program provided me numerous resources, both people and topics, that can help me stay focused on success and navigate challenges as they arise.



*STAYING FOCUSED AND DRIVEN - Mary Falcigno, 2nd row, 2nd from left, graduates with fellow 2024 participants from the Defense Civilian Emerging Leader Program (DCELP) on May 10, 2024 at the National Center for Employee Development (NCED) - Norman, Oklahoma*

Open to Army civilians GS-07 through GS-12 (or equivalent broadband), DCELP is one of the premier DoD leader development programs for civilians. The program consists of a series of 4 one-week in-resident sessions, assessment tools, knowledge transfer activities, participant writing and briefing projects, and individual coaching. DCELP institutes a competency-based approach for the deliberate development of individuals selected to the program with emphasis on Leading Self, Leading Teams and Projects, and Leading People. DCELP opens for applications annually, typically in the 3rd fiscal quarter. For more details, go to <https://asc.army.mil/web/career-development/programs/ectdp/>.