



**Department of War (DoW)
2026 Warfighting Acquisition Awards
Workforce Development Innovation Team
Nomination Instructions**

Please read this carefully before completing and submitting the nomination form.

Background: The Warfighting Acquisition Team Awards for Workforce Development Innovation honor acquisition organizations that exemplify talent management excellence by deliberately elevating and empowering the acquisition workforce to rapidly deliver capability to the warfighter. Award recipients implement workforce development initiatives that directly advance acquisition transformation in talent management excellence by recruiting, developing, and retaining top talent from government and industry; reducing unnecessary barriers to execution; and fostering a risk-based, mission-focused culture that enables outcomes rather than compliance.

These awards honor exemplary organizations that prioritize workforce development as a mission-critical enabler, ensuring acquisition professionals are equipped with the authority, responsibility, accountability, and skills needed to execute in a warfighting environment. Additional information on the award and past winners are available at: <https://asc.army.mil/web/acquisition-awards/warfighting-acquisition-awards/>.

Eligibility: All DoW acquisition organizations and teams (DoW military and civilian) are eligible for the Workforce Development Innovation Award, except for Component-level Acquisition Career/Talent Management offices and Office of the Secretary of War staff organizations. All team members listed on the nomination form must be DoW civilian or military personnel, contractors may not be listed as members of a team.

One nomination may be submitted in each category:

- (1) Small – the team's efforts/accomplishments impacted less than 500 (1 - 499) warfighting acquisition workforce members ; and
- (2) Large – the team's efforts/accomplishments impacted 500 or more warfighting acquisition workforce members.

The application procedures are the same for both categories. The award period is July 1, 2025, through June 30, 2026. Achievements resulting from efforts starting before July 1, 2025, may be included, but the culmination of the achievement must be within the award period.

Evaluation: Nominations will be considered based on demonstrated talent management excellence and innovation in the following areas, with a total score of 100 points:

- 1) Specific achievements and/or innovations (50 points). The organization demonstrates exceptional leadership and innovation in addressing acquisition workforce challenges and

advancing workforce readiness. Nominations should describe concrete initiatives, practices, or reforms that produced measurable improvements in workforce capability, capacity, and/or performance. Examples may include applying modern, data-informed talent management practices to improve retention and reward critical skills; strengthening talent pipelines through internships and early-career development; advancing leadership development through experiential learning or government-industry rotations; and modernizing training to foster rapid cross-functional teaming, critical thinking, innovation, and risk taking under operational pressures.

- 2) Value of the nominee's contribution (30 points). The organization demonstrates direct impact in achieving organization and/or component priorities. Examples may include innovative, data-driven workforce efforts, process improvements, productivity gains, and organizational changes that boost performance and reduce costs.
- 3) Contribution to DoW acquisition improvement priorities (20 points). The organization demonstrates a commitment to transformative outcomes and best practices that enhance mission success for the organization and greater acquisition community. Examples may include applying organizational change management to achieve outcomes rather than compliance; implementing targeted leadership training to equip leaders to empower their teams, delegate authority, and embrace mission-focused risk taking; and leveraging workforce incentives to recruit, develop, and retain top talent from government and industry in support of mission execution.

Selection: The Warfighting Acquisition University (WarU)/Human Capital Initiatives (HCI) validates eligibility and forwards nominations to the Workforce Development Innovation Team Awards Selection Board. The board is comprised of senior leaders experienced in workforce training, development, and talent management. WarU/HCI consolidates the recommended winners for each award category for the Under Secretary of War for Acquisition and Sustainment to review and approve.

Instructions:

Nomination format, content, and logo. The nomination package must include (in PDF) the completed nomination contact template (below) and a three page (maximum) narrative supporting the nomination, and a brief award citation, not to exceed 200 words. A high-resolution organizational logo (at least 2 inches by 2 inches at 300 dots per inch) in either JPG or TIFF format must also be included with the email submission. The nomination package should not contain information classified above Controlled Unclassified Information (CUI). Note: Award citations of winning nominations will be made public and should not include CUI.

Nomination approval. The nomination package must be submitted with a signed endorsement letter from the organization commander. Each organization may nominate one team. Contractors may not be listed as members of the team. The Army Director, Acquisition Career Management (DACM) Office is the official collection point for U.S. Army nominations. The Army DACM Office will coordinate nomination packages for Army Acquisition Executive approval and endorsement to the USW(A&S).

Submission deadline. Your nomination must be submitted electronically no later than September 8, 2026 For more details on award categories and criteria, and to submit your nominations, visit the

U.S. Army Acquisition Support Center website at <https://asc.army.mil/web/acquisition-awards/warfighting-acquisition-awards/>.

Recognition Ceremony. WarU/HCI will hold an in-person event at Howell Auditorium, WarU Campus, Fort Belvoir, Virginia, in early 2027. Winners and team accomplishments will be featured on the Pentagon's warfighting acquisition workforce recognition display, in the Defense Acquisition Magazine, on the WarU/HCI Awards website, and on other media venues.

Monetary Award. The Small Organization and Large Organization winners may be eligible for a \$10,000 group monetary award for not more than five (5) civilian team members, at the discretion of the component and subject to DoW guidance. Contractor personnel are not eligible to receive a group monetary award. DoW components typically use mission or Defense Acquisition Workforce Development Account funding for these awards. DoW components must coordinate with their respective budget and Human Resource offices to ensure compliance with the latest funding and award guidelines.

Questions. For questions regarding this award or the nomination process, contact Rachel Longarzo at rachel.m.longarzo.civ@army.mil.



Department of War (DoW)
2026 Warfighting Acquisition Awards
Workforce Development Innovation Team
Award Nomination Submission Form

Part I - Nominated Organization / Group / Team			
<i>(Note: The winning organization and team name will be printed on all materials and trophies as listed below)</i>			
Team Name		Mailing Address	
DoW Component	Command / Organization	Number of acquisition workforce members impacted by team accomplishments: Over 500 (Large) Under 500 (Small)	
Part II - Name of Service / Component Acquisition Executive / Senior Acquisition Leader			
Name		Title	
Telephone		Email	
<i>Acknowledgement of Monetary Award</i> <i>By submitting this nomination, you acknowledge that should this be a winning nomination and a monetary award be provided by the Service/Component, it will comply with DoW awards guidance.</i>			
Signature		Date	
Part III - Submission Point of Contact			
<i>(Individual to be contacted if there are questions regarding nomination package)</i>			
Name		Title	
Telephone		Email	
Part IV - Director, Acquisition Career Management			
Name		Title	
Telephone		Email	

Part V – Organization Information

Organization Size (Number of Military & Civilians):

Number of Acquisition Workforce Members (Military & Civilian):

Organizational Mission Statement (Maximum 100 words):

Part VI – Nominated Team Information**TEAM MEMBER INFORMATION:**

List up to five key individuals responsible for the team's accomplishments (those managing initiatives cited in the narrative).

Note: If selected, these individuals will accept the award, on behalf of the larger team, at the annual awards ceremony and receive individual certificates. Individuals listed must be DoW military or civilian personnel. Contractors may not be listed on this form.

List the Team Lead first, followed by four team members. (Leave Functional Area blank if the team member is not coded to an acquisition position.)

Full Name, Position Title, Rank

Functional Area

Email Address

Team Lead's Supervisor's Email:

Section VII – Nominee Narrative

Narrative should not exceed the three pages provided in the nomination form template. Nominees will be evaluated in the areas of 1) Specific Achievement or Innovation (50 points); 2) Value of the Nominee's Contributions (30 points); and Contribution to DoD Acquisition Improvement Priorities (20 points).

Section VII – Nominee Narrative *(Continued)*

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Section VIII – Award Citation

The Award Citation may be used for various recognition purposes, such as notification of award winners in the Defense Acquisition Magazine or other acquisition periodicals and must not include CUI.

The Award Citation should be approximately 100 words and may not exceed 200 words.

Section IX – Logo

A high-resolution organizational logo (at least 2 inches by 2 inches at 300 dots per inch) in either JPG or TIFF format. To add your logo, "click" the "Tools Bar" to edit the PDF, "click" on the "Add Image" icon in the tool bar that appears above and insert the logo in the area below.

Organizational Logo *(If you are unable to insert your organizational logo, you may attach a JPG or TIFF file to your email submission)*

Nomination Package Checklist

Nomination Packages must be complete to be considered, please do one final check before submitting all packages for consideration.

Nomination Form

Nominee Narrative

Award Citation

Logo (JPG or TIFF)