



Career Program 26

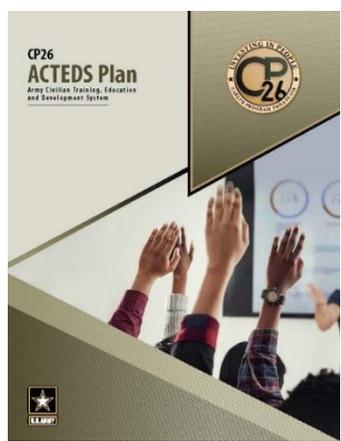
Manpower and Force Management

FALL 2017 BULLETIN

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The Updated ACTEDS Plan now Available



The October 2017 plan has been posted on our Army Career Tracker Communities page, the CP26 DVIDS account and on the CP26 Facebook page.

We have expanded our training plan to include courses focused on enhancing our

analytical skills. These courses, presented by the Naval Postgraduate School, include:

- Risk Management
- Multi-Criteria Decision Making
- Introduction to Budgeting
- Human Capital Resource Management

Read through Appendix F for information for these courses and more.

Other changes of note in the CP26 ACTEDS Plan include:

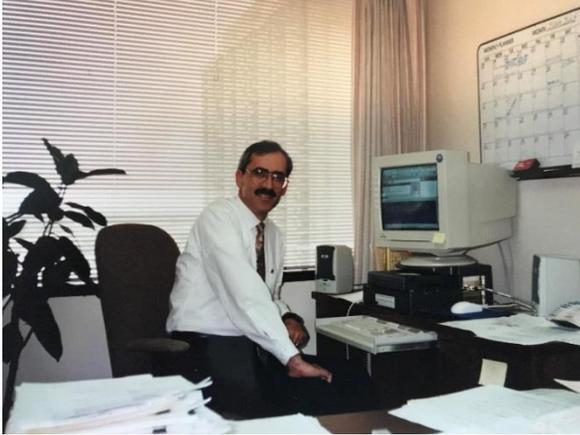
- Changing the PPBE training source from ALMS to the Army Finance School, and
- Encouraging FM certification in order to broaden our resource management skills

Reading and understanding the ACTEDS plan is key to having a successful and rewarding career.

“There’s a lot of satisfaction that comes from knowing you’re doing your best, and there’s even more that comes when it begins to pay off.”

— Sir Alex Ferguson

Congratulations and Farewell!



Congratulations to Mr. Maurice Yaglom, who retired on August 31st, after more than 30 years of service to the U.S. Army, Army Medicine and the Manpower and Force Management Community. Mr. Yaglom has been an outstanding mentor and a pillar in the CP26 community. He will greatly be missed.



Prior to his retirement Mr. Yaglom spoke to our Podcast, *Talking Manpower*. During his interview he looked back at his time at OTSG, how he hoped to be remembered and reviewed some of the projects he found memorable and challenging in his career.

Listen to the podcast here:

<https://www.dvidshub.net/audio/49389/talking-manpower-episode-21>

This Year Let's Pledge to Take Ownership and Control of Managing our Manpower Analyst Careers

By: Mrs. Kathy Battle, Management Analyst, U.S. Forces Command, Fort Bragg, North Carolina



As Manpower and Force Management professionals, we often put ourselves on the back burner when it comes to taking care of our educational and professional well-being.

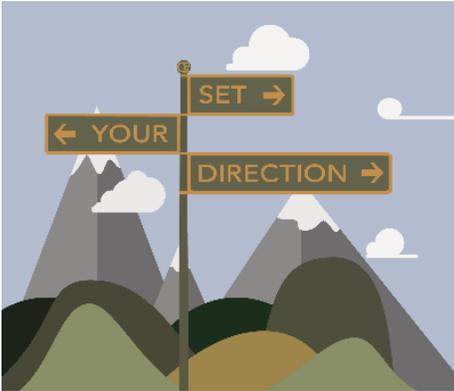
Sometimes sitting on the back burner is for a good reason, especially since our number one priority is taking care of Soldiers. However, this year let us pledge to do better when it comes to managing and taking advantage of our professional development careers.

This summer I was afforded the opportunity to attend the *FA50 Qualification (FA50Q)* course.

Then reality set in.....wait, what?

My son was graduating with his Masters from the University of Georgia in the summer and my youngest son needed to move back to Morehouse College to start his junior year. Then I thought to myself, I always find excuses to back out of training for whatever reason. I knew this would be a challenge but I was determine to succeed.

August 25, 2017, I graduated with four certificates in hand. I can hardly believe I did it! But if I can do it, I know you can too!



First, I challenge you, my fellow Manpower and Force Management professionals, to take ownership and control of managing

your careers. Start by setting realistic goals for your career success. Remember, it is ok to take baby steps, (i.e., working towards getting an associate degree, then bachelors, masters and/or doctorate). Think outside the box, know what you need in order to be successful and create SMART goals (Specific, Measurable, Attainable, Relevant and Timely). For example, if you notice that writing is an area that needs improvement, you may want to seek opportunities to strengthen your writing skills. Try scheduling time once a week to practice your writing skills and have it reviewed by a mentor or professor.

Secondly, review your Individual Development Plan (IDP) to ensure it captures the steps for true success. Discuss your IDP with your supervisor, mentor or a close friend. By revisiting your IDP with a professional colleague, you can utilize them as an accountability tool to keep you on track.

The next step to ensuring success is to develop your manpower toolbox. By creating your toolbox, you are adding professional items you need in order to be effective in your current position. Below is a list of items I am currently using:

- Professional Reading List/Current Events
- Outlook Calendar/Planner/OneNote
- Army Regulations (specific to the position)
- Microsoft Office (to strengthen proficiency)

Finally, yet most importantly, be sure to pack your patience and always remember you are never too busy or too old to learn new manpower techniques and skills. While our primary duty is to take care of Soldiers, we also have to remember our professional commitment to ourselves. In order to serve to the best of our abilities, we must be at our best and that includes taking care of our professional well-being.

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Remaining Relevant in the Workforce as a Senior CP26 Careerist

By: Ms. Veronica Reid, Headquarters, AMC G8, Manpower Division, Redstone Arsenal, Alabama



I was selected as a DA Intern in Career Program 26 in 2000. I entered the CP26 program without the wide-eyed innocence seen

in many interns. The CP26 program provided a map for progress and I wholeheartedly accepted the challenge.

By 2016, I realized, while at a CP26 presentation, that I'd surpassed many milestones and trainings in the career program. At that briefing I listened with a feeling of accomplishment that quickly turned into a subtle fear of stagnation. I realized that I'm close to the retirement age and none of those things related to my current status. Since my mind is not on retiring, I turned my thoughts to what can be done to remain relevant in the current workforce and government environment.

I began by exploring my career program. CP26 provides progressive education in the form of correspondence courses, residential courses, developmental assignments and various networking opportunities. To progress, I followed the career map as recommended. CP26 continues to tout other opportunities as the Proponency Office reaches out through various media channels and their roadshows. The sky is the limit for everyone, including myself. The CP26 Program is a valuable tool that I can use to build the next phase of my professional development and I will continue reaching into the CP26 guidance to apply what I need.

Today's federal civil servants are much older than they were a decade ago. In accordance with a GAO report (GAO-14-215), dated January 2014, out of 1.96 million permanent career employees on board in September 2012, at least 14 percent of were eligible to retire. By the end of this fiscal year, 31 percent of onboard personnel will be eligible to retire. Although eligible, many of the population are not necessarily planning to retire. AARP reported that almost 80 percent of "Baby Boomers", planned to continue working. Based on financial and personal reasons, including the desire to stay in that functional field, we will continue working.

As the civilian personnel system acknowledges the aging workforce, they also are developing different training programs to expand the knowledge and abilities of the veteran careerist. The Senior Enterprise Talent Management (SETM)/Enterprise Talent Management (ETM) Programs are a series of leadership and developmental trainings designed for the career civilian who wants to perform in positions of increased responsibilities. The programs combine leadership courses with developmental assignments, details, shadowing and reassignments.

Developmental assignments are one of those tools promoted by my organization as they help fill

personnel gaps. These assignments also provide an "on-the-job" level of experience that bridges the understanding to different functional areas and

The sky is the limit for everyone, including myself. The CP26 Program is a valuable tool that I can use to build the next phase of my professional development

provides a clearer picture of the Army at large. In the current Army picture of reduced civilian positions and questionable funding, the hiring processes have slowed and competition for new jobs or promotions have increased. With the younger careerist having recently completed degrees or updated training, they seem to have an advantage. Although true, I don't want to be left behind. To remain pertinent and skilled, I had to free my mind of the thought that age matters. The idea alone can affect job performance, reducing your value to the organization. I furthered the idea by encouraging myself with affirmations; I recognize my positive qualities, trust in my competence, remember my accomplishments and believe in the power of laughter. I am capable of continuing and excelling in this functional field regardless of my age.

The decrease in resources have forced organizations to adapt by reshaping how they function. Managers are developing, reviewing, analyzing and prioritizing mission requirements. In this type of environment, I must remain flexible to new ideas and new task. Where there are gaps in manpower, there lies an opportunity to volunteer and accept responsibilities outside the realm of everyday duties. I'm currently a member of a team, a committee, or taskforce as necessary to help my organization with their change. I am in the midst of change, thereby staying aware of the evolving organization and Army, accepting any challenge and expanding my knowledge base.

The senior careerist has a wealth of experience and knowledge that can be shared to help the organization maintain. Through the mentoring process, the senior careerist can voluntarily escort a young careerist through the federal system.

Assisting the younger workforce can be done by just making yourself available. As one of the senior analysts in my office, I connect to the new personnel and over time, provide as much time and assistance into anything they may need.

The enemy of the aging individual is complacency. With the quick changes and full evolution of an organization, I can be lost if I remain stagnant. Acceptance of the status quo gives the perception that we, in this age group, have no ambition and are not flexible to change. Therefore remaining relevant in this environment means continuing to be a viable contributor to the work force and expanding my knowledge base. It is as simple as changing my thought processes, seeking formal training opportunities that are available, challenging oneself to do something new through temporary assignments, and taking on the role as mentor. My resilience also can be expanded further by keeping up with technology, enhancing my communication skills and practicing critical thinking. I may not be the organization's tomorrow, but I will be the bridge that gets the Army to a brighter future.

CP26 Lunch and Learns are now available on the CP26 Facebook and DVIDS pages. The workbooks that accompany the videos can be found on the CP26 Community page on Army Career Tracker!

There are currently four Lunch and Learn programs: Résumés, Competitive Professional Development, the Civilian Toolkit and Own your Career.

If you or your organization are interested in a Lunch and Learn or have an area that you would like covered by a Lunch and Learn, contact the CP26 Proponency Office.



CP26 would like to thank Mr. Dan Robinson from Army Television for his hard work and dedication to helping produce the CP26 Lunch and Learn Series. Thanks Dan!

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Out Now! The CP26 Lunch and Learn Series



Civilian Expeditionary Workforce: A Careerist Perspective

By: Ernie "BR" Shelton, Program Analyst, HQ IMCOM G8/IMRM-M, Joint Base, San Antonio (JBSA)



Do you want to be challenged? Want to step outside your comfort zone? What to know that the Army's home is not just an installation? Then deploying as a Civilian Expeditionary Workforce (CEW) member may be right for you!

CEW is not for the faint of heart as the hours are long and often you will find yourself doing tasks or jobs other than those which you were hired to do. Two things, however are sure, first, you will not be bored by mundane tasks that repeat themselves day after day and, second, it will be the most exciting and rewarding hard work that you have ever done.

Not many DoD or Army civilians can say they have worked alongside those Soldier's that we support and even fewer can say they have done it in an austere environment or a combat zone.

Do not expect to find things exactly as you do at home station. You can expect to be left out somewhere where you only have a porta potty or a cold shower. It can be more like going camping with your family or the experience you might have had when you went on an outing with the boy or girl scouts.

I found it stimulating to once again be in the trenches with Soldiers. I gained a greater understanding about what is important to them and their families when they are at home station and support they need when they are deployed for a year or more. I can relate to this first hand as I was in Afghanistan for just over 18-months. I had the

extreme pleasure of working with the 10th Mountain Division from Fort Drum, New York and the 3rd Infantry Division out of Fort Stewart and Hunter Army Air Field, Georgia both of which have done multiple tours in Iraq and Afghanistan.

If you plan to stay on a Forward Operating Base (FOB) then most likely you can do so but I had an adrenaline rush flying through the mountains in a Black Hawk to and from Kabul and other locations. There is nothing like the smell of gunpowder from 7.62 mm machine guns being test fired as you swoop through the mountains.

You are entitled to three Rest and Recuperation (R&R) leaves during your tour at government expense which far exceed the one that military members get so you will be able to break up your one-year tour.



If you were to ask me if I would do it again my answer would be, "When do we leave?" So step up and do something unique. Do something that many of your peers have not. Separate yourself and seek positions of greater responsibility which have possibilities written all over them. Challenge yourself and you will never again doubt yourself and along the way you will develop skills, some of which you never knew you had. Step to the front and learn what self-initiative and leadership are all about in a mission environment and find personal rewards that you can find nowhere else in the Army or DoD.

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Congratulations!



Congratulations to Mr. Adam Rivera on graduating the CP26 Intern Program. During his internship Mr. Rivera worked at the U.S. Army Force Management Support Agency at Fort Belvoir, Virginia. He is now with the Office of the Surgeon General.

Best of luck in the future, Adam!

Force Registration and Role of the Unit Identification Code Information Officer (UICIO)

By: Cain E. Roberts, Jr., Manpower Analyst
CASCOM G8, Manpower & Management Division, Fort Lee, Virginia



The number one priority of our Commander-in-Chief is readiness. There are many Army systems that are essential to Army Leaders in order to make critical decisions regarding the security of our Nation. Force Registration is one of those systems.

It is a classified web based application within the Defense Readiness Reporting System (DRRS-A). This system can be used across the globe and provides the user with the capabilities to create and register new Army units from scratch and maintain unit Basic Identity Data Elements (BIDE) that supports Army readiness for specific missions. The Chief of Staff of Army uses Force Registration to check the status of Active Army (AA) Units and Reserve Component Units based on their current location, planned location, mobilization, deployment and redeployment. Active Army and Reserve Component units are registered in Force Registration under a Unit Identification Code (UIC).

For example, the Combined Arms Support Command (CASCOM), Fort Lee, Virginia is registered under UIC W3XTAA. When the UIC ends with AA, it is a Parent UIC. A subordinate unit can be created under a Parent UIC, but is called a Derivative Unit Identification Code (DUIC).

With that in mind, there are more DUICs than UICs. Force Registration has four unique drop down tabs in the web base; **Unit Registration** (creating/registering units and perform queries), **Unit Maintenance** (edit unit data, activate/inactivate units, restore archived units and transfer units from one command to another), **Tools** (manage location codes, database health check and manage reference maintenance) and **Help** (user guidance and interactive training for Force Registration).

A user with proper credentials is appointed on orders as a Unit Identification Code Information Officer (UICIO). The UICIO has a key role in Force Registration because the user has access to change the status of units through Inactivation and Activation, transfer units, maintain existing data, complete partially registered units, create single and multiple DUIC from existing DUICs. Only Headquarters Department of the Army (HQDA) has

authorization to create a UIC. Every Army installation has a Primary UICIO and Alternate to manage unit data elements for units assigned to the installation. Depending on how large the installation, this can be a daunting task. For example, Fort Benning, Georgia, has more than 780 DUICs, which means the UICIO is required to perform data maintenance on each DUIC. In addition, the UICIO routinely receives requests from the units to make changes to their unit data elements. The bottom line is the UICIO is a crucial element to Army installations worldwide.

Within the Army Training and Doctrine Command (TRADOC), G8, Force Development Division (FDD), UICIOs are primarily Manpower Analysts, series 0343 (CP26). The background and experience in manpower management, involves documentation of Tables of Distribution and Allowances and Modified Tables of Organization and Equipment, management of UICs/DUICs. And, with the responsibility of managing all resourced requirements for manpower and equipment on the TDA/MTOE, makes it an ideal position. The UICIO has a similar responsibility by managing all the UIC/DUIC unit data elements to ensure the data is properly maintained in Force Registration. Installation Management Command (IMCOM) used to perform this mission but longer does. TRADOC envisions that this mission will more than likely be assumed by them, but only to manage TRADOC UICs and expect Forces Command (FORSCOM) to manage their own UICs.

Finally, Force Registration is owned by HQDA G3/5/7. The web based application is a vital tool for Army Commands such as Army Human Resources Command (HRC). HRC assigns and requisitions military personnel according to the UIC/DUIC. When changes are required to the data elements, like the geographical location it is critical the correct location code be updated in Force Registration. If not, Soldiers will not be properly assigned to the right geographical location in their

personnel systems, therefore, Soldiers will have problems with their pay, official records and distribution of mail. Force Registration replaced the legacy system, Army Status of Resources and Training System (ASORTS) in order to provide new tools and capabilities to increase ease of use and efficiency. Force Registration and the UICIO are inseparable.

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As a Manpower and Force Management Professional, why Intro to Budgeting Concepts?

By: Stephen Winston, Management Analyst, Redstone Arsenal, Alabama



Imagine my surprise when I received encouragement from the CP26 Proponency Office to consider the option of taking Introduction to Budgeting Concepts (IBC). I must admit that I wondered about what benefits were to be gained to me as a CP26 careerist. After all, I had

only a cursory experience working in budgeting from an earlier time in my career. However, in an effort to be open-minded, I decided to embrace it as an opportunity to enhance my skillset.

This was an eight day course held at the Naval Postgraduate School in Monterey, California. It focused on fostering an understanding of the link between strategy, programs and budget, and the main difficulties in implementing resource allocation decisions linked to strategy. I was pleasantly surprised to find myself gaining greater familiarity with program budget concepts that support sound resource management principles in defense, such as: program structures, multi-year budgets and analysis. There were a number of case

studies presented to expose analysts to actions and outputs required for successfully formulating, executing and evaluating budgets intended to accomplish higher-level goals and objectives.

The instructors, along with students from varied allied nations made for an extremely diverse group offering very informed discussions on budgeting, best practices and concepts. I was challenged to find tradeoffs among competing goals, identify the opportunity cost of resource constrained decisions, and examine budgetary uncertainty and risk. Personally, I feel that having the opportunity to participate in these discussions and listen to the different perspectives on internal controls added to the cohesiveness of the class.

My goal in attending this class was to gain analytical tools and concepts which I could apply to my manpower and organizational management role back home at Redstone Arsenal. I am happy to say that this course has helped to broaden my thinking over and above my daily tasks, and will aid in my continuous effort to find better ways to clarify and communicate information. Finally I would like to encourage all CP26 careerist to take advantage of future training opportunities.

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Talking Manpower receives Army Public Affairs Award



Maj. Gen. Keith L. Ware
Communications Awards Competition

The CP26 podcast, “Talking Manpower,” was recognized by the Office of the Chief of Public Affairs as an Honorable Mention in Category A: Audio Entertainment Program in the 2016 Keith L. Ware Public Affairs Competition.

The Maj. Gen. Keith L. Ware Communications Awards Competition recognizes Soldiers and

Department of the Army Civilians for excellence in achieving the objectives of the Army Public Affairs Program. On behalf of the Secretary of the Army, the Office of the Chief of Public Affairs conducts the competition annually in order to recognize, cultivate and inspire excellence within the Army public affairs community.



2016 BROADCAST JOURNALISM WINNERS

Category A: Audio Entertainment Program (individual award)

1st Place: AFN Vicenza Morning Show, Sgt. Dean Gannon, AFN Vicenza, DMA HQ
Honorable Mention: Talking Manpower Episode 7

CP26 is the only podcast focused on Manpower and Force Management and is the only one produced by an Army Civilian Career Program.

The podcast is available on Facebook, DVIDS, iTunes and Google Play Music.



Interpersonal Skills in Business

By: Amos Brown, Management Analyst G8, U.S. Army Human Resources Command, Fort Knox, Kentucky



To build and sustain a professional business and a reliable workforce, one key element resides in training employees.

Throughout the ages of time, people have held meetings, conspired with others and even put on that

false Happy and “Hi, I’m your friend” face in an attempt to get action completed. Whether it be needing to gather information, requiring documentation from a third party, or something as simple as obtaining a pencil without having to go through some supply ordering process, people utilize their interpersonal skills. Just like any other skills that need occasional training to continue honing, interpersonal skills also needs honing from time to time. The ability to recognize our feelings and emotions and motivating ourselves assist in effectively being receptive to training and honing the skill of interpersonal communication and interaction.

To continue being a competitive business in an ever changing global market, agencies need to have a high performing, yet approachable workforce. Let us talk about an approachable workforce for just a moment. As a society we have certain expectations of people in general, such as: we don’t like to hold conversations with people that complain about everything, we even end to steer clear of those that want to talk about anything and everything regardless of subject. Using interpersonal skills,

many times, means knowing when and how to adjust your attitude, mood and even body language to effectively communicate with other people.

Once critical area of training to be an effective business person, employee and or leader is interpersonal skills.

You are a tattoo artist. A man comes to your place of business and says to you, “I need a tattoo of a cross with the name of so and so on it. I need it right now. And I need it to be perfect. I expect nothing less and will not pay for a less than perfect product.” As the artist, you might not put forth your best effort and may even be tempted to be pretty heavy handed with the needle to give that man a little pain because of the approach he made. Now, using some of this interpersonal skills, the next guy comes in and talks to you like you are his next door neighbor. Asks you for information about receiving the exact tattoo. You even offer up to him, as the artist, to put his own special touches into the art. You will probably receive a much better conversation, and the artist will likely put forth a much better effort providing you with a much better product than that of the pervious guy. The approach, the conversation, the attitude, and the overall humanity of the interaction made a huge difference between the two transactions.

Business is much like the tattoo artist transactions. Using the statement, “Treat others as you wish to be treated”, will get you a long way in your business transactions as well as help make your journey through life a much more enjoyable experience.

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TRAINING SCHEDULES

Looking to continue your career development by attending a CP26 funded course? Ensure you meet the eligibility requirements and do your research. Then speak with your supervisor and the CP26 Proponency Office to plan out your next training opportunity. Listed below are a few of the courses and known schedules to date. For the full list of courses funded by CP26 please refer to the CP26 ACTEDS plan. If you plan on going to training, contact the CP26 Proponency Office for an application packet. Dates of courses listed are only tentative and may be changed at the discretion of the individual school.

Manpower and Force Management Course (MFMC)

(CAC-Enabled) <http://www.alu.army.mil/cpce/courses/>

The curriculum concentrates on manpower and force management functions within the Army's Operating and Generating Forces. The subject areas covered during instruction are tailored to the manpower and force management process described in AR 570-4 and AR 71-32. This process includes the integration of strategy, planning guidance, requirements determination, validation through the Total Army Analysis, resourcing and documentation. *Note that the Manpower and Force Management Course is not covered under CPD.*

| Start Date | End Date | Location |
|------------------|------------------|------------------------|
| 4 December 2017 | 15 December 2017 | Fort Shafter, Hawaii |
| 22 January 2018 | 2 February 2018 | Fort Lee, Virginia |
| 12 February 2018 | 23 February 2018 | Fort Belvoir, Virginia |
| 9 April 2018 | 20 April 2018 | Washington, D.C. |

Operation Resource System Analysis Military Applications Course (ORSA MAC)

(CAC-Enabled) <http://www.alu.army.mil/cpce/courses/>

Course includes a comprehensive block of instruction in probability and statistics, as well as a review of calculus. In addition, there is an in-depth instruction in the use of computer software to conduct data analysis and spreadsheet modeling, including database structure and data retrieval. The classroom presentation will emphasize principles, demonstrate techniques of analysis and illustrate typical applications of the analytical techniques.

| Start Date | End Date | Location |
|-----------------|---------------|--------------------|
| 8 January 2018 | 13 April 2018 | Fort Lee, Virginia |
| 5 February 2018 | 11 May 2018 | Fort Lee, Virginia |
| 23 April 2018 | 27 July 2018 | Fort Lee, Virginia |

Capabilities Developers Course (CDC)

(CAC-Enabled) <http://www.alu.army.mil/cpce/courses/>

This course introduces the processes used to achieve desired joint and Army warfighting capabilities needed for the 21st century. Processes focus on determining, documenting, and staffing warfighting concepts, required capabilities, warfighting gaps and doctrine, organization, training, materiel, leader development, personnel and facilities requirements and cost-benefit analyses of those potential resource informed, integration focused, outcome based solutions. This course concentrates on inputs to and outputs of the Joint Capabilities Integration and Development System process and related organizations; its relationship to planning, programming and budget execution system; and its relationship to the acquisition process and organizations.

| Start Date | End Date | Location |
|------------------|---------------|----------------------|
| 20 February 2018 | 2 March 2018 | Fort Gordon, Georgia |
| 12 March 2018 | 20 March 2018 | Fort Rucker, Alabama |
| 16 April 2018 | 27 April 2018 | Fort Lee, Virginia |
| 14 May 2018 | 25 May 2018 | Fort Sill, Oklahoma |

Defense Resource Management Course (DRMC)

<http://my.nps.edu/web/drmi/welcome>

DRMC is suitable for professionals concerned with the economic, efficient and effective allocation and use of scarce defense resources in today's complex and uncertain security environment. Participants normally come from a broad spectrum of fields, to include logistics, operations, personnel, acquisition, financial management, program management, planning, engineering and program evaluation. This course is designed for military officers rank O3 through O6 and equivalent civilian officials. The course should prove very helpful for anyone involved with conducting a Business Case Analysis.

| Course | Length | Dates |
|--|---------|------------------------|
| Defense Resources Management Course (MASL-PL62002) | 4 weeks | 23 April – 17 May 2018 |
| Defense Resources Management Course (MASL-PL62002) | 4 weeks | 21 May – 15 June 2018 |

Army Comptroller Course (ACC)

<http://whitman.syr.edu/programs-and-academics/programs/defense-programs/defense-programs/army-comptroller-course/index.aspx>

ACC provides a basic multi-disciplined financial and resource management overview to DoD civilian & military personnel newly assigned to the Comptroller Career field and to other personnel without a multi-disciplined background. The course blends current DoD and Army management and the latest in academic management techniques. The course is a three-week resident program conducted at the Whitman School of Management, Syracuse University, Syracuse, New York and SU’s Minnowbrook Conference Center.

| Course Title | Date |
|---------------------|--------------------------|
| ACC 18-II | 5 – 23 February 2018 |
| ACC 18-III | 16 April – 4 May 2018 |
| ACC 18-IV | 30 July – 17 August 2018 |

Executive Comptroller Course (ECC)

<http://whitman.syr.edu/programs-and-academics/programs/defense-programs/defense-programs/executive-comptroller-course/index.aspx>

ECC provides mid-level military and civilian resource/financial managers a broad perspective of the core competencies of Defense Financial Management. The course emphasizes the application of those competencies for resource/financial management decision making in the U.S. Army. The course is a three-week resident program conducted at the Whitman School of Management, Syracuse University, Syracuse, New York and SU’s Minnowbrook Conference Center. *Please review their website for course dates.*

Connect with Army Manpower and Force Management!

CP26 is always looking for new and innovative ways to share the Army Manpower and Force Management story. Here is how you connect with CP26 to get the latest news about the career field.



CP26 Proponency Office is expanding its Army Career Tracker (ACT) presence. In ACT you can Track your career dashboard and plan your next professional development opportunity. You can also, engage with other CP26's. Additionally, ACT supports an easy to use IDP tool, to help you keep track of your career. Join the CP26 community today: <https://actnow.army.mil/communities/community/civilian-cp26>



CP26 uses Facebook for a wide range of posts, to include stories from Army.mil, latest program initiatives, professional development opportunities and information of interest to CP26 interns and careerists. This platform also allows the CP26 Proponency Office to share our story with a wide and diverse audience. Comments and conversation on the page are welcomed and encouraged.



DVIDS is a way for CP26 to disseminate information. This platform allows the audience easy access for stories about a wide range of topics and events affecting the Career Program. You can subscribe to DVIDS to get all the latest CP26 news and information sent directly to your inbox.



CP26 publishes a quarterly bulletin. The newsletter is intended to give a wide audience a look into the career program. The newsletter includes firsthand accounts from careerists, interns and Army leaders about courses, experiences and the manpower career field. Submissions are always welcome; if you would like to submit please send the article to: usarmy.pentagon.hqda-dcs-g-1.mbx.cp26@mail.mil



The "Talking Manpower" program is an audio interview program, conducted with members of the Army Manpower community. These interviews focus on professional development, a discussion of leadership and a conversation about the interviewees work. The podcast is also available on iTunes and via Google Play Music.

Editorial Policy

The Manpower and Force Management Bulletin is a publication of the Army G-1.

Information in this bulletin concerns policies, procedures and items of interest for the manpower and force management career program and career field. Statements and opinions expressed are not necessarily those of the Department of the Army. This bulletin is published under provisions of AR 25-30 as a functional bulletin. Articles submitted may be edited for clarity or brevity. Any repurposed articles are used solely for educational purposes and are not used for profit nor do they offer endorsement.

If you or a colleague would like to be highlighted in the Army Manpower Employee Spotlight program or interviewed in a Talking Manpower segment, please contact the CP26 Proponency Office at: usarmy.pentagon.hqda-dcs-g-1.mbx.cp26@mail.mil

Bulletin Articles

Careerists, supervisors and managers in the Manpower and Force Management Career Program and Career Field are invited and encouraged to submit articles for publication or to suggest articles or features you would like to see in this bulletin. Please submit articles, comments or suggestions to the CP26 Proponency Office via: usarmy.pentagon.hqda-dcs-g-1.mbx.cp26@mail.mil

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