



FOCUS *on the Workforce!*



Introductory Issue ~ March 2019



“Lead, Communicate, Accomplish”

Corps of Engineers' Leadership Development Program Level 4

Col. John Hurley, HNC commander, presents Elizabeth McCullough with a coin and letter of recognition on behalf of Lt. Gen. Todd Semonite, commander of the U.S. Army Corps of Engineers, for McCullough's completion of the Corps of Engineers' Leadership Development Program Level 4. McCullough serves as the director of Resource Management at Huntsville Center.

“Very few people get accepted into Level 4, which is at the national level,” said Hurley. “It's a very rigorous program.”

In his letter to McCullough, Semonite wrote, “This is a wonderful achievement, and you have clearly demonstrated your dedication and commitment. You represent the best our Army has to offer and we are fortunate to have leaders of your caliber in the organization.”

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The U.S. Army Engineering and Support Center, Huntsville, engineers adaptive, specialized solutions across a broad spectrum of global enterprise covering five main lines of effort:
Energy, Operational Technology, Base Operations and Facilities, Medical & Environmental

FOCUS ON FOCUS



FOCUS ON THE WORKFORCE

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Commander: Col. John Hurley

FOCUS on the Workforce Staff:

Editor:

Catherine Carroll, Chief PA

Contributing Editors:

David San Miguel, senior PA

William S. Farrow, PA specialist

Stephen Baack, PA specialist

Mark Thompson, PA specialist

Submissions can be sent to:

CEHNC-PA@usace.army.mil

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BY THE

#'S

5
main lines
of effort

43
programs

3000+
ongoing
projects



HNC

**“We Build the Solution - So You Can
Accomplish the Mission.”**

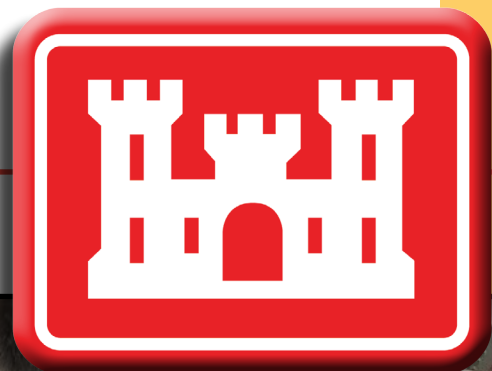
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U.S. Army Corps of Engineers

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FOCUS ON LEADERS

Article by Albert “Chip” Marin III
Huntsville Center Program Manager



HNC has declared 2019 as the ‘Year of Communications’.

Communications are essential to our successful mission accomplishment and are truly the foundation upon which all of our programs reside. We communicate in many ways and at many levels. The content and delivery of our communication needs to fit both the way and level of the intended communication.

As an example, when communicating within our Project Development Teams, communications are normally verbal, informal, and intended to discuss and formulate the

best methods of executing program needs to reach consensus on a way ahead. Consider this tactical level communications. Both talking and listening are essential elements of tactical communications. Failure in either equates to failed communication.

When communicating with stakeholders, the dialog may be more formal and the intent is normally to seek project requirements, understanding of what makes the stakeholder successful, and formulation of the projects around those parameters. Listening is the more important communication element

in this instance and must be initiated with a well thought out set of queries (verbal or written) to stimulate dialog. These are operational level communications.

Lastly, strategic level communications are either to inform senior leaders, normally verbally, and must be short, clear and concise. Conversely, the intent of the communication may be for the senior leader to impart direction and guidance to us. Thus, listening becomes the more important element.

Given all of this, it is essential to good communications to think through the purpose, intent and audience pertaining to the communication. Knowing this, then think through the delivery method and whether the communication is tactical, operational or strategic in nature...and shape the communication accordingly. Solicit feedback from the audience pertaining to the intent of the communication to ensure that it was delivered or received as intended.



“Communications is the second most important thing we must do to be successful, second only to taking care of our personnel.”

HNC 2019

“Year of Communications”

“Lead, Communicate, Accomplish”

FOCUS ON SPOTLIGHTS

Beth Norris

Engineering Directorate, Civil-Structures Division, Interior Design Branch. Interior Designer

Beth worked tirelessly, multiple days until midnight, and all weekend, for the last 2 months on preparing 475 Quality Circle for our occupancy. She has gone far beyond the normal tasks of an Interior Designer, and has been coordinating contractors, redesigning the gym, moving and constructing furniture, designing collaborative spaces, to list just a few of the many efforts she has been involved in. Without her, the building would be nowhere near how complete it is now.

Naja Shabazz

Engineering Directorate, Civil-Structures Division, Interior Design Branch, DA Intern-Interior Designer

Naja worked tirelessly, multiple days until midnight, and all weekend, for the last 2 months on preparing 475 Quality Circle for our occupancy. She has gone far beyond the normal tasks of an Interior Designer, and has been involved in many different aspects of a project such as, redesigning the gym, moving and constructing furniture, designing collaborative spaces, to list just a few of the many efforts she has been involved in. Without her, the building would be nowhere near how complete it is now.

Elizabeth (Lisa) Ramirez

Installation Support Directorate, Facilities Division, Project Manager

Lisa is a PM who works Maintenance and Support contracts for the Base Operations Program. She is driven to serve our stakeholder's needs the right way in a timely manner. She is often recognized by our stakeholders by name for doing a good job and holding everyone accountable, including them, in a professional manner.

Michael C. Pickett

Engineering Directorate, Civil-Structures Division, Civil (Structural) Engineer

Michael comes to the Center by way of Vanderbilt University where he received a Masters of Engineering degree with emphasis in Structural Engineering. He is working a complex project in which our customer has expressed words of appreciation and compliments for his efforts. This current and on-going project involves determining the feasibility of demolishing and retrofitting the main supporting structures of a helicopter maintenance hangar to order to free up floor space for their operations. The approach he developed requires selective demolition and phased construction (retrofit) to ensure structural stability throughout the process. Each stage of demolition and construction is modeled and analyzed. Mr. Pickett has the lead on this effort and is being support by other members of the Structural Branch, Cost Engineering Branch and Construction Support and Services Branch. The completed effort and report will provide information to our customer allowing their team to make informed decisions when evaluation courses of action related to fulfill their mission.

John Sikes

EM CX Directorate, Quality Assurance Specialist, Military Munitions Division

During the recent National Association of Ordnance Contractors (NAOC) conference in Tampa, Florida, John Sikes was recognized by being awarded NAOCs 2018 Leadership Award. Each year the NAOC recognizes industry and government personnel for their efforts to improve the Military Munitions Response Program and continued participation and support of the partnership between industry and the government. The conference gives the opportunity for Military Munitions Division personnel to interact with munitions cleanup contractors and discuss current policy and issues. Congratulations John on your achievement.

Tanja McCracken

Installation Support and Programs Management Directorate, Project Management Specialist

Tanja McCracken volunteered and deployed as a Debris Removal QAR to Albany, Georgia, from January 28 until February 27, 2019. She was responsible for overseeing the removal of the remaining debris from Hurricane Irma. This is the second thirty day deployment as a Debris Removal QAR that she has volunteered for in fourteen months. She previously deployed to Puerto Rico following Hurricane Maria.

“Lead, Communicate, Accomplish”



Photo courtesy of OMEE/PSS

ACCOMPLISH

Haley Elrod

Operation and Maintenance Engineering Enhancement/Project Support Services Branch lead engineer

Haley was recognized as a “Safety Champion” for her outstanding support in helping to strengthen the safety program within the team. She played a major role in working with the PDT Safety Officer (Joe Fentress) to revise our scopes to ensure safety remains in the forefront for our contractors.

Braxton Hardin and Sharleene Davidson

(Pictured above)

OMEE/PSS PM Specialists

Braxton and Sharleen received multiple peer compliments. They were recognized for going above and beyond during the transition to the new building. After getting their own things packed up early, they often stayed late and were constantly helping others with move activities. They were also recognized by their peers for working diligently to improve a component of invoice processing for the PDT.

Jim Buhr

(Pictured above)

OMEE/PSS Project Manager

Recognized by his peers for being a “wealth of knowledge and helpful”. A quote from a peer “....he was trying to leave to go home on time on a FRIDAY before a holiday weekend and stayed to help me.....He didn't hesitate to put his bags down and literally drop everything as he was walking out the door with his coat on, and help me, I know A LOT of individuals that would not have done that. Just wanted to let you know how valuable he is and that it is SO much appreciated!”

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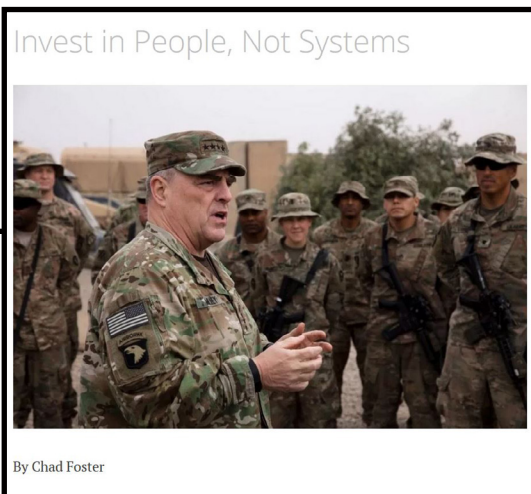
February 26, 2019 | North America, Army Homepage, Army News Service

Army FY20 budget proposal realigns \$30 billion

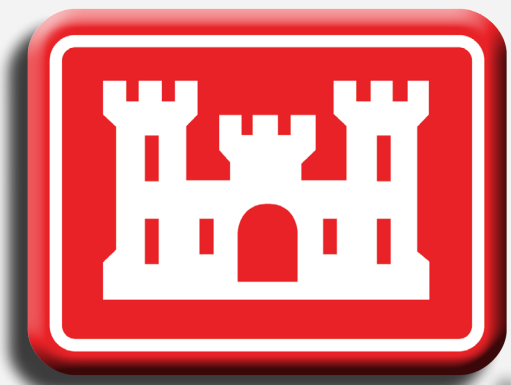
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#STILL Serving



Throughout the year, HNC [veterans](#) will be highlighted in a [social media](#) campaign called #StillServing.

RESPECT

Many HNC employees served in the Armed Forces and are now #StillServing their country as government civilians.

Honor HNC [veterans](#) in your directorate, office, staff section or team by sending in their name, branch of service, years served, and current years serving as a civilian.

Submissions can be sent to: HNC PAO, CEHNC-PA@usace.army.mil

HONOR

FOCUS ON CONNECTIONS



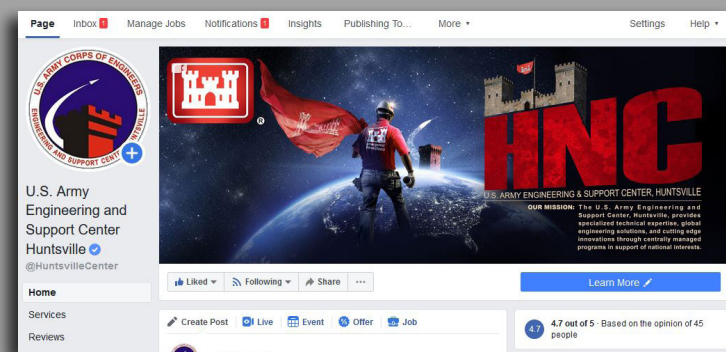
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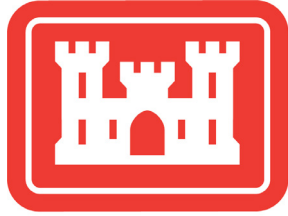
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Points of Contact:
Learn more:

Catherine Carroll ~ Chief, PA
Huntsville Center PAO
Catherine.E.Carroll@usace.army.mil

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Editor
Focus on the Workforce
U.S. Army Engineering
and Support Center, Huntsville, Public Affairs
475 Quality Circle
Huntsville, AL 54656

**“We Build the Solution - So You Can
Accomplish the Mission.”**



The U.S. Army Engineering and Support Center, Huntsville was located at 4820 University Place, Huntsville, Alabama, from 1995 to 2019.

This year marked the beginning of a new chapter in Huntsville Center's history with a move to a new location.

More than 600 Huntsville Center employees now operate at Huntsville Center's new home on Quality Circle, situated at the city's Thornton Research Park.

Huntsville Center remains committed to a tradition of EXCELLENCE by providing solutions to global engineering challenges.

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