



FOCUS *on the Workforce!*



2019 HNC Engineer Day Awards

Volume 1, Issue 5 ~ July 2019

Fuels PDT wins Team of the Year

Huntsville Center's Fuels Recurring Maintenance & Minor Repair Project Delivery Team received the PDT of the Year Award at the 2019 Engineer Day, June 14. The Fuels PDT is a highly functioning group of remarkably skilled professionals maintaining over 440 project sites worldwide. The PDT manages a large multi-disciplined team composed of local, regional and national teams across twelve time zones in order to effectively deliver the program and execute

the fuels maintenance mission. In 2018, the Fuels PDT spearheaded the execution of 7,200 maintenance and repair projects, often completing in months, projects that would take installations years. The PDT also developed the Fuels Incident Response Team that focuses on quick repairs of fuel systems in post disaster environments. The Fuels PDT works to embody the USACE vision of "Engineering Solutions for the Nation's Toughest Challenges."

Unless otherwise noted, all photos, captions and articles published within the FOCUS on the Workforce are by the U.S. Army Engineering and Support Center, Huntsville's Public Affairs Office.

FOCUS ON FOCUS



FOCUS ON THE WORKFORCE

is **FULLY HYPERLINKED** in order to connect users with the full range of information and resources available. Click on photos, icons and links to reach social media sites, full articles and related materials online!



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BY THE

#'S

34
MCX staff
members

60
ongoing
projects

\$15 B
FY19 medical
construction
projects



HINC

Medical Facilities Mandatory Center
of Expertise and Standardization

Huntsville Center is the U.S. Army Corps of Engineers' Medical Facilities Mandatory Center of Expertise and Standardization, and partners with the Corps' project delivery teams, regional business centers/divisions, stakeholders and geographic districts to provide medical expertise and the highest quality medical and medical research facility life cycle support to the Department of Defense, other federal agencies and foreign governments.

U.S. Army Corps of Engineers
U.S. Army Engineering and Support Center, Huntsville
Learn more: www.hnc.usace.army.mil



FOCUS ON LEADERS

Article by G. Brian Prediger
Project Management Chief, Medical Center of Expertise



Recently, our country is seeing historically low rates of unemployment. As of May 2019, the Nation's unemployment rate was 3.6 percent, the lowest since 1969.

Such a low percentage should be celebrated, but it could also be used as a catalyst to enhance strategic succession planning to meet the future needs of the workplace and the missions we serve.

Succession planning can be defined as the recruitment and development of personnel for key organizational positions. It is important to understand that strategic planning is not limited to scientific or engineering positions with unique technical competencies, but encompasses all job series within the federal government.

Within the government, there quite often is a lack of human resource planning to ensure mission continuity in light of retirement, transfer or other unanticipated life events.

In order to meet the demands of the ever-changing military mission, leaders should develop a five-year resource plan, to include human capital and financial planning. The focus of human capital planning should concentrate on: predicted timeframes for employee retirement eligibility, opportunities for mission growth, emphasis on developing emerging leaders, and preparing for potential threats to current staffing levels.

Leaders need to monitor staff retirement eligibility time frames.

According to a recent report published in Government Executive 14 percent of current federal employees are eligible for retirement as of today. Approximately 30 percent of current Federal employees are eligible for retirement within less than 5 years. Leaders should assume that the national unemployment rate will remain low in light of an aging population and a constant population disenfranchised from the workplace. It is imperative to

monitor current retirement eligibility of staff and promote a recruitment strategy that proactively manages personnel strength. Review of such timeframes should occur at minimum on a semiannual basis.

The dynamic nature of our national defense strategy and current world events have provided potential opportunities for mission growth.

Strategic planning to support new missions must be correlated to effective human resource planning. Without key billets in place to support new mission requirements, there is a risk of unqualified or understaffed personnel that could result in mission failure. Leaders must be willing to take risks to develop new competency training in current personnel and future position descriptions to support

new requirements.

The importance of proactive management of current employees' individual development plans cannot be underestimated. Additional training opportunities and targeted individual growth will enhance morale and serve as effective tools for retaining employees in a competitive workplace hungry for qualified personnel.

A major motivator for employee transfer to other agencies and outside of federal service is lack of professional development. The return on investment in training resources will enhance future mission support.

The risk of other threats to staffing levels must also not be ignored. Leaders must be able to gauge employees' abilities to balance workload with personal fulfillment. Employees who are valued by compassionate supervisors respond with enhanced dedication to their organization. Leaders should also monitor the succession planning practices of similar government organizations and private industry to dynamically enhance their own succession planning technique.

In the current and future employment environment, organizations that ignore proactive succession planning could be left behind, struggling to fill critical vacancies and subjecting current personnel to enhanced stress levels.

The highest priority for a successful leader is the development and sustainment of a successful staff. This includes succession planning. Leaders must be willing to drive in for the score - and run up the score - before the game clock expires.

“The return on investment in training resources will enhance future mission support.”

HNC 2019

“Year of Communication”

FOCUS ON SPOTLIGHTS

Engineer Day 2019 **AWARDS**



Mike Hunter
Employee of the Year



Michelle Clark
Program Manager of the Year
Safety Champion of the Year



Mindy Shelton
Project Manager
of the Year



Derek Beck
Engineer of the Year



Amanda Odem
Resource Management
Employee of the Year



Kyle Shireman
Safety Professional
of the Year



Arthur Martin III
Commander's Diversity
Leadership Award



Hector Vega
Commander's Leadership
Award



Rachel Ray
Administrative Support
Employee of the Year



Commander's Special Emphasis Program Council
Commander's Diversity Award



**Fuels Recurring Maintenance &
Minor Repair Project Delivery Team**
Team of the Year
Featured on cover

Huntsville Center Engineer Day awards were handed out to employees who have gone above and beyond in their professional efforts for fellow employees, Center stakeholders and the nation.

In addition to HNC Team of the Year, the Fuels PDT also won the USACE Excellence in Contracting Award for Team of the Year and a GSA Program Gears of Government Award. Watch online for the full story on this multiple award winning Huntsville Team!

“Lead, Communicate, Accomplish”

FOCUS ON PEOPLE

ENGINEER DAY FUN

Hundreds of Huntsville Center employees and family members spent the day at Point Mallard Park for the Center's annual Organization Day, June 14. Not only was it a day of celebration and camaraderie, but it was also an opportunity to recognize the outstanding individuals whose contributions and accomplishments over the past year have helped Huntsville Center remain the go-to organization for expertise and innovation in tackling the Corps' toughest challenges.

[For the full album, visit the Huntsville Center Facebook page!](#)

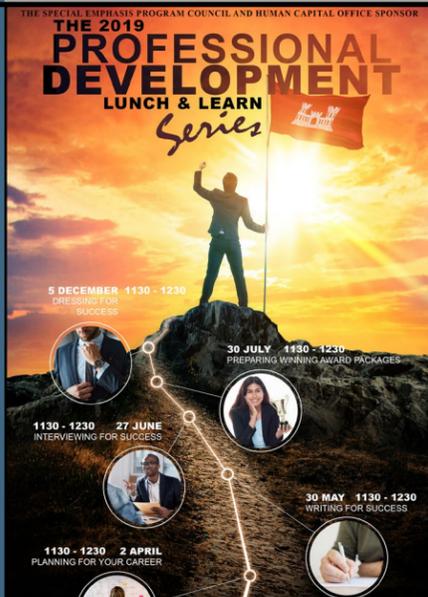


#FUN In the Sun



SUMMER

FOCUS ON DEVELOPMENT



The 2019 Professional Development Series continues with “Interviewing for Success!”

This five part series sponsored by the Huntsville Center’s Special Emphasis Council and the Human Capital Office is designed to prepare individuals for professional advancement and success. The previous two Lunch & Learns focused on “Planning your Career” and “Writing for Success.” Next in the series will be “Preparing Winning Award Packages” on July 30, and “Dressing for Success” on Dec. 5. For more information on the 2019 Professional Development Series, contact Angela Morton at Angela.Morton@usace.army.mil.



Mock interviews were conducted by a panel of HNC volunteers, modeling “what not to do” for attendees.

Keep up with news from Huntsville Center online or in the latest edition of the Bulletin!



HNC News



Patterson recognized as Employee of the Month

6/13/2019 Huntsville Center recently recognized acquisition support specialist Bonnie Patterson as the June Employee of the Month. ...



Human Capital data helps Huntsville Center plan for the future

6/28/2019 Tracking human capital data allows the U.S. Army Engineering and Support Center, Huntsville to monitor information such as hiring action timelines, rates of attrition and percentages of those eligible...



A Father's Day tribute: Remembering the life lessons my father shared

6/5/2019 **UPDATED** Jose G. San Miguel grew up in poverty and suffered through the Great Depression, widespread discrimination and the jungles of New Guinea, Leyte, Palau, Luzon and the Philippines during World War II,...



Army Corps environmental pioneer Zebrowski retires

6/4/2019 As the director of the U.S. Army Engineering and Support Center, Huntsville’s Environmental and Munitions Center of Expertise, Sandi Zebrowski led more than 60 Corps employees in providing high...



Final chapter of chemical weapons destruction begins, Huntsville Center role evident

6/5/2019 A Kentucky facility designed and built to destroy chemical weapons is set to begin operations within the next several weeks....

WWW.HNC.USACE.ARMY.MIL

FOCUS ON PROFESSIONALS

Incoming Commander, COL Marvin Griffin

WELCOME, SIR

Incoming Huntsville Center Commander, COL Marvin Griffin, had an opportunity to meet with members of the HNC Ordnance & Explosives Directorate at Bagram Airbase in Afghanistan in June. The change of command ceremony is currently set for August 14.



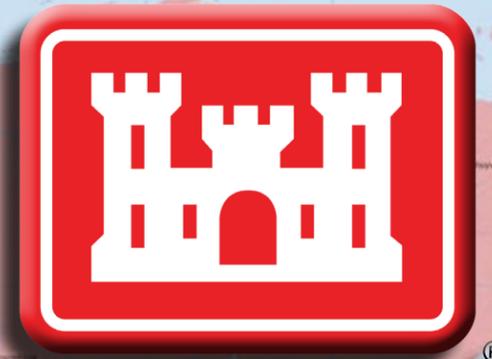
CENTCOM AOR

14
total
current
deployed
personnel

4
pending
deployment

5
returning
next 90 days

SUPPORT



DEPLOYED

Many Huntsville Center employees support contingency operations across the globe, providing vital support and expertise to ongoing missions!

Operations Support

For information on supporting CONUS and OCONUS missions and deployed personnel, contact: Jeffery A. Davis
Emergency Management Specialist
Deployment, Housing PRT, FRN Coordinator
Jeffrey.A.Davis@usace.army.mil

FOCUS ON CONNECTIONS



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For the latest news, information and points of contact go to Huntsville Center's official website

Find us at:
<https://www.hnc.usace.army.mil/Library/Huntsville-Center-Bulletin/>

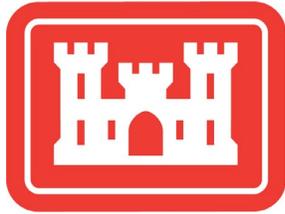
Public Affairs

The [Huntsville Public Affairs Office](#) is your source for information, resources and guidance on [social media](#) use, awareness and guidelines. We are here to help get you connected and stay current on the latest news and information!



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 Army Social Media Handbook
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PTSD

June was Post-Traumatic Stress Disorder Awareness Month. I'd like to ask that you continue to take the time to check in with your friends and loved ones to talk about PTSD, and the resources that are available to help.

Many people suffer from PTSD in silence, as they endure a wide variety of symptoms. We must do everything we can to ensure that everyone with PTSD receives the support, understanding, and respect they deserve.

Get more in depth information on PTSD at the U.S. Department of Veterans Affairs National Center for PTSD website: <https://www.ptsd.va.gov/index.asp>

Get help for PTSD

If you need help right away:
Call 1-800-273-8255

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