



DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

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: SO MUCH DATA, SO LITTLE TIME



By Dr. Dan Stimpson

Photo: Craig A. Spisak, Army Director, Acquisition Career Management (DACM)

What do Goldilocks, Nigerian scammers and acquisition information have in common?

Data is an important strategic asset in the information age, but how much data is too much? Simply stated, information is only useful to a decision process if a decision-maker has the power to use it to make smarter decisions. The acronym 'GIGO' commonly stands for "garbage in, garbage out," a way to express the fundamental principle that computer algorithms can only produce results as good as the data that feeds them. It turns out the more measurements we use in our calculations, the more measurement error we introduce. Depending on the data in question, there may be so much noise in the data that reliable inferences are impossible.

So before you seek the help of supercomputers and modern analytics, pay close attention to the quality of your information and the complexity of your

approach. Reliable information is the lifeblood of any process of understanding. Carpenters teach an important lesson about the importance of having good information before taking action: "Measure twice; cut once."

Albert Einstein once said, "Not everything that counts can be counted, and not everything that can be counted counts." This reminds us to concentrate our efforts on meaningful, accurate measurement focused on our objectives, not measurement for measurement sake. There is a principle known as Occam's razor: The more assumptions an explanation requires, the more likely it is to be false. This is simply a sophisticated version of the popular idiom "keep it simple, stupid," or KISS. Remember, too much information is as bad as too little. So when it comes to data collection and analysis, remember the objective, stay in charge, and don't be easily distracted.

You can find an insightful article that explores the balancing act required to effectively bring big data to bear in making critical acquisition decisions at <https://asc.army.mil/armyalt/Summer2019/html/index.html?page=136&origin=reader>.

From the DDACM: STRATEGIC EVOLUTION

By Joan Sable, Army Deputy Director, Acquisition Career Management (DDACM)

DID YOU KNOW?

Your Army DACM Office is hard at work! The Army Acquisition Workforce (AAW) Human Capital Strategic Plan (HCSP) ensures that we remain strategic in these efforts.

Did you know your Army DACM Office is shaping and planning for a talented AAW now and in the future? Currently, we are focused specifically on reducing the time to hire AAW civilians, a secretary of the Army directive. Our plan includes milestones dedicated to address the areas where hiring gets stalled and reduce those timelines drastically. Stay tuned as the Army DACM Office prepares to launch an exciting effort in FY20

that we believe will revolutionize our AAW hiring efforts. The Army DACM Office is also focused on recruitment from the military accession/reclassification perspective to further ensure that we continue to have the right talent in our AAW.

Did you know your Army DACM Office is focused on professional development and provides funding for these initiatives? You can get an academic degree, get business hours required for Acquisition Corps membership, receive help for student loan repayment and many other exciting opportunities. We are beginning to partner with Army Career Program leadership



to improve everyone's understanding of what the Army DACM Office is sanctioned to do in the area of acquisition career fields (ACFs) and how you can leverage ACFs to help with career development. Our intention for this effort is a better understanding of career development roles and ways for AAW professionals to address competing priorities.

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Did you know your Army DACM Office has leadership development programs? There is an acquisition leader development program for every AAW professional at every level. Explore your options at <https://asc.army.mil/web/career-development/programs/>.

Did you know there is a big focus both within the Army and specifically within the Army DACM Office regarding AAW employee engagement principles? In the Army DACM Office, we are looking at several issues, including specific training for supervisors of AAW professionals, on-boarding focused on the specifics of being an AAW member, and work-life balance.

Did you know the AAW is more than 41,000-strong? AAW professionals reside in the U.S. Army Materiel Command, the U.S. Army Futures Command, the U.S. Army Corps of Engineers, the U.S. Army Acquisition Support Center, program executive offices, the U.S. Army Test and Evaluation Command and numerous other organizations. Ninety-six percent of the AAW is civilian, 4 percent are military, and all are in different positions within these organizations. Because of this diverse and dispersed AAW community, your Army DACM Office focuses heavily on AAW communications and collaboration. We have created an AAW Strategic Partner Network. There are senior-leader acquisition career management advocates representing every organization where AAW professionals work; there are senior-level Army acquisition func-

tional leaders representing every ACF; and organizational acquisition POCs are ready to help with your AAW questions. There is also an AAW HCSP governance structure made up of senior leaders, supervisors and colleagues to help the Army DACM Office strategically focus and ensure leader buy-in regarding strategic initiatives.

Did you know there is an Army DACM Office staffed to strategically focus on you, the AAW professional, and to help you with your acquisition career? Ultimately, our vision is a highly capable, agile, adaptive and professional AAW. Our Human Capital Strategic Plan ensures that we focus on the people part of the acquisition business. If the Army DACM Office can help you in any way, please let me know.

A Chance to Think

By Mike Bold

In the summer issue of Army AL&T magazine, Dr. Bob Mortlock, a Naval Postgraduate School (NPS) professor, details the motivations behind a seminar he created for program executive offices that gives defense acquisition workforce professionals a chance “to think about the business of acquisition” by immersing the participants in real-world case studies.

Mortlock, who retired as a colonel after a 27-year career in the Army (the last 15 in acquisition), now teaches defense acquisition and program management in the Graduate School of Business and Public Policy at NPS in Monterey, California. He took his classroom on the road in February and March to the Program Executive Office (PEO) for Ground Combat Systems (GCS) in Warren, Michigan; the PEO for Simulation, Training and Instrumentation (STRI) in Orlando, Florida; and the PEO for Enterprise Information Systems (EIS) at Fort Belvoir, Virginia. The case studies he uses—peer-reviewed, journal-published studies he has used in his classes for years—are built around three central themes: critical thinking, problem-solving and decision-making.

Judith A. Gachupin, strategic planner for the Project Manager for Armored Multi-Purpose Vehicle within PEO GCS, took Mortlock’s class at Warren. “The studies provided insight into how the DOD [Instruction 5000.02] and acquisition management has changed over the years,” she said. “What was not even a consideration six to eight years ago is now possible today, as we work to ‘lean’ our processes and look at alternate solutions to speed up the acquisition process.” She added, “This training was different, as we were using real program data versus a made-up training scenario. The real data brings a better sense of reality to the discussion and more clearly portrays the impact of the decisions we make as acquisition developers.”

Mortlock hopes to take his case-study class to PEO STRI, PEO GCS and PEO EIS again next year, and to other PEOs as well. Read the complete article at <https://asc.army.mil/armyalt/Summer2019/html/index.html?page=138&origin=reader>.



CAREER NAVIGATOR: SO LONG, ACRB – SORT OF

Beginning in the third quarter of FY19, the Acquisition Career Record Brief (ACRB) will begin its long ride into the sunset.

The ACRB’s departure—partial for now; the change immediately affects only the U.S. Army Reserve—comes as the first ripples from the Army’s phased rollout of the Integrated Personnel and Pay System – Army (IPPS-A) begin. The rollout will continue with the Army National Guard and then the active-duty component. Eventually, the massive IPPS-A will replace all of the current, stove-piped systems that originally made the ACRB necessary.

As of approximately August or September of this year, National Guard personnel will have to wait a bit longer, as will the active-duty Army, while IPPS-A continues rolling out. Those in the Reserve component who also are civilian acquisition professionals will still have the ACRB until every Army employee has been rolled into IPPS-A. Those affected will still have a CAPPMS account to access and edit the individual development plan, maintain continuous learning points and keep a record of all acquisition courses completed.

Users will want to make sure that the information contained in their ORB or ERB is reflected in CAPPMS. Accurate ORBs or ERBs should translate to accurate Soldier Record Briefs. For more information, contact Lt. Col Ryan Leonard, Army Reserve, at ryan.d.leonard.mil@mail.mil or 703-664-5719; or Lt. Col. Teresa Childs, Army National Guard, at teresa.e.childs.mil@mail.mil or 703-664-5722.

Find out more details in the complete article, at <https://asc.army.mil/armyalt/Summer2019/html/index.html?page=142&origin=reader>



The Army DACM Office Offers Career Development Resources:

WHAT'S IN YOUR TOOLBOX?

Navigating the way through a major acquisition program can, at times, be challenging. However, with Defense Acquisition University's (DAU) user-friendly and interactive toolkits, acquisition professionals can make the navigation a lot easier. With more than 300 items in the DAU Tool Catalog, acquisition strategies can be stronger than ever. Some examples of these tools are the Appropriation Life Cycle Tracking Tool, the Defense Acquisition Life Cycle Wall Chart, Other Transactions Guide, Live Fire Test and Evaluation Waiver, Product Support Toolkit and the Funds Management Platinum Reference Card. Fill up your acquisition toolbox from the DAU Tool Catalog at <https://www.dau.mil/tools/Pages/AllTools.aspx>. Find out more about what's available at <https://asc.army.mil/web/news-alt-amj19-at-your-fingertips/>.

HOW'S YOUR CAREER PROGRESSING?

Keep track of your career progress with specific ACF guidance using the ACF civilian career model. These models are not intended as mandatory steps, but as general guidelines for your growth as an acquisition professional. View, print and save a copy of your ACF civilian career model today at <https://asc.army.mil/web/career-development/civilian/career-models/>.

KNOW WHAT YOUR POSITION EXPECTS OF YOU

Stay informed and know what is expected of you in your position as a civilian AAW professional. Review and refresh your knowledge about your position's requirements with the new Army Acquisition Workforce Quick Reference Guide. This guide provides basic tips on everything you need to know regarding your position's mandatory requirements as well as career development opportunities. Click on the gray box labeled "Managing Your Acquisition Career" on the right side of the page at <https://asc.army.mil/web/career-development/civilian/career-planning-steps/>.

FY19 Senior Rater Potential Evaluations

It's time for AAW personnel in grades GS-12 through GS-15 to start thinking about FY19 Senior Rater Potential Evaluations (SRPEs). As supervisors review Individual Development Plans and Continuous Learning Points with their acquisition employees, they should ensure that the correct raters and senior raters are established within CAPPMS. Supervisors and managers can view SRPE guidance and tutorials under the SRPE tab at <https://rda.altess.army.mil/camp/>. Contact the Army DACM Office if you need assistance; representatives there can offer workforce and supervisor briefings to your organization.

Are You Transforming, Disrupting and Leading?

See how the front line of Army acquisition is getting creative and transforming its thinking, disrupting ineffective processes, and leading the way toward delivering warfighter solutions with a collection of 12 "TEDxDAU" videos. The videos capture the events of the first-ever TEDxDAU event, which took place June 12 at DAU's Fort Belvoir, Virginia, campus and featured a wide variety of innovative speakers from the Army and other services. Take a few minutes to enjoy the series of brief yet engaging and mind-opening talks at <https://www.dau.mil/TEDxDAU>.

It's a Big Win for the Army Reserve!

For the first time ever, U.S. Army Reserve officers can now participate in the Training with Industry (TWI) program and the Advanced Civil Schooling (ACS) program. A signed memo from the Department of the Army, dated June 3 and titled "Approval for USAR Acquisition to Participate in TWI and ACS Programs," indicates that functional area personnel now have assigned slots in training and educational programs at civilian institutions and programs. Currently the programs are only available to active-duty National Guard and Reserve officers. More information can be found at:

- **TWI:** <https://asc.army.mil/web/career-development/programs/aac-training-with-industry/>.
- **ACS:** <https://asc.army.mil/web/career-development/programs/advanced-civil-schooling/>.

THE ARMY GHOST PROGRAM

The application window is open for the FY20 U.S. Special Operations Command (SOCOM) Ghost Program. This is a unique broadening opportunity for junior Army acquisition professionals to directly support the mission of delivering capabilities to Special Operations Forces. During this 90-day TDY rotation to MacDill Air Force Base, Florida, selectees are immersed in a fast-paced, highly rewarding joint environment. SOCOM is primarily looking for high-performing FA-51 acquisition captains and majors (O-3 or O-4) with two to four years of acquisition experience. Read more about this program in **July's Hot Topics**. To apply, or if you have any questions, send an email to ghost-recruiting@socom.mil.



TAKING FLIGHT WITH ARMY ACQUISITION

Meet **Cadet Jake Murdock**, a rising senior at the United States Military Academy at West Point (USMA) who is currently completing a three-week developmental assignment with the Project Management Office for Aircraft Survivability Equipment (PMO ASE) within the Program Executive Office for Intelligence, Electronic Warfare and Sensors (PEO IEW&S).

As part of this program, he will support helicopter modifications in Army combat aviation brigades, beginning with the 1st Armored Cavalry Brigade at Fort Hood, Texas, this fall. The Army DACM Office had a chance to sit down with Murdock and talk with him about this opportunity. Born and raised near Aberdeen Proving Ground, Maryland, Murdock is ranked 18th in his class of approximately 1,000 seniors, is on the USMA cycling team and aspires to be an Army aviator.

Murdock learned about the opportunity from his professor and unofficial mentor at the USMA, Capt. Clay Woody of the Department of Systems Engineering. Murdock had asked Woody about real-world opportunities in the systems engineering and aviation fields, and Woody helped Murdock get involved with a variety of projects. At the same time, PMO ASE and HQDA's aviation staff element reached out to the academy and asked



for assistance with the helicopter modernization effort. This request led Murdock to an assignment with PMO ASE in Huntsville, Alabama, to analyze data and metrics; observe, capture, organize and collect lessons learned; and develop ideas for a sustainable model to modernize the Army's aviation fleet that will minimize cost and impact to operational units.

He recently took a few minutes from his work to speak with us about his experiences.

What special skills do you bring to the study?

I'm very deliberate. I try to focus on honing my work ethic and to distinguish myself in relationships with my co-workers and especially my professors. That's been one of my strong suits—being able to work and

communicate and try to really get down to what the actual problem is.

Can you describe the project you are assisting PEO IEW&S with?

West Point is a consultant on work with modernization of the Army vertical lift fleet and determining the best way to update the aircraft going forward. West Point cadets and faculty will be involved in this process in the coming years. I'm tasked with being the initial bridge of determining what the problem is, what the data collection opportunities are, and how the project looks.

Had you heard of the army acquisition corps before this assignment?

This is the first exposure I've had to the Army Acquisition Corps, and I would like to get more exposure to it, not only from an aviation perspective, but across the entire Army. My personal career goals include making professional networking connections early on in my career for potential post-command opportunities in the future.

Do you think this experience would make you interested in joining the Army Acquisition Corps?

The Army Acquisition Corps has opened my eyes to another career path that's not in the distant future, and has a lot of opportunities I learned about that are very enticing.

DAU NEWS

DAU will soon be transitioning its email addresses and web domains from "dau.mil" to a new "dau.edu" nomenclature. During the transition period, emails and online visits to DAU's email accounts and pages will automatically be re-directed to "dau.edu" domains. The transition is expected to be completed by the end of August.

STAY CONNECTED WITH YOUR PROFESSION



The Army AL&T magazine is a tool for **YOU**. This professional journal is designed to provide in-depth, analytically focused articles to help those in the AAW community with AL&T processes, procedures, techniques and management philosophies. **SUBSCRIBE TODAY:** <https://asc.army.mil/web/publications/army-alt-magazine/>.

THE WINDOW IS CLOSING SOON!

The **FY20 ACQUISITION LEADERSHIP CHALLENGE PROGRAM** is accepting applications until July 31. This dynamic development seminar is offered at three different levels, ranging between GS-7 and GS-15, and is designed to help Army acquisition professionals establish a foundation of self-awareness and support leadership and diversity development. For complete details, go to <https://asc.army.mil/web/career-development/programs/acquisition-leadership-challenge-program/>.



TRAINING, EDUCATION AND LEADERSHIP DEVELOPMENT OPPORTUNITIES

DOD ACQUISITION INDUSTRY EXCHANGE PROGRAM

The pilot session of DOD's 2019 Industry Exchange Program (IEP) wraps up soon with a capstone event at the Pentagon hosted by Hon. Ellen M. Lord, undersecretary of defense for acquisition and sustainment (USD(A&S)), on July 30 - 31. The Office of the USD(A&S), which leads and administers the program, plans to increase the level of participation from Army, Navy, Office of the Secretary of Defense and private sector companies for the 2020 session.

Many corporations have already agreed to be a part of the program, including Deloitte, Unisys Corp., CACI International Inc., Clark Construction Group, Northrop Grumman Corp., Boeing Co., Lockheed Martin Corp., General Motors Co., Jacobs Engineering Group, Guidehouse, Booz Allen Hamilton Inc. and Raytheon Co.

The six-month IEP targets acquisition civilian professionals between GS-13 and GS-15 (or equivalent pay band level) who have 10-15 years of experience, display strong leadership potential, are high performers, and are in the acquisition career fields of program management, engineering, life cycle logistics, science and technology manager, and contracting. Selections and a kick-off orientation session will take place in October 2019. Selectees' exchange assignments run from January 2020 to June 2020, and a capstone event at the Pentagon is scheduled for July 2020.



Hon. Ellen M. Lord with the DoD Public-Private Talent Exchange program participants after a mid-point feedback session held March 28. (Photo DOD HCI)

Interested Army civilians can apply through July 31 via the Army Acquisition Personnel and Position Development System at <https://rda.altess.army.mil/camp/>. Candidates should be prepared to complete an application form and submit a biography, an Acquisition Career Record Brief and a Command Endorsement Memorandum endorsed by the first general officer or SES member in the candidate's command.

To read more about the program, go to <https://asc.army.mil/web/career-development/programs/dod-iep/>. If you have any questions, contact Harry Ward at 703-664-5663 or harry.p.ward.civ@mail.mil.



THE MULTIPLE, MUTUAL BENEFITS OF TRAINING WITH INDUSTRY

Take an insider's peek into how the Army and industry can benefit from each other.

Scientists define symbiosis as an interdependent, mutually beneficial relationship between two

very different species. In the Army's Training with Industry (TWI) program, the same thing happens, except the relationship is between highly motivated Army acquisition professionals and their respective industry sponsors, including Amazon.com Inc., Ford Motor Co., General Dynamics Corp. and Motorola Solutions Inc.

The Army DACM Office sponsors TWI, a one-year assignment designed to expose military acquisition professionals to industry best practices, management techniques and organizational structures. Participants get onsite experience, training and industry knowledge not normally obtained through traditional military or civilian education. In exchange, the sponsoring corporate partner gets a no-cost, valuable, high-performing employee for one year.

In early May, the Army DACM Office hosted an event at Fort Belvoir, Virginia, that brought together incoming participants and outgoing graduates of the TWI program, along with Soldiers interested in participating in the future. Hear from some of them at <https://asc.army.mil/web/news-participants-detail-the-multiple-mutual-benefits-of-twi/>.

If you have questions about applying to the TWI program, please contact your assignment officer. For questions about the TWI program, contact Maj. Hassan Kamara, Army DACM Office TWI program manager, at hassan.m.kamara.mil@mail.mil or 703-664-5702.

Be sure to check out the TWI webpage at <https://asc.army.mil/web/career-development/programs/aac-training-with-industry/>, and find complete information on how to apply at the U.S. Army Human Resources Command website at <https://www.hrc.army.mil/content/Training%20With%20Industry>.

Need more information? Watch this video, which includes TWI participant testimonials, on YouTube at <https://youtu.be/DxVAR38Rx0g>



WELCOME ABOARD – KUDOS TO THE 2019-2020 DAU-SSCF COHORT

Join the Army DACM Office in congratulating the selectees for the 2019-2020 session of the Senior Service College Fellowship (SSCF). The full list of participants can be found at <https://asc.army.mil/web/news-june-2019-hot-topics/>.

Still going strong in its 13th year, the program saw an incredible response to the open announcement for the 2019-2020 cohort. Competition was intense, and the response rate was the largest since program inception. Applicants had diverse backgrounds, represented eight of the 13 Army acquisition career fields, and were split almost evenly between program executive offices and major Army commands.

In all, 26 new participants were selected and will be attending SSCF at Aberdeen, Maryland; Huntsville, Alabama; Warren, Michigan; and the newly established site at Picatinny Arsenal, New Jersey. Coursework will begin July 21 and run for 10 months. SSCF participants will complete work in six core areas: executive leadership and mentoring, the Program Manager's Course, the National Security Module, the Senior Leader Speaker's Program, a strategy research project and master's degree coursework.

For information on the SSCF program, including timelines for the next session, go to <https://asc.army.mil/web/career-development/programs/defense-acquisition-university-senior-service-college/>.

SPOTLIGHT ON SUCCESS



Bob Quast

TITLE: Contract Price/Cost Analyst

COMMAND: U.S. Army Contracting Command – Rock Island

YEARS OF SERVICE IN THE WORKFORCE: Five

ACQUISITION CAREER FIELD: Contracting

AAW CERTIFICATIONS/ QUALIFICATIONS: Contracting level 2

EDUCATION:

- Masters of Business Administration, University of Iowa
- Bachelor of Arts with Majors in Accounting and Business Administration, Concentration in Finance, and Minors in French and Economics, St. Ambrose University

Meet **Bob Quast**, a contract cost and price analyst with the U.S. Army Contracting Command – Rock Island, Illinois. Quast recently participated in the Army DACM Office's Defense Civilian Emerging Leader Program (DCELP), a DOD leadership development program for civilian personnel in GS-7 through GS-12 (or pay band equivalent). The program focuses on assessment tools, knowledge transfer, individual coaching, team building, knowledge of self, and understanding the DOD. Quast shared lessons learned from his DCELP experience with the Army DACM Office.

What course or professional development activity did you participate in? When did you start and when did you complete it?

I was in the DCELP, Cohort 9. The four split-week program began March 11, 2019, and I graduated on June 14, 2019.

What was your primary motivation for taking the course?

I strive for continuous personal improvement, leadership development, and lifetime learning opportunities. DCELP included all of these areas rolled up in one program.

What were your expectations of the program or course before you started, and how did they change as the course proceeded?

I expected to learn the material being taught, but I quickly realized DCELP begins with knowing and expressing myself as the foundation to being a good leader. After that, we worked on building teams and leading people.

What were your top three takeaways from the course?

I enjoyed meeting a wide diversity of civilian employees who work throughout DOD, all with varied backgrounds and personalities. I learned to speak less and listen more if I want to enhance my role as a leader. Finally, I now place a higher emphasis on taking the time to better understand my teammates so I may better match their skills and interests with the workload that must be accomplished.

What skills do you expect to apply most in your job or outside of knowledge or experiences from the course do work?

Teambuilding is critically important for any successful organization, yet the federal government doesn't always focus on it as much as it should. As my leadership responsibilities grow, I plan to remain cognizant of the need to focus on my team and encouraging others to bring out their best at work, as well as applying the skills learned on the job to benefit others elsewhere (e.g., time management, volunteering, work-life balance). I also plan to practice active listening at home, in turn earning big brownie points from my wife!

Tell us about your experience with the course and your classmates. Were there fellow students or instructors that you bonded with and with whom you plan to keep in touch?

I enjoyed the instructors and leadership of DCELP, and I made many new friends on my team. I definitely plan to remain in touch with these classmates long term, and even

Continued on next page



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hope to visit several of them as I travel for work and pleasure.

How has this course affected your career?

I consider DCELP a building block to future promotions and leadership positions, as we all gained many important tools for being an improved supervisor and leader.

Who would you recommend this course to, and why?

I'd recommend DCELP to any employee who wants to improve him- or herself and someday earn a promotion to any position in leadership. Many useful skills and tools were taught through the program materials that have been fine-tuned and improved upon over the past many years of DCELP.

Briefly describe what you do in your position and why it's important to the

Army or the warfighter. In addition to having the opportunity to support soldiers, what's the greatest satisfaction you have in being a part of the Army Acquisition Workforce?

As a contract price/cost analyst, I consider it my job to protect the taxpayer while supporting the warfighter through better contracting for the products and services needed. I have the utmost respect for our warfighters, who keep America safe under many adverse conditions. Being able to do my job well gives me great satisfaction because it ultimately means saving our finite resources to then re-allocate elsewhere to buy more of what the warfighter of the future may need.

How did you become part of the Army Acquisition Workforce, and why? What was your first acquisition position, and what appealed to you about the work?



Bob Quast, center, at the Defense Civilian Emerging Leader Program graduation ceremony in Southbridge, Massachusetts, June 14.

I spent my first career (21 years) in energy procurement for my local utility company. I was able to apply many of those skills in negotiation and contracting to my first position as a contract specialist. I also have worked on many energy procurements throughout DOD, which is extremely satisfying because I am able to use my subject matter expertise in energy to benefit the taxpayer and warfighter.

DOD EARLY CAREER WORKSHOP FOR THE DEFENSE ACQUISITION WORKFORCE

Hon. Ellen M. Lord, USD(A&S), hosted a DOD Acquisition Early Career Workshop June 4-6. The intent of the workshop was to serve as a change initiative platform for the early career acquisition workforce (GS-11 through GS-13, with 5-10 years in service) with a major focus on gaining an operational perspective and awareness of what is working well and what can be improved.



The Honorable Ellen M. Lord, USD(A&S), center with five of our Army Acquisition professionals who participated in the DOD Acquisition Early Career Workshop.

- Daniel Zaloga CCDEVCOM ARMAMENTS, Picatinny NJ
- Liz Furlong ACC ROCK ISLAND, Rock Island IL
- Breanna Meierdierck PEO SOLDIER, Picatinny NJ
- Nicki Wilson PEO ENTERPRISE INFORMATION SYSTEMS, Ft. Belvoir VA
- Jennifer Weiger PEO AVIATION Huntsville, AL

Workshop participants were selected on a nomination basis by their service acquisition executives and Fourth Estate leadership. The USD(A&S) Human Capital Initiatives Office plans to meet with the workshop participants again as part of its efforts to keep early professionals engaged and contributing to the acquisition workforce. We have heard repeatedly from this critical subset of the acquisition workforce that they want to be heard and they want to play a role in shaping the future of defense acquisition.

Five members of the Army Acquisition Workforce were selected:

- **Jennifer Weiger**, Program Executive Office (PEO) for Aviation, program management
- **Breanna Meierdiercks**, PEO Soldier, life cycle logistics
- **Elizabeth Furlong**, U.S. Army Contracting Command, contracting
- **Daniel Zaloga**, U.S. Army Futures Command, engineering
- **Nicole Wilson**, PEO Enterprise Information Systems, program management

To read more about this innovative program, visit the HCI webpage at <http://www.hci.mil/what-we-do/ecw.html>

Army DACM Office Highlights

- ▶ Perspective – The IDEAL Course (Part 1 & Part 2)
- ▶ AAE Accepting Nominations for Excellence in Leadership Awards
- ▶ July DACM Hot Topics
- ▶ A Chance to Think
- ▶ Acquisition Writing Competition showcases Workforce talent and Creativity



UNITED STATES ARMY
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