



FOCUS *on the Workforce!*



Volume 1, Issue 7 ~ September 2019



During the Women's Equality Day celebration here Aug. 22, a group that includes members of the commander's Federal Women's Program, the Equal Employment Opportunity Office team, three special guest discussion panelists, the business director and the commander, gather for a photo.

From left, Katrisa Norwood, EEO specialist; Lili Miller, contract specialist; Amy Sullivan, financial analyst; Wanda Welch, project management specialist and administrative officer; Rachel Ray, administrative officer; Angela Wilson, supervisory

contract specialist; Christina Freese, Huntsville Center business director; Col. Marvin L. Griffin, Huntsville Center commander; Karen Pane, director of Human Resources for the U.S. Army Corps of Engineers; Dr. Juanita Christensen, executive director of the U.S. Army Combat Capabilities Development Command Aviation and Missile Center; Audrey Robinson, Esq., chief of counsel at NASA Marshall Space Flight Center; William Hayes, EEO specialist; and Angela Morton, EEO chief.

“Lead, Communicate, Accomplish”

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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 and Environmental

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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HNC

By the
#’s

5

Lines of
Effort

43

Programs

4,500+

Ongoing
Projects



Our Charter: Huntsville Center has programmatic and functional boundaries in lieu of geographical boundaries. We execute programs, projects and taskings that:

- Are national or broad in scope.
- Require integrated facilities or systems that cross geographical division boundaries.
- Require commonality, standardization, multiple site adaption, or technology transfer.
- Require a centralized management structure for effective control of program development, coordination and execution.
- Require functions to be performed that are not normally accomplished by a HQUSACE organizational element or that require unique, specialized, expert technical competencies.

U.S. Army Corps of Engineers U.S. Army Engineering and Support Center, Huntsville

Learn more at www.hnc.usace.army.mil

New beginnings at Huntsville Center



A [new commander](#) took over the leadership and direction of the U.S. Army Corps of Engineers' U.S. Army Engineering and Support Center, Huntsville Aug. 15 during a change of command ceremony at the University of Alabama in Huntsville's Chan Auditorium.

During the ceremony, [Maj. Gen. Richard G. Kaiser](#), deputy chief of engineers and deputy commanding general of the U.S. Army Corps of Engineers presented Huntsville Center's colors to [Col. Marvin L. Griffin](#), signifying the organization's change in leadership.

Griffin assumed command from [Lt. Col. H. W. Hugh Darville](#), who had served as the Center's interim commander since April. Darville will return to his position as the Center's deputy commander.



Meet and greet

On the day after the [Aug. 15 change of command ceremony](#), new Huntsville Center commander Col. Marvin L. Griffin hosted a reception in the 475 Quality Circle lobby. The meet-and-greet gave Huntsville Center professionals a chance to meet and talk with him in a more relaxed setting. Attendees included outgoing commander Lt. Col. H. W. Hugh Darville, retired Col. John Hurley, and guests from the USACE Learning Center and Redstone Arsenal.



FOCUS ON RECOGNITION

Col. Marvin L. Griffin, Huntsville Center commander, presents commander's coins to members of the team from Resource Management that led the S&A Carryover training sessions for Huntsville Center employees in May. The team ensured the new S&A carryover policy and message reached all Center professionals who work with reimbursable funding.



From left: Leanne Victory, Sharron Brooks, Carrie Gilmore, Donzia King-Clark and Amanda Odem, Jennifer Peete and Jeniece Prince. Also recognized but not pictured here were Elizabeth McCullough and Colleen O'Keefe.

“Lead, Communicate, Accomplish”

FOCUS ON LEADERS



Communication

Article by Ralph Campbell
Director, Ordnance and Explosives

think about why we are communicating this information.

In March, Huntsville Center's Programs Director Chip Marin wrote in these pages about the importance of effective communication, calling 2019 the HNC Year of Communications. Chip emphasized that the content and delivery of our communication needs to fit both the way and level of the intended communication.

Three things I think about in communications: What is the purpose of this message? What is my desired end state? Who is the intended audience?

Generally, we have two purposes for communicating at the Corps: A decision needs to be made or the recipient needs to be aware of certain information. State up front, in the first line, why you are sending this message (e.g. "I need a decision on...").

To expand on that idea, we also need to

"this is for situational awareness only no action required on your part", "the general is about to call you").

It is critical we be succinct and to the point. Be precise in your language. If you communicate in a vague, imprecise manner, don't be surprised when you don't get your desired outcome.

What is my desired end state once the message is sent and acted upon? If the end state is to inform someone, make sure to provide the appropriate level of detail for the intended audience. If you are requesting a decision, provide enough information, at the appropriate level of detail, and the preferred course of action.

Depending on the complexity and importance of the decision, you may need to present multiple decision options, along with your analysis of each option. State when you need the decision. As a

rule, never quibble (i.e. using language that misleads or attempts to evade the subject) when communicating.

Who is the target of this communication? Do they need this information? If so, why? If they do not need the information, then don't send it. If they do need the information, assess why they need it and tailor your messaging accordingly in purpose and detail.

We are well past the midpoint in our Year of Communications, and it is important we continue to ensure our communications are effective. The need for effective communications does not end but only gets more critical as the volume of information increases.

At Huntsville Center, we must make sure we continue to focus on effective communications to assure our continued success.

"It is critical we be succinct and to the point. Be precise in your language. If you communicate in a vague, imprecise manner, don't be surprised when you don't get your desired outcome."

"Lead, Communicate, Accomplish"

FOCUS ON PROFESSIONALS

Meet Huntsville Center's newest certified professionals

Lt. Col. H. W. Hugh Darville, then commander of Huntsville Center, joined Albert "Chip" Marin III, Huntsville Center programs director, to recognize our newly certified professionals Aug. 13. For some of the honorees, the occasion marked their first time on the certification wall; while others were celebrating additional designations.



Certified Federal Contracts Managers

From left: Lee Tew, Jeffrey Roberts, Tonju Samuels and Latosha McCoy.
From right: Paul Wiggins, Colleen O'Keefe, Angela Wilson and Brian Wing. Not pictured in this group: Lany Gonzales



Certified Defense Financial Manager

(Above at center) Amanda Odem
(At right) From right, Justin Colar and Michael Pickett. Not pictured: Dallas Carlisle.



Professional Engineers



Acquisition Professionals - Contracting, Level III

(Above) From right, David Hackler, Brian Wing and Paul Wiggins. Not pictured: Samantha Adato and Earl Oberholtzer.

(At right) Tamika McDowell and Warren Harper. Not pictured: Hank Thomsen.



Acquisition Professionals - Facilities Engineering, Level III



Computing Technology Industry Association (CompTIA) Security+

David Hackler.



Lean Six Sigma - Black Belt

Sharon Gresham. Not pictured: Bernard Givan.

September Employees of the Month



Lori Woody
Logistics Management Specialist



Michael May
Visual Information Specialist



#STILL
Serving

NAME: NOEL BARTMESS
ORG: CEHNC-EMG
BRANCH: AIR FORCE
YEARS SERVED: 20
YEARS AS CIVILIAN: 8

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

HNC design team unveils planned Quality Circle enhancements



The displays showcase forthcoming additions to the Center's offices, workstations, collaborative areas and conference rooms, along with an updated floor plan.

The planned interior additions and renovations are thanks to the Project Delivery Team, which includes multiple programs throughout Huntsville Center supporting the Quality Circle enhancements. These enhancements will include new carpet, paint, office furniture and cubicles. If you'd like to know more, come out and check out the designs.

"I think it will be a welcome addition to the Center, and make it feel a little bit more like home," said one employee.

"I think it feels good for them to actually finally be able to see it and touch it."

HNC Team,
"I love it," said Sharon Gresham on the day the easels first went up. "I think it's more spacious than anything I've had since I've been in Huntsville."

For a limited time, Huntsville Center employees walking down the north hallway have the opportunity to see and touch the planned workspace enhancements throughout 475 Quality Circle.



Interior designer Tyree Whitson points out some of the enhancements planned for the executive offices.



Quality Circle enhancements

Phase I



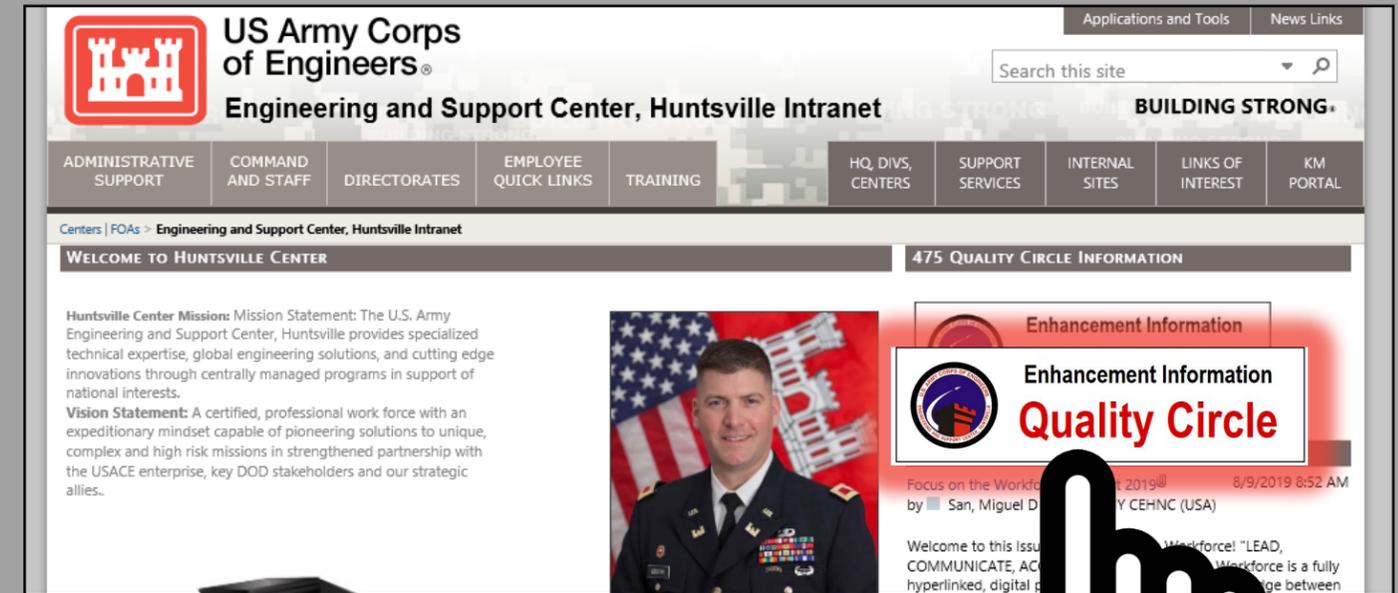
Completed:

- Short-term audio/visual project: This included new projectors for conference rooms and mobile speakers for various large training rooms.
- Meditation Room - New paint and carpet
- SRM Room - New paint and carpet
- Western Conference Room (Explorer): New paint and carpet
- Southwest Quadrant: New paint and carpet.

Started/Planned:

- Command Conference Room: New paint and carpet. This room is now unavailable for scheduling.
- Law Library - New paint and carpet.
- LM Area - New paint and carpet
- Exterior signage, including signage on the front and sides of the building and the marquee at the road. Expected to be completed within 75-90 days.

Phase II, which will begin upon completion of Phase I, will mainly affect the small offices and the Business Management Office section.



For more detailed information, visit Huntsville Center's SharePoint site and click on the button near the top-right of the page.



Southwest Quadrant enhancements to resume shortly!

Pending electrical repairs that are being resolved through GSA, work on Phase I of the enhancement project at 475 Quality Circle is scheduled to resume with furniture installation and the remaining transition back into the building's Southwest Quadrant. Please note the electrical issues are only a technical matter and pose no safety concerns at this time.

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

HNC



HNC News

Huntsville Center ahead of the curve on USACE data strategy
 9/6/2019 **UPDATED** As the U.S. Army Corps of Engineers' commanding general issued a call to revolutionize its data strategy earlier this year, the U.S. Army Engineering and Support Center, Huntsville, was already well...

Registration opens for Small Business Forum 2019
 9/3/2019 Registration is open for the U.S. Army Engineering and Support Center, Huntsville's Small Business Forum 2019 set for Oct. 24 at the Davidson Center for Space Exploration, located on the U.S. Space...

Women's Equality Day SES panelists discuss overcoming obstacles, embracing opportunities
 8/25/2019 As part of the Women's Equality Day celebration at the U.S. Army Engineering and Support Center, Huntsville, Aug. 22, three women at the Senior Executive Service level talked about overcoming...

Homecoming for Huntsville Center's new commander
 8/15/2019 Griffin will lead more than 1,000 employees at the Center's headquarters in Huntsville, Alabama, and its offices in Omaha, Nebraska, and Alexandria, Virginia....



FRP to demolish unusable NASA structure
 8/21/2019 HUNTSVILLE, Ala -- The U.S. Army Engineering and Support Center, Huntsville recently awarded an \$11 million contract for the abatement and demolition of a visitor center entrance and a 500,000 square...

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FOCUS ON CONNECTIONS



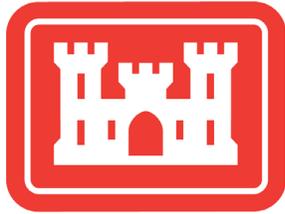
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Focus on the Workforce
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