

# Soldier Systems Center

# SPOTLIGHT

Issue 11

October 2024

## 70 Years of Natick Soldier Systems Center



# A Brief Word

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During the last several months we have continued to identify systems, processes, and procedures we can make more efficient, with the goal of continuous improvement as we strive to be a learning organization. We have invited subject matter experts to conduct staff assistance visits and leveraged outside expertise to help train the team. Another process the Army uses to improve is the After-Action Review (AAR). FM 7-0 says,

*“An after-action review is a guided analysis of an organization’s performance, conducted at appropriate times during and at the conclusion of a training event or operation with the objective of improving future performance. An after-action review (AAR) can be formal or informal (sometimes called a hotwash) and includes a facilitator, event participants, and other observers” (Department of the Army, 2021, p. 4-5).*

An AAR has four parts including a review of what was supposed to happen, establishing what did happen, determining what went right and wrong, and determining how to capture success and improve on shortfalls for future events (Department of the Army, 2021, FM 7-0, p. 3-9). It should also avoid becoming a critique and involve all attendees in the discussion. A critical step in the AAR process is capturing the lessons learned through knowledge management, whether it is through updating standard operating procedures, conducting training or re-training, or managing a data base.

The AAR is a powerful tool to improve performance and set conditions for future success. Consider adding an AAR to your calendar during pre-event/mission planning to ensure you follow through at the conclusion of the event...our ability to learn from past experience is fundamental to our collective success and the AAR is a structured framework for continuous improvement.

Command Sgt. Maj. Joshua Kelley  
U.S. Army Garrison Natick

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# Upcoming Events & Opportunities

## October

**Oktoberfest** - October 10 from 3 - 7 p.m. at the Point ([see flyer for details](#)).

**Trunk-or-Treat** - October 24 from 4:30 - 6 p.m.

## Hispanic Heritage Month Observance



On September 25th, 2024, Natick celebrated Hispanic Heritage Month with a vibrant observance that brought the community together to honor and embrace Hispanic culture. The event featured a variety of activities, including lively Hispanic-style music and traditional foods, fostering a sense of camaraderie and cultural appreciation. Attendees also had the opportunity to learn more about Hispanic heritage through informational posters that highlighted various aspects of Hispanic culture. One of the more unique and engaging activities was a bingo game, where participants used bingo cards featuring the flags of Hispanic countries, adding an educational twist to the fun. The observance was a meaningful celebration of diversity and an opportunity for the community to unite in recognition of Hispanic contributions to society.

## SHARP TALK

### ***Looking for Collateral Duty Victim Advocates***

*Please contact the SHARP office for further details.*

*Elaine T. Andrew  
Natick Soldier System Center  
Carney Hall, Bldg. 1  
TEL: 508-206-4090  
CELL: 508-654-9146*

*The Army's 2024 Sexual Assault Awareness and Prevention theme is "Change Through Unity: Empower. Protect. Prevent." The theme emphasizes unity in the fight against sexual assault; promotion of respect and empowerment for all; and the role of Army Team members, including soldiers and civilians, in creating healthy climates while reinforcing their responsibility to act to prevent sexual assault and sexual harassment.*



**NATICK SHARP 24/7 Hotline: ☎ (508)395-9141**

**DOD SAFE HELPLINE: 877-995-5247 [www.safehelpline.org](http://www.safehelpline.org)**







# MWR Resources

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At Natick Family and MWR, we strive to continuously improve the quality and ease of access to MWR services and information. When planning your next event, please visit our website where you can easily request rental equipment, request dates for facility use, or send a message to one of our representatives.

## Equipment Rental

Visit [www.natick.armymwr.com](http://www.natick.armymwr.com) and click on the 'Equipment Checkout Center' banner.

### Items Available

- Leaf Blowers
- Chainsaws
- Hydraulic Log Splitter
- Landscape Trailer
- Pop-Up Camper
- Snow blowers! \$200 for the entire season!
- Party and tailgate equipment!



Open to all authorized patrons. Prices subject to change.

## Hero WOD - October 2024

### Lumberjack 20

On Nov. 5, 2009, terrorist Major Nidal Hasan attacked fellow Soldiers and civilians at Fort Hood, Texas. He killed 12 Soldiers and one civilian, wounding 43 others.

U.S. Army Spc. Frederick Greene, 29, Pfc. Aaron Thomas Nemelka, 19, Pfc. Michael Pearson, 22, and Spc. Kham Xiong, 23, along with 11 of the wounded were active CrossFit athletes.

### FOR TIME

20 reps, 275-pound deadlifts  
400-meter run  
20 reps, 2-pood (70 pound) kettlebell swings  
400-meter run  
20 reps, 115-pound overhead squats  
400-meter run  
20 burpees  
400-meter run  
20 chest-to-bar pull-ups  
400-meter run  
20 box jumps using a 24-inch box  
400-meter run  
20 reps, 45-pound dumbbell squat cleans  
400-meter run

*A Hero WOD, also known as a Hero Workout, is a challenging and intense CrossFit workout that is named after a fallen hero. These workouts are created to pay tribute to those who have made the ultimate sacrifice in service to their country or community.*





**10.10**  
**3 p.m. - 7 p.m.**

**DRINKS • FOOD • MUSIC**

— ∞ —  
**At The Point**  
**T-Shirt, Mug and Meal - \$20**

**Meal - \$10**

**T-Shirt - \$10**

**Mug \$10**



# Natick Army Community Service Program

## October 2024

### Domestic Violence Awareness Month



October is National Domestic Violence Awareness Month and we're taking a stand against domestic abuse. If you need support against Domestic Violence, please reach out to the ACS office.

*Restricted and unrestricted reporting options are available.*

### Thrift Savings Plan Workshop (TSP) | Wednesday, 9 Oct 1130-1230



ACS will offer a class that introduces TSP to employees and service members. Discussion will include TSP account management, types of TSP contributions, differences between traditional and Roth contributions, and an overview of TSP investment funds. Call ACS to sign-up.

### Trunk-or-Treat Thursday, 24 Oct 1630-1800



NSSC will be hosting a Trunk-or-Treat event on Thursday, 24 October from 1630 to 1800. This is a wonderful opportunity for us all to come together, have some fun, and create a festive experience for our community.

If you're interested in participating, please email ACS.

### Celebrating our Military Families!



This November, we honor the strength, resilience, and sacrifice of Military Families. Their dedication and support are the foundation that enables our Service Members to serve our nation.

ACS will offer Mini Art Canvas kits for the 2nd annual Mini Art Family display.

### Now accepting holiday baking recipes



It's that time of the year, where we all come together and share our favorite holiday recipes. If you would like to participate in the 2024 NSSC Holiday Baking Recipe book, please send your favorite holiday baking recipe to ACS.

\*\*\*This year we'll be adding a baking competition.\*\*\*

For more information contact: Natick Army Community Service Program

Phone: 508-206-4026

Email: [usarmy.natick.id-training.list.nati-accs@army.mil](mailto:usarmy.natick.id-training.list.nati-accs@army.mil)



## 70 Years of Excellence:

### *Natick Soldier Systems Center Celebrates Milestone Anniversary*

NATICK, Mass. — Nestled less than 20 miles from the historic battlefields of Lexington and Concord, the U.S. Army Natick Soldier Systems Center (NSSC) marks 70 years of service to the nation, continuing its tradition of technological innovation in support of the U.S. Army and the broader Joint Force. Established in 1954 as the Quartermaster Research Facility, the center has evolved into a premier research and development hub, focused on enhancing the performance, survivability, and lethality of the American Warfighter.

Since its inception, NSSC has been at the forefront of military technology, ensuring that Soldiers, Marines, Sailors, and Airmen are equipped with cutting-edge tools and resources. Over the past seven decades, the center has expanded its scope, becoming a joint-service installation and collaborating with world-class universities, private industries, and government agencies. Its strategic location in Massachusetts provides NSSC with access to some of the nation's leading research institutions, fostering a rich environment for innovation.

One of NSSC's key components is the U.S. Army Combat Capabilities Development Command Soldier Center (DEVCOM-SC). DEVCOM-SC is the Army's only research organization dedicated to optimizing Soldier performance and enhancing lethality through technological advancements. From designing new parachutes and exoskeletons to developing advanced nutrition solutions, DEVCOM-SC plays a critical role in preparing the Army for future battlefields. The Monti Soldier and Squad Performance Research Institute (S2PRINT), a recent addition to NSSC, is a state-of-the-art facility that enables scientists to conduct comprehensive research on Soldier performance across a variety of disciplines, from cognitive science to biomechanics.



#### **Natick Soldier Systems Center Name Changes**

As we commemorate the 70th Anniversary of the opening of the installation in October, 1954, we look back at all the different names that "Natick Labs" has had over the years.

- 1949 - Quartermaster Research Laboratory (Original Planning Name)
- 1953 - Quartermaster Research and Development Center
- 1957 - Quartermaster Research and Engineering Command
- 1962 - Natick Laboratories
- 1975 - U.S. Army Natick Development Center
- 1976 - U.S. Army Natick Research and Development Command
- 1980 - U.S. Army Natick Research and Development Laboratories
- 1983 - U.S. Army Natick Research and Development Center
- 1992 - U.S. Army Natick Research, Development and Engineering Center
- 1994 - U.S. Army Soldier Systems Command
- 1998 - U.S. Army Soldier Systems Center
- 2003 - Known as U.S. Army Natick Soldier Systems Center







The U.S. Army Research Institute of Environmental Medicine (USARIEM) further contributes to NSSC's mission by exploring how environmental stressors such as heat, cold, and altitude impact Soldier health and readiness. USARIEM's research helps optimize the physical and cognitive performance of Warfighters, ensuring they are prepared for any operational environment. Recent studies conducted at USARIEM have led to critical advancements in injury prevention, resilience, and operational stress management.

NSSC's influence extends beyond the Army, with its Navy mission partner, the Navy Clothing and Textile Research Facility (NCTRF), contributing to the development of protective and functional clothing systems. NCTRF innovations, such as flame-resistant uniforms and advanced safety boots, are integral to the readiness and mission success of U.S. Navy personnel. Additionally, the U.S. Coast Guard's Clothing Design Technical Office works alongside NSSC teams to provide technical and engineering support for uniform and insignia development.

As NSSC looks to the future, its commitment to advancing Soldier technology remains steadfast. With an increasing focus on emerging threats, NSSC is poised to continue its legacy of innovation, contributing to the Army's modernization efforts and ensuring that America's Warfighters have the tools and capabilities necessary to succeed on the battlefields of tomorrow. Through collaboration, research, and a dedication to excellence, the Natick Soldier Systems Center will remain a cornerstone of military readiness for decades to come.

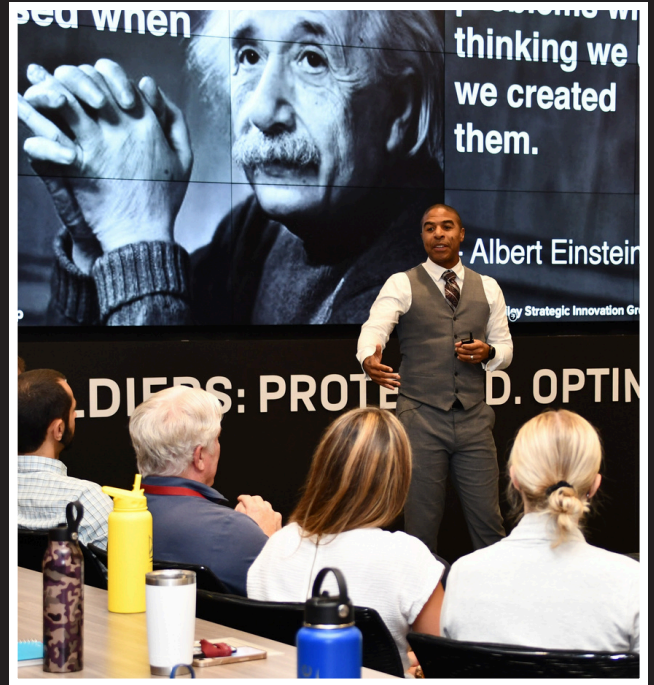


# DEVCOM Soldier Center hosts Eric M. Bailey, a leading expert on human relationships and improving work culture

*Story by Jane Benson, DEVCOM Soldier Center Public Affairs*

NATICK, Mass. — The Culture Engagement Team at the U.S. Army Combat Capabilities Development Command Soldier Center, or DEVCOM SC, recently hosted Eric M. Bailey, a best-selling author and renowned expert on improving work culture, communication and human relationships.

Bailey led two workshop sessions that provided important insights into how fear of failure can hinder innovation and how the need to be perfect can hinder constructive communication. During the sessions, participants learned how to try to abandon their fear of failure and their need to be perfect. Fear of failure, fear of trying new ways of doing things, the need to always be right, and endless debating all negatively impact productivity, innovation and employee relationships. All these things contribute to inertia and to good people leaving organizations.



o always be right can hinder constructive communication. The presentations included fun, interactive exercises that broke down communication barriers and fear of failure through laughter and connection.

Hosting Bailey was part of the DEVCOM SC's Culture Engagement Team's larger efforts aimed at creating strong interpersonal relationships and communication among employees. The team works to create a sense of community, connection and trust. The team's efforts include surveys, focus groups, wargaming efforts and workshops.

Andrea St. George, PsyD, is an Organization Development Specialist and Leadership Development Program Manager at DEVCOM SC. She is also the leader of the Culture Engagement Team. She believes Bailey's workshops benefitted the organization.

"Having attended one of his workshops in the past, I think Eric's workshops strongly address differing perspectives and how we feel about each other, and subsequently how we treat each other, when we have different perspectives," said St. George.

Bailey's workshops addressed how irrational behavior and endless debate negatively impact productivity. St. George noted that endless debate and arguing are "huge time wasters" that can stifle creativity and cause an organization to lose good people if not resolved.

"If you can't resolve irrational behavior, morale drops which impacts productivity," said St. George. "You run the risk of people 'quiet quitting' — going through the motions without having your heart in the work."

Members of the Culture Engagement Team are committed to improving DEVCOM SC's working environment. "What motivates me to do this work is having the opportunity to encourage people to see different perspectives to improve relationships," said Tami Griffith, a member of the DEVCOM SC's Cultural Engagement Team.





Elena Frolova, a member of the Cultural Engagement Team, believes an important function of the team is to help ensure that the concerns of DEVCOM SC employees are heard.

"I'm grateful to be part of a group of people that care about this type of work and are enthusiastic about making everyone's voices heard," said Frolova.

St. George noted that Bailey's workshops are a great way to help people to gain perspective and understanding of their own behaviors and the behaviors of others, as well as ways to work together toward solutions.

"His workshops are engaging and empowering, fun and energetic and very thought-provoking," said St. George. "I think the employees at SC will be thinking about his workshops far into the future."

St. George and her team are proud to help improve the culture at an organization dedicated to serving the warfighter.

"I hope that the work we have been doing, and will continue to do, helps improve the culture," said St. George. "We recognize that it's a never-ending mission to be addressing the culture, and we are committed to doing the work for the long haul. Improving the interpersonal relationships on teams allows us to improve our effectiveness, which makes us better at serving the warfighter."



The Culture Engagement Team at the U.S. Army Combat Capabilities Development Command Soldier Center, or DEVCOM SC, recently hosted Eric M. Bailey, a best-selling author and renowned expert on improving work culture, communication and human relationships. Bailey led two workshop sessions that provided important insights into how fear of failure can hinder innovation and how the need to always be right can hinder constructive communication. The presentations included fun, interactive exercises that broke down communication barriers and fear of failure through laughter and connection. DEVCOM SC employees (pictured here) participate in one of Bailey's workshop exercises, encouraging fun, connection, laughter, and working together without the fear of failure. (Photo Credit: Alec O'Rourke)



# Highly esteemed DEVCOM Soldier Center employee celebrates 50 years of service

*Story by Jane Benson, DEVCOM Soldier Center Public Affairs*

NATICK, Mass. — If you work at the U.S. Army Combat Capabilities Development Command Soldier Center, or DEVCOM SC, chances are you know Beverly Lange. Lange is a friendly presence on post, and she is known for her human resource expertise — including everything from recruitment to retirement. Lange recently celebrated her 50th anniversary of working at DEVCOM SC, an organization of about 700 civilian employees.

Lange, who everyone calls “Bev,” is known for her pleasant demeanor, outstanding work ethic, extensive knowledge of human resources, and her willingness to answer any and all questions. She is extremely modest about the important role she plays at DEVCOM SC, but her positive impact on the organization and the working lives of DEVCOM SC employees cannot be overstated.



Douglas Tamilio, director of DEVCOM SC, has high praise for Lange.

“Bev’s dedication and hard work, combined with her unparalleled human resource expertise, have contributed greatly to our top-notch organization,” said Tamilio. “Her work enables our employees to focus on ensuring our warfighters are protected, optimized and lethal.”

Lange’s major duties include preparing personnel actions for DEVCOM SC employees, and assisting managers with recruitment and staffing needs, as well as providing guidance and assistance to employees on a wide variety of personnel-related topics.

“It is very satisfying when I am able to answer employees’ questions and provide them with the information they need,” said Lange. “I appreciate the opportunity to help our employees, and I hope that the assistance I give them takes a little burden or stress from their day so they can continue to do great things for the Army.”

Lange began her career at DEVCOM SC, an organization that has had several different names over the years, as a clerk-stenographer in August 1974. At the time, she wasn’t aware that there was an Army installation in Natick, Massachusetts, and she found out about it when she took a civil service exam in high school and filled out a job application. After graduation she was contacted for a job interview and her career at the installation began.

“Back in 1974, I never thought that 50 years later I would still be working at Natick, but it has been a wonderful journey,” said Lange.

Along her journey, she has helped numerous people navigate personnel issues.



“If I can help to make their job or their life a little easier, that makes me feel that I’ve done a good job,” said Lange. “When I first started in G-1 Human Resources, I handled student actions, so it is wonderful to see some of our former students who are pursuing careers at Natick and are contributing so much to the organization.”

The program specialist has seen a lot of changes over the years, including changes in technology.

“In 1974 we were using typewriters and faxes,” said Lange. “We only had two copy machines for the entire organization and we hand-carried paperwork all over post. We even had a supply store on post where we picked up office supplies. All that has been replaced by computers, email, pdf files, copy machines in almost every office and ordering supplies on-line. What could be considered as ‘social media’ in 1974 consisted of walking over to someone’s desk and having a conversation and perhaps showing them your latest family or vacation photos — which were printed by developing film from a camera.”

During her career, Lange has also witnessed firsthand the evolving roles of women.

“When I first started at Natick, women mostly worked in secretarial or business positions,” said Lange. “There were not many women scientists or engineers, and I don’t think we even had any women team leaders until a few years later. We now have a workforce where women work in many different occupations. There are more female team leaders, women occupy high level leadership positions, and there are many more women in the military serving our country.”

She is proud to serve an organization that serves the warfighter.

“It is extremely rewarding to be part of an organization that does so much to support our warfighters,” said Lange. “I am proud to say that I am a member of the DEVCOM Soldier Center workforce, and I enjoy being able to tell others about all the great things that Natick does.”

Working in human resources, Lange has observed firsthand how everyone’s job at DEVCOM SC plays an integral role in the organization’s success.

“We wouldn’t be the organization we are without everyone’s skills and expertise,” said Lange. “Also, the longer I work at Natick the more thankful and appreciative I am for all our service members. They are the reason we do what we do. What better mission could there be then to provide them with the best that we all have to offer.”

Even though Lange has hit the fifty-year mark in her career, she isn’t planning to retire anytime soon.

“I am honored to be able to contribute to the mission of the DEVCOM Soldier Center,” said Lange. “I am thankful for being able to work at such a unique organization for so many years. My 50-year journey has given me the opportunity to work with and get to know so many wonderful people and to see all the amazing work they do and all the great products that they develop for the military. I am proud to be part of an organization whose mission is to support our servicemen and women.”





# THE HATCH ACT

## Social Media Use Quick Reference

Social media is everywhere in today's world and accessible to most employees, even while at work. So it is important for federal employees to understand how their use of social media can run afoul of the Hatch Act.

In general, all federal employees may use social media and comply with the Hatch Act if they remember the following three prohibitions:

1. On Duty or in the Workplace Prohibition: Employees may not engage in political activity while on duty or at work. Political activity refers to activity directed toward the success or failure of a political party or partisan political group (collectively referred to as "partisan groups"), or candidate for partisan political office (candidate).
2. 24/7 Prohibition: Employees may not knowingly solicit, accept, or receive a political contribution for a partisan group or candidate.
3. 24/7 Prohibition: Employees may not use their official authority or influence to affect the outcome of an election.

Further restricted employees are subject to an additional restriction and may not engage in political activity that is on behalf of or in concert with a partisan group or candidate.

### *Examples of prohibited activity on a personal social media account*

While on duty or at work, all employees may not:

- post or share a message about a candidate or a partisan group;
- tweet or retweet content supporting or opposing a candidate or partisan group; or
- invite others to a campaign rally or other partisan political event.

Even when off duty and away from work, all employees may not:

- tweet, like, or otherwise share a message that asks others to donate to a partisan group or candidate;
- share an invitation to a campaign or political party fundraiser; or
- use their official title or position to endorse a candidate.

In addition, further restricted employees may never:

- share or link to the account of a partisan group or campaign; or
- retweet a message from a partisan political group or candidate

### *Examples of prohibited activity on an official social media account or one that is being used for official purposes*

Employees using such accounts may not:

- tweet or retweet a post about a partisan group or candidate; or
- follow or link to a candidate's campaign website or the account of any candidate or partisan group.

## Reminders

- These restrictions apply regardless of whether an employee is using government equipment or a personal device or whether the employee's social media account is private, public, or uses an alias.
- Employees are "on duty" when in a pay status, other than paid leave or another excused or authorized absence.
- Agencies may have other rules or policies that govern an employee's use of personal or official social media accounts.

# Army Civilian Jobs

We Are

Hiring

Apply Now!

**We have a wide range of positions available for everyone.**

Discover diverse opportunities, enjoy exceptional benefits, and thrive in a supportive work environment. The Army is ranked in the top 10 “*Best Places to Work in the Federal Government*” from the Partnership for Public Service.

Typically, vacant positions are (but aren’t limited to): Administrative Support, Budget and Finance, Business Management, Child and Youth Services, Hospitality Management, Information Technology, Recreation and Sports, Veterinary Medicine and more!

## Check out our video library!

**Video 1: How to  
Create a Login.gov  
Account**



**Video 2: How to  
Create a USAJOBS  
Profile**



**Video 3: How to  
Search for and Apply  
to Army NAF Jobs**





## Get Started!

1. Scan the QR Code to go to Login.gov.



2. Create a Login.gov profile.

3. Go to <https://usajobs.gov> and login.

4. Create or upload your resume.

5. Click the box to make your resume "Searchable".

6. Upload transcripts, coversheets, certifications, etc. into your USAJOBS profile.

7. Scan here to apply for Army civilian jobs at [armynafciviliancareers.usajobs.gov](https://armynafciviliancareers.usajobs.gov).



**General Public** – Submit your resume.



**Military Spouses** – Include your Active-Duty Spouse PCS Orders and your resume.



**Military Veterans** – Include your DD 214 and your resume.



**Current or Former NAF Employees** – Include your DA Form 3434 or ensure your NAF experience is detailed on your resume.



# NSSC Online

*Follow us on the web*



## **U.S. Army Garrison Natick:**

Webpage: <https://home.army.mil/natick/>

News: <https://www.army.mil/natick>

Facebook: <https://www.facebook.com/NatickSSC/>

LinkedIn: <https://www.linkedin.com/company/u-s-army-garrison-natick/>

X: <https://www.x.com/NatickSSC>

## **DEVCOM Soldier Center Online:**

Webpage: <https://sc.devcom.army.mil>

Facebook: <https://www.facebook.com/devcom.SoldierCenter>

LinkedIn: <https://www.linkedin.com/company/us-army-ccdc-soldier-center/>

X: [https://x.com/DEVCOM\\_SC](https://x.com/DEVCOM_SC)

YouTube: <https://www.youtube.com/@USArmyCCDCSoldierCenter>

## **U.S. Army Research Institute of Environmental Medicine:**

Webpage: <https://usariem.health.mil/>

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## **Content Submission**

*If you would like to submit content for the newsletter please submit content via the forms link below: <https://forms.osi.apps.millr/UTgy9Ppam2>*

- **Review Process:** Once submitted, you'll be notified that your content is under review.
- **Approval Notification:** When content is approved, you'll receive an automatic email confirmation.
- **Newsletter Inclusion:** Approved content received by the 4th Monday of the month, will be included in the working draft of the newsletter.
- **Final Edits:** The newsletter is edited for AP style and finalized for release.
- **Newsletter Publication:** The newsletter will be released on the first Monday of the new month.