

Hola All,

It's time for another message from the Chief! (OK, no loud cheering,...or moaning!) First up, this is a "Rich Text" file. Please click on the "This message was converted to plain text" bar at the top of the message and convert back to rich text to view it as intended. Thanx. As usual, there's a lot going on so saddle up and bear with me for a while, OK? Let's get right into it.

-- First let me ask for your help. We've gotten some feedback on possible reasons why some addressees are not receiving the Corps Chief messages. Here you go.

\* Messages are going to some folks' junk mail file in Outlook (OK, no comments...!!!)

\* Some mailboxes have exceeded their limit and the message is non-deliverable (I get these back!)

Please ask around and check with your co-workers to see if they received the message. If not, please ask them to check these two issues. In addition, we'll continue to work with the system to insure the messages get to as many Corps members as possible. Thanx in advance for your assistance! Oh, and one more thing. We've had numerous requests from military members of the AMEDD to share the messages with them. Please feel free to do so.

-- We always try to send along a little good news. I invite to the AMEDD Civilian Corps web site ( <https://ameddciviliancorps.amedd.army.mil> ) under the "Celebrate Success" link to read about Mr. Daryl Walker who works with the Wounded Transition Battalion (WTB), Ft Gordon, GA. He and his team have transformed the entryway of the WTB Building into an art gallery using art from the Wounded Warriors. It's a neat story.

-- The MEDCOM conducted its training symposium 27-29 Jun in San Antonio. We just got word that the MEDCOM Strategic Communications Division has uploaded all the videos, photos and presentations from the track sessions on to AKO. This link will allow you to access the info: <https://www.us.army.mil/suite/files/30731024> . If you were there and had a conflict with 2 presentations you wanted to see, the info is available. If you weren't able to attend, you can still get an idea of the info presented by reviewing the presentations that are of interest to you.

There were some really neat things about the symposium concerning AMEDD Civilians.

\* This was the first year for award of the MEDCOM Civilian of the Year Award. This year's winners were:

o Category I - Ms. Heather Taylor, Lead Medical Support Assistant At Madigan Army Medical Center, Joint Base Lewis-McChord, Washington

o Category II - Ms. Marjory Waterman, Nurse Consultant, Headquarters, US Army MEDCOM

o Category III - Ms. Tammy Griswold, Supervisory Instructional Systems Specialist, AMEDD Center & School (AMEDDC&S)

\* Each year the personnel community presents the LTC Karen Wagner Leadership Award in memory of LTC Karen Wagner, a Medical Service Corps personnel officer who was killed in the Pentagon on 11 September 2001. The winners were:

o Military Category - Ms. Terri Morefield, Chief Military Human Resources Branch, Ft Wainwright Alaska MEDDAC

o Civilian Category - Ms. Kathryn Kelley, Chief, Civilian Human Resources, Ft Jackson MEDDAC

\* Another first this year was the MEDCOM Individual Award for Excellence in Safety. The award recognizes significant impact on an organization's safety in daily operations accident prevention efforts. The winner was Ms. Kimberly Jeffery-Wolfert, Community Health Nurse, Heidelberg MEDDAC.

\* Another first at the conference this year (there were a lot of them, huh??!!) was the MEDCOM Biz Bowl where teams from different medical treatment facilities battled for prizes using their knowledge of the business of health care as the weapons. Each team had a civilian member and, from the way they performed, I wouldn't be surprised to see more civilians on future teams. Congratulations to all the civilian participants. Special congratulations go out to Ms. Carol West from the runner up Winn Army Community Hospital team from Fort Stewart and to Mr. Chris Grippo from the winning Bavaria MEDDAC team. Nicely done!

Pictures of the award presentations and the Biz Bowl are or soon will be available on the AMEDD Civilian Corps web site: <https://ameddciviliancorps.amedd.army.mil> . Look on the Civilian Corps Photos link under Photo Gallery. (BTW, remember, to contact the Corps Office you can use the "Contact Us" link in the upper right corner of the web site cover page.)

-- One of the major programs going on in the AMEDD now is called "The Culture of Trust." It was a significant part of the MEDCOM Training Symposium and will be a foundation of the way ahead for us in Army Medicine. There is a video I'd really like you to view that gives some great perspective. You can find it, along with other related information, on the Army Medicine Culture of Trust site at <http://www.armymedicine.army.mil/cot/index.htm>. Be sure to take a look. In addition there are two briefings from the conference, presented by Dr. Claudette Elliott, the AMEDD's lead in this program, that you should get a look at. One is the "Culture of Trust Track Session" and the other, "Culture of Trust: Trust Model." The first introduces the Culture of Trust while the second covers the tenets of trust and trust behaviors. Both are available on the AMEDD Civilian Corps web site under "Strategic Focus" --> Strategic Communication. Please look

them over; it'll be worth the trip. You'll hear much more about this topic in future messages. Muchas gracias.

-- As you might guess, we get a lot of questions in reply to the Chief's messages. Let me address a few of the more frequent ones.

\* Numerous questions have come in about the availability of items with the AMEDD Civilian Corps logo on them. Items are available on line from the AMEDD Museum Gift Shop. The address is [www.ameddgiftshop.com](http://www.ameddgiftshop.com) .

\* "How can I start to build my leadership skills and capabilities?" is a very common question. You can start in some of readily available ways.

- o Make leadership a focus on your Individual Development Plan (IDP)– remember the IDP is a requirement identified in MEDCOM Policy 11-040.

- o Take some of the leadership courses available through the Civilian Lifelong Learning (CL3) program run by the AMEDDC&S. You can access the program in one of two ways: 1) Go to the AMEDD Civilian Corps web site; <https://ameddciviliancorps.amedd.army.mil> and use the "Training" link; CL3 is right near the top. You can also go to the AMEDDC&S web site at [www.cs.amedd.army.mil](http://www.cs.amedd.army.mil) and click the "AMEDDC&S Portal" link on the bottom left of the screen. The CL3 link is on that page. The last time I sampled the CL3 data base there were 53 hits when searching for "leadership". It's also worth noting that the CL3 program has many courses provided by the Joint Medical Executive Skills Institute (JMESI) for which you can get CE/CME credits. Why not kill two birds with one stone??!!

- o Sign up for the Distance Learning modules of the Civilian Education System (CES) courses. All civilians, regardless of their supervisory status, can take the DL portion of the any CES course or self-development. Go to [www.amsc.belvoir.army.mil](http://www.amsc.belvoir.army.mil) for more information.

- o You can also volunteer to lead local teams or projects that will give you practical leadership experience. Every time you do that you gain a hands-on perspective you can't get any other way. Try it out and good luck!

\* We've had some questions from folks in the Corps about education opportunities focused specifically on how to deal with automated systems. Here's one. The Health Systems Functional Proponent Course (HSFPC) is designed for Military Health System (MHS) personnel designated as Functional Proponent Representatives and assigned primary responsibility for the business processes supported by an information system or initiative, and for senior functional managers who will be actively involved in decision making and prioritization of information system requirements, development, and sustainment. The course helps prepare the graduates to work collaboratively with information technologists. Feedback is that it's a really good program.

The instruction teaches students to identify needs based on a documented deficiency or a desired change in business practice, to develop metrics for benefits realization, and to participate in lifecycle management decisions.

The course is in two-phases--distance learning, designed to introduce concepts that will facilitate understanding of lectures; and practical exercises in the resident component.

Phase I: 22.5 hours of computer-based distance learning. Students have 6 weeks to complete this phase. It requires reading the prescribed background documents to prepare them for material that will be presented in class. Students also complete on-line courses in: Integrated Product Team Management and Leadership; Project Management, Information Management Strategies; and Lean, Six Sigma and Balanced Scorecards.

Phase II: In residence, at the Academy of Health Sciences (AHS), Army Medical Department Center and School (AMEDDC&S), Fort Sam Houston, Texas. The in-residence phase is two-weeks long and focuses on additional learning and practical exercises.

Civilians in the grade of GS-11 and up, meeting the requirements above are eligible to attend. Right now the TDY for Phase II must be funded by the organization. We're looking into the possibility of central funding but no promises. For more information on the course and/or application procedures contact Mr. Arnie Saunders, (210) 221-6193/DSN 471-6193 or [arnold.saunders1@us.army.mil](mailto:arnold.saunders1@us.army.mil) .

\* As we've said before, each of these Corps Chief messages generates about 150 replies, many of which are focused on operational questions. You're welcome to use the Corps Chief's Office as a source for answers but it isn't the only one available to you as a member of the AMEDD.

"You've Got Questions, We Get Answers!" is the motto of the AMEDD Issues Program (AIP). The AIP provides customers a venue to ask questions or submit issues on any topic to Knowledge Management Consultants who will research and either provide answers directly or connect customers to subject-matter-experts (SMEs) for more in-depth information. Questions and issues are acknowledged within two business days. The AIP is integrated with the Medical Warfighter Forum (MedWFF) on AKO at <https://www.us.army.mil/suite/page/131414> .

Issues are categorized and archived in the AMEDD Issues Knowledge Based Repository and tracked throughout their lifecycle. There are currently 3373 solutions archived in the repository! So, you may find your issue by conducting your own repository search using Doctrine, Organization, Training, Materiel, Leadership and Education, Personnel, and Facilities (DOTMLPF) domains; medical functional area; or keyword. Archived issues, along with their resolution and SME contact information, are available on the program website at:

<https://secure-akm.amedd.army.mil/issues.aspx?type=1> .

Access to both the MedWFF and the Issue Repository do require AKO access. For additional information contact the AMEDDC&S Knowledge Management Directorate at (210) 221-8992/7380, DSN 471-8992/7380 or [amedd.issues.program@amedd.army.mil](mailto:amedd.issues.program@amedd.army.mil) .

--Now for the Washington Corner. I like to try to keep you abreast of what's going on in DC from my perspective as happenings impact the Civilian Corps. Here's the latest.

\* In previous messages we've talked about the Civilian Workforce Transformation going on at Department of the Army. Movement of Army civilians into a Career Program (CP) is going well. Over 90% of civilians have now been assigned to a CP and the effort is on target for completion by 30 Sep 11. Some points to remember:

- o Most of the AMEDD Civilian Corps will be in CP 53-Medical—we think about 35,000 of our 46,000 members. It looks like I will be the manager for CP 53.

- o AMEDD civilians not in CP 53, we've initiated contact with some of your CP representatives and will establish liaison with the full complement in the not-too-distant future.

- o We have existing Career Group Managers (CGMs) who represent non-53 CP personnel at the MEDCOM level. We will post a list on the AMEDD Civilian Corps web site in the near future.

- o What does having a CP mean to you?

- > Representation at the table on policy decisions at DA.

- > A management staff to provide management of the CP—current proposal is 12 personnel, likely to be located at the AMEDD Personnel Proponency Directorate here at Fort Sam beginning in FY 13. There will likely be contract support to bridge the gap between now and then.

- > Some resources to be applied to educational and developmental opportunities for CP members—Dollar figure and distribution are TBD.

- > Career maps to help you plan career progression. There may, in fact, be some opportunities for CP-53 subject matter experts to come to Fort Sam TDY to help write those plans and the associated Army Civilian Training and Education and Development System (ACTEDS) plans. There's a lot more to come on this so please stay tuned.

- > ACTEDS plans for our occupations.

\* We've all likely heard about the likely resource reductions in the future for DOD. Discussions in the Pentagon are ongoing about how to manage the events and missions associated with funding decreases. We're not sure how this will all turn out but will keep an ear to the ground and let you know as developments occur. We have asked the question about reductions in funding versus resourcing new requirements generated by placing all Army civilians into CPs. So far the response is that this effort is recognized as important to the Army's future and it looks like there will be funding. Again, we'll keep you posted.

\* You are likely to hear about the advent of two tools that DA is working to help you manage your career, the Army Career Tracker and the Civilian Record

Brief. We are involved with the Army's effort on both of these and will keep you up to date as information becomes available. Stay tuned.

--That's a lot of information for one message but it seems like the activity is never ending and we want to keep you updated. Let me just close with a couple quick points.

\* We've asked before but have gotten little feedback on helping build the strategic communication message for our AMEDD Civilian Corps. Please think about and tell us, "What is it about being an AMEDD civilian that makes you proud and that you want us to tell the world?" I look forward to hearing from you on this. Thanx in advance.

\* There has been a rash of weird weather this summer, everything from flooding to drought and triple digit temperatures. Combine that with the normal risk associated with the season's activities and the risks go up. Please focus on safety and keep yourselves safe. I can't over emphasize how important you are to the Army Medical Team. Safety consciousness is a force multiplier!!

That's it (as if it isn't enough!) for this time. If you have issues you'd like to see me address in future messages, please use the "Contact Us" link on the web site and let me know. Thanx again for all you do in accomplishing the Army Medical Team's mission. Our nation is better because of your efforts. Take care.

gregg

Gregg Stevens, SES  
Chief, AMEDD Civilian Corps