

Howdy Gang,

First, my apologies for taking so long to get back to you with this, the second half of the last message, as I said I would. The last several weeks have been a whirlwind of airports, meetings, and associated reports, including great visits with our Teammates at Knox, Bragg, Gordon, and HQ, Northern Regional Medical Command. This week is my respite and so my best opportunity to get some new info out to you. Thanx for your patience. As usual there's a lot to cover but I'll take my best shot at eliminating the excess and keeping it as readable as I can. Here goes.

Wolf Pack Award

We received nine packets for the Wolf Pack Award that honors teaming between civilian and military members of the Army Medicine Team. All were strong and the competition was great! The winner this time around is the Rabies Response Team from Public Health Command. Congratulations to all the team members! Great stuff!! We're in the planning stages now for presentation of the award and will post photos to the AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>>) as soon after the award as possible. Submission suspense for the next award iteration is 5 July. Award and nomination information is available on the website under "Celebrate Success" just past half way down the left side of the page. Give your civ/mil team an opportunity to be recognized!!

Civilian Education System(CES)

There have been some really positive changes regarding CES that just came out from DA just a few days ago. The changes impact the requirements for CES training and include:

- Elimination of the 10 year rule for equivalency of military training
- Changes/clarification of the training required by grade. The new changes mean the following training requirements:

Ø Foundation Course (FC)	GS 01 - 15 (Hire Date After 30 Sep 06)
Ø Basic Course (BC)	GS 01 - 09
Ø Intermediate Course (IC)	GS 10 - 12
Ø Advanced Course (AC)	GS 13 - 15 (No Change)
Ø Continuing Education (CESL)	GS 14 - 15 (No Change)

We also have some feedback from Mr. Ison Zibowsky, from the AMEDD Personnel Proponent Directorate here at Fort Sam Houston, a recent graduate of the CES Intermediate Course:

"The Civilian Education System (CES) Intermediate Course was an eye opener for me. I am new to being an Army Civilian and wanted to know what Army Leadership expects of its civilian leaders. Well, now I know. They expect a leader that can think critically, solve complex ambiguous problems and have a sense of self realization.

The course is the middle tier leadership course from the CES offerings. The focus of the course is on organizational leadership and how to make things better in your organization. My take away from the course was reevaluating my leadership style and framing my personality traits. This was done through taking the Myers Briggs Instrument and the Strength Deployment Inventory. These tools helped me learn more about my personality preferences and my strengths

and weaknesses. Knowing these things about myself will help me grow professionally and personally as a leader. I found this part of the course most valuable. Problem solving and critical thinking were also a focus and helped me understand how to solve organizational problems using the Army Model. The course was definitely worth my time and I recommend it to anyone who wishes to hone their leadership skills and enhance their organization.”

The feedback above is the common type of comment we get about CES training so take the opportunity to get the training for your level. You can get more information on our website under the “Training and Development” link or by going to the Army Management Staff College website at <http://www.amsc.belvoir.army.mil/main/index.jsp>.

Civilian Workforce Transformation (CWT)

We’ve talked about this before and you may have recently received an email through AKO from the Assistant Secretary of the Army for Manpower and Reserve Affairs, Mr. Thomas Lamont, about the CWT. The Army Civilian Workforce Transformation Task Force is developing specific short and long-term initiatives to transform the civilian workforce and meet the mandates of the 2010 National Defense Authorization Act (NDAA). This includes programs and initiatives we’ve discussed in the past, like career programs for all Army civilians, but also includes online training for all supervisors of civilian employees, a senior leader talent management program, and the new automated Army Career Tracker.

This transformation is one of the Army’s top priorities and, as Mr. Lamont’s message demonstrates, CWT has the support of the Secretary of the Army, the Chief of Staff and Vice Chief of Staff of the Army. You can continue to track what’s going on with CWT by visiting their website at <http://www.asamra.army.mil/cwt/> <<http://www.asamra.army.mil/cwt/>> . It’s worth a visit.

Supervisor Development Course (SDC)–Mandatory Training Deadline 30 June 2012

As indicated above the requirement for all supervisors of civilians, both civilian and military, to complete mandatory supervisory development training is part of the CWT and is driven by the 2010 NDAA. This is a challenging on line course (23 modules including the test--YES, there’s a test--and feedback) and requires some time and effort to complete. I’ve taken it. If you are a supervisor and haven’t already gotten a “go at this station”, it’s time to “get a move on” as my grandmother was fond of telling me!

To enroll in the SDC through the Civilian Human Resources Training Application system (CHRTAS) go to the following URL: <https://www.atrrs.army.mil/channels/chrtas> <[HTTPS://WWW.ATRRS.ARMY.MIL/CHANNELS/CHRTAS](https://www.atrrs.army.mil/channels/chrtas)>. Ensure that you have a student profile and that it is current, including current supervisor name and email information. If you do not have a profile or if it has been more than 120 days since your last logon, CHRTAS will require you to create/update it before you may apply for training. Click on the "Apply for Training" menu option on the left side of the screen and then:

- Ø At Step 1, select the current FY
- Ø At Step 2, select Supervisor Training
- Ø At Step 3, verify Supervisor Development Course (SDC) is selected
- Ø At Step 4, click the Search Button to see the SDC registration. You will be required to verify your AKO username and password.

After you complete the registration process, your supervisor will receive a system-generated email notification with instructions to approve your registration. Once he or she approves, you will receive an email with instructions on how to access the course. Keep this email for future reference. Course completion is automatically recorded in ATRRS (for military and civilian students) and will be uploaded to DCPDS (for civilians only). For previous

supervisor training completions, civilian supervisors are advised to review their training records via My-Biz, which is accessed through Civilian Personnel Online (CPOL). Military supervisors are advised to review their ATRRS training records.

If you have technical problems with the course, or require a test reset, you must contact the Army Training Help Desk (ATHD). Access the ATHD by logging on to AKO, and type in the following url: <https://athd.army.mil> <<HTTPS://ATHD.ARMY.MIL>> .

Deployment Opportunities

We continue to get questions about deployment opportunities for civilians and will keep our eyes open and ears to the ground for opportunities. Here's the latest. Under the umbrella of the Civilian Expeditionary Workforce (CEW), the Ministry of Defense Advisors (MoDA) Program selects DoD civilian employees and deploys them for one year to Kabul, Afghanistan to serve as advisors in the Ministries of Defense and Interior. Advisor skill sets often needed include logistics, budget/finance, human resources, acquisition, legal, engineering, IT/Comms, and healthcare, as well as other fields. As we understand it, there is currently a need for a limited number of civilians in multiple functional areas to deploy. The program is specifically seeking applications from current DoD civilian physicians and healthcare administrators to fill 4 healthcare advisory positions. DoD civilians who are selected as MoDA Advisors are guaranteed return rights back to their position, or an equivalent position within their organization. A selected employee's salary is paid by the parent organization, but MoDA pays all premium pays (35% Post Differential and 35% Danger Pay) and up to 70 hours per pay period of overtime. The parent organization can request OCO funds to pay any additional overtime worked.

As with all CEW positions, the parent organization must approve the selection of each employee for MoDA. As a way to ease the loss of an experienced senior civilian employee, the MoDA Program is able to provide backfill funding up to 130% of the employee's salary to assist parent organizations in temporarily filling the gap left during the advisor's absence.

MoDA Advisors receive 7 1/2 weeks of training in advance of a one year deployment (TDY). The MoDA Program is currently accepting resumes and expects to conduct interviews in late May for the class of advisors that will begin training in August 2012 and deploy in October 2012. Additional information about the MoDA program is available at: <http://www.cpms.osd.mil/expeditionary/> <<http://www.cpms.osd.mil/expeditionary/>> , or by contacting the MoDA Program representative, Mr. John Raffier at john.raffier.ctr@osd.mil <<mailto:john.raffier.ctr@osd.mil>> or by phone at 571-372-4825.

ATTENTION NURSES!

Training opportunities for nurses are a constant topic of conversation for us. There are four new ones we just got info on; although the courses come later, all have very short suspense dates for application. Your information is on the website (<https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>>) under the "What's New" link. Check NOW because the suspenses are TRULY right around the corner.

MEDCOM Speaks Survey

MEDCOM SPEAKS, the survey that measures how you as employees see the organization, is now in the field! The MEDCOM HR Survey Team launched the survey on 10 April. The survey is sent to 1/3 random sample of MEDCOM employees across each MEDCOM Subordinate Command. (Our Corps Chief Office can testify to that - of our three folks, each was selected in a different quarter.) Consolidated input precludes linking specific responses to an individual. The

Surgeon General has a real interest in the outcome of these surveys, as do I. We learn so much each time we get the results and can focus on the issues identified. This is your chance to speak up---ergo the name of the survey! I know that many of you have already responded since the survey office reported over 3800 responses in less than 3 days. That's 18% - the quickest response achieved yet! But there's still work to be done. If you are one of those randomly selected, please take a few minutes to submit your response and let us know what you think---good, bad, or indifferent. The deadline to submit is 11 May!

Civilian Life Long Learning (CL3_ Video Tele-Training (VTT) Opportunities

Per my previous messages, the Civilian Life Long Learning (CL3) began conducting VTT classes in January 2012. The first course is a series on the Psychology of the Workplace. The 3rd course in this series, previously set for mid April had to be rescheduled. Unfortunately, this wasn't the first time and we're working on controlling any future CL3 postponements. My apologies to anyone who has been impacted by this, I understand how disruptive this can be to you. We will post the new date as it becomes available.

If you missed the first two of the leadership classes and want to catch up (as well as view other CL3 training) please log into the AMEDD Blackboard @ <https://amedd.ellc.learn.army.mil/> <<https://amedd.ellc.learn.army.mil/>>

Our CL3 VTT class will on: Class - Workplace Bullying

- Ø Presented By: Dept of Preventive Health Services
- Ø Date - Thursday, 10 May 12
- Ø Time - 1300-1500 CST
- Ø Deadline to self-nominate - Tuesday, 8 May 2012

Summary: Have you had the experience of being bullied in social, school, recreation, or work settings? Many of us have. Has such an experience had a detrimental effect on your ability to participate, produce, or function in any way? If so, and particularly in the workplace, this class may offer you some very useful information on recognition, understanding, and actions to take in dealing with bullying and its impact on individuals as well as the overall organization.

For future CL3 VTT training opportunities, visit the CL3 site under the "Training & Development" link on our website.

<<https://ameddciviliancorps.amedd.army.mil/filedownload.aspx?docid=409>> If you have any questions concerning VTT/VTC/DTF scheduling or locations, you can contact:

teleTng.network@amedd.army.mil <<mailto:teleTng.network@amedd.army.mil>>

For additional questions regarding our Civilian Lifelong Learning (CL3) Program email: CL3@amedd.army.mil <<mailto:CL3@amedd.army.mil>>

Global Assessment Tool (GAT)

It's been a while since I last mentioned this topic and I want to emphasize it again. The GAT is a voluntary online survey that helps Soldiers and Civilians assess their resilience in the operational tempo in which we exist day-to-day. Scores are confidential and are not reported to the command or leadership; they are for your use. Upon completion, individuals are directed to a menu of helpful self-development modules based on their results.

I've taken it and found it easy to use and pretty dog gone accurate. There is a link to the GAT from our website (one more time <https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>>). Click on the "Health and Wellness" tab on the left and then scroll down to about the middle of the page and click on the Comprehensive Soldier Fitness and Global Assessment Tool link. If you have not done so already, please

take a few minutes and see how you might develop the skills to overcome challenges, mature, and bounce back from adversity.

Celebrate Success!

As I travel around and watch our folks in action, it's obvious there is great passion among our civilians for the mission of Army Medicine. Hooah!! It really doesn't get much better than that, and that passion routinely leads to our folks being significant contributors to mission success. I had the honor to celebrate civilian contributions to that success last week at an award ceremony in HQ, Northern Regional Medical Command, specifically held to honor members of the civilian staff. It was a great ceremony and sent a real message about the contributions of civilians to the mission. We plan to get some of the photos from that celebration and put them up on the website.

I know that you are making contributions all across the AMEDD. Send us your success stories, award and recognition photos, and pictures of events you'd like to see on our Corps website. For example, right now under Civilian Corps Photos "Cool Stuff," there are photos of our folks receiving the certificate of Affiliation to the AMEDD Regiment and a GWOT Award from an Afghanistan deployment, along with many others. Be part of the history of the AMEDD Civilian Corps! Check it out and send us your stories and pictures!!

And to close..

Finally, summer's here again with all its great opportunities for fun, travel, and adventure. In addition to the normal safety thoughts for this time of year---like protection from the sun, guarding against heat related injuries, swimming and boating safety---think about staying healthy as part of your personal safety program. Folks who are healthy are able to work and play better than those who are not. Everything from nutrition to exercise plays a part in that. The 28 March 2012 "Army Safety Gram" gives some really great reminders. You can find it on the AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>). It's the second section down under the "Health & Wellness" link.

So, until next time, thanx again for listening. I know these messages get a bit long but we want to keep you up to date and are trying to use headings to help you separate the wheat from the chaff. Thanx too for what you do as part of our Army Medicine Team. I can't tell you how proud I am personally to have you as teammates.

Sincerely,

Gregg
Chief, AMEDD Civilian Corps