

Hi folks! A long message this time so please bear with me. Items are captioned to help out.

I want to start by telling you how grateful I am for the dedication and passion that you show every day for Army Medicine's mission. The Civilian component of the Army Medicine Team simply makes me proud to be the AMEDD Civilian Corps Chief. Over the last couple of years I've been blessed with the opportunity to visit most of our facilities across the MEDCOM including Japan, Korea, Tripler, Fort Bliss, and Fort Jackson quite recently. (Yes, I know I still need to get a lot of places--hopefully in the first half of this FY...) Everywhere I go I have to smile at the capabilities you bring to and the simple excellence of the way you execute our mission. It's really cool because I often have the opportunity to tell our AMEDD senior leaders and others about you and the kind of impact you are making on the Army.

On Friday of last week we did the first annual Wolf Pack of the Year Award here at Fort Sam. While waiting to do the award, I got a chance to talk with The Surgeon General for a few minutes about what we're doing in the Corps. It was neat to see her excitement about some of the things we're doing because she understands the importance of the role you play in our success. So thanx for what you do to support the most honorable mission in all the military, the mission of Army Medicine. It's great to be part of the Team with you!

Now on to our other issues for this time around.

BOARD OF ADVISORS

I know there is interest in the selections for the AMEDD Civilian Corps Board of Advisors---I know because I've gotten a fair number of inquiries and follow ups about when we will release the list of names. Hold on for just a moment longer.

Strong "thank you's" to all the members of the Corps who applied for the positions and their commanders who supported them. The passion people have for the mission and for our Corps as part of that mission was VERY evident in the applications. The quality of the write-ups was universally excellent and the competition fierce. We considered all the packets we received, to include a few from folks who had to scramble for a commander's signature due to TDY. Making the choices was very difficult as there were well over 100 applications for the 12 positions. That being said, please join me in congratulating the selectees:

--Marla Bradwell	Madigan Army Medical Center, Fort Lewis, WA
--Dr Clarissa Burkert	Tripler Army Medical Center, HI
--John Edwards	Moncrief Army Community Hospital, Fort Jackson, SC
--Dr Joel Egnater	DENTAC, Fort Stewart, GA
--Julia Gannon	US Army Health Clinic, Heidelberg, Germany
--Dr Joan Ingram	Carl R. Darnall Army Medical Center, Fort Hood, TX
--Daniel Minnick	Ireland Army Community Hospital, Fort Knox, KY

EDUCATION AND TRAINING

----Civilian Corps Strategic Learning Project (SLP), 1st Quarter FY 2013

SUBMISSION DEADLINE: 26 October 2012

Background: The Civilian Corps has established a short-term quarterly learning opportunity for AMEDD civilians to work on special projects in the Corps Chief's office. The purpose is to provide Corps members a chance to work with the Civilian Corps Chief and the staff of the CSBPO Office on strategic projects in support of the AMEDD Civilian Corps mission. Through the SLP, the employee will learn about the Corps and the workings of the Chief's office, gain hands-on experience working on a strategic Civilian Corps initiative, and present the project results to flag level senior leaders and other stakeholders.

The duration of each assignment will be approximately 10 days. We fund travel costs and per diem.

SLP SUBJECT: Generation Gaps in the Work Place. How can the Civilian Corps help to leverage the strengths of different generations represented in our workforce to enhance mission accomplishment? How do these generational differences affect communications, teamwork, recognition, training, and motivation? You will research the generational demographics of the Civilian Corps, explore the impact of the generational differences and recommend ways to bridge the gaps and leverage the strengths and diversity. To work on this project, you'll conduct and document research then develop the out brief and other documents as needed. Knowledge of the various generations is a plus! The Civilian Corps will pay travel and TDY costs. You will need an activated government travel card for travel.

WHEN: 26 November - 7 December 2012. You must be available for the entire period to meet the SLP timeline. The first and last days will be travel days if the selected employee is outside of the Fort Sam Houston local commuting area.

WHERE: Civilian Corps Office, AMEDD Center & School, Fort Sam Houston, TX

INTERESTED? Send us a short essay (250 words or less), with your supervisor's endorsement statement, through your chain of command as appropriate. In the essay, explain why you want to work on this project, why you are the right person to conduct this review and what you will take back to your organization and fellow Corps members should you be selected. Include personal experience with the different generations and a brief description of your approach to bridge the gaps. Link to the submission form below to provide the following information in addition to your essay: name; grade; series; position title; organization; phone number; supervisor's name, phone number and statement to support/endorse your request. Email your completed submission or send any questions to: Civilian.Corps.Chief@amedd.army.mil <<mailto:Civilian.Corps.Chief@amedd.army.mil>> , with "Strategic Learning Project" or "SLP" in the subject line.

CivCorps SLP Submission Form (.pdf)

<<https://ameddciviliancorps.amedd.army.mil/filedownload.aspx?docid=455>
<<https://ameddciviliancorps.amedd.army.mil/filedownload.aspx?docid=455>> >

CivCorps SLP Form (.doc file)

<<https://ameddciviliancorps.amedd.army.mil/filedownload.aspx?docid=456>
<<https://ameddciviliancorps.amedd.army.mil/filedownload.aspx?docid=456>> >

----A quick update on our funding for training. In FY 12 we were able to get from DA and execute upwards of \$1.7 million in CP 53 alone, more if you count the \$\$ our Corps members got from other career programs. We are looking to exceed that this FY.

For those of you in CP 53, I hope you followed the guidance in our previous Corps Chief message that talked about submitting your requirements in response to the MEDCOM G-3 tasking asking for validated civilian training requirements. That window is closed. You may still submit requirements but there are some differences. Here are some things to remember.

- The requirement must be validated with a completed Individual Development Plan (IDP). A copy of the IDP must accompany the requirement submission. "What's an IDP?" you say. It's your plan for training for the year, agreed upon between you and your supervisor. Is it a requirement? You bet! MEDCOM Policy 11-040 mandates that all civilians have one and it's an area of emphasis for the MEDCOM Organizational Inspection Program (OIP). You can find the form through the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>> and the "Training and Development" link. The first item in that drop down menu is the Civilian Life Long Learning (CL3) Program. When you enter the CL3, the link to the IDP is in the top middle of the page. Some folks who are using the Army Career Tracker (ACT) have asked if they may use the IDP associated with ACT. Answer is YES! Either one is good.

- Requirements must be driven by a legitimized need to support the mission. The completed IDP is considered validation of the requirement.

- If you have a validated requirement you can send a description and a copy of the complete IDP electronically to this address: CP53Medical@amedd.army.mil <<mailto:CP53Medical@amedd.army.mil>> . This will begin the process so your need can compete for funding with the other ones we have received.

If you are not in CP 53, your MEDCOM CP manager can help you with the processes for your program. Ah, yes! "Who is my career program manager?" you ask! (You are really full of questions this time!) You can find out by going to the AMEDD Civilian Corps website (STOMP!) at <https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>> and using the "Training and Development" link on the left side. Go to "Managing Your Career" and then to "Army Career Programs". This last part will require your CAC for access if you want to download the list of CP managers.

Good luck to all!

----In the near future, the AMEDD Center and School CL3 Program will be offering a video tele-training opportunity on building your potential. If you are interested, the following information will help you sign up.

- * Class: How to Unlock Your True Potential
- * Date: Tue, 13 Nov 12
- * Time: 1300-1500 CST
- * Registration open now until Thu, 8 Nov 12

Class Description:

Employees need to feel successful in order to give their organizations 100%. The number one job detractor is often a problem at home; the opposite is also true. In this seminar we will

explore and pinpoint the hidden dreams and success models within each person. This will be an interactive conversation designed to help people see and optimize their potential. If you are ready to be motivated and pushed to make a positive change in your life, join us.

Benefits of this program:

- Make a realistic plan for achieving true success
- Create new coping methods for dealing with work-related stress
- Start a network of like-minded people in relation to your new outlook
- Learn how to reframe negative situations in order to generate a problem-solving atmosphere

**Please email your name and VTT/VTC/DTF scheduling or location questions and concerns to:
teleTNG.network@amedd.army.mil <<mailto:teleTNG.network@amedd.army.mil>>

MEDCOM SPEAKS

Employee engagement and motivation on the job remain key AMEDD priorities. Our MEDCOM SPEAKS employee engagement survey is an important tool to help us understand your views and concerns on multiple issues. The survey finished its yearly deployment in August and I'm happy to report that 36% of MEDCOM civilian staff completed the survey. That's consistent with what we achieved in 2011 but I want us to exceed that in FY 13. The Surgeon General and other AMEDD senior leaders get briefed on the outcomes and use the feedback to make decisions about the corporate way ahead. So, when your opportunity comes to participate, please take a few minutes and do so. You can have an impact! But only if you take the survey... We are also working on a mechanism to include YOU in the action planning of the survey results. As they say on the news, "Stay tuned. Film at 11:00." (More on this soon....)

IMPORTANT DATES

- 5 Oct 12—Deadline for packet submission to compete for the 1st quarter FY 13 Wolf Pack Award. Info is on the Corps website under "Celebrate Success".
- 26 Oct 12—Applications due for 1st quarter FY 13 Strategic Learning Project (SLP)
- 31 Oct 12—Deadline for applications to the US Army/Baylor University Masters Degree Program in Healthcare Administration. Info is on the Corps website under "What's New".

WELLNESS

Just a thought. In the last message we talked a bit about The Surgeon General's focus on "Healthcare to Health" as part of the AMEDD's way ahead strategy. With an initial focus on Activity, Nutrition, and Sleep, we can have an immediate impact because these areas fill a large portion of the "white space", that part of our lives with health impact but during which we are not in the hands of a healthcare provider. The holiday season is about ready to start up. I just ask that you start now to think of ways to improve your overall health by focusing on these three areas of your life. The holiday season has a way of taking our minds off of them and maybe if we can get health as a focus area into our conscious minds we can have a running start at controlling the holidays instead of them controlling us. Remember healthy players get to play the whole game. Thanx!

FINAL THOUGHTS

On numerous occasions, to include during my Corps Chief visits, I've asked you to let me know what makes you proud to be a part of the Army Medicine Team. Here are paraphrases of submissions from three folks who took me up on it.

- From a "Newbie": The morning I was sworn in was one of my proudest moments. I had no idea that I would feel such honor and be humbled at the same time. It is a great feeling to be a part of something so grand and gives me a sense of importance. I am blessed and very excited to be working for the US Army!

- From an "Army Brat": My dad was a career Soldier. I am so proud of the service that my dad gave to our country and I am so proud to be able to do something to give back to the Soldiers who have come after him. I wish I had that special something that it takes to be a Soldier but I always knew that it wasn't for me. I'm glad to have found a place in the Army where I CAN serve and hopefully make a difference. Also, we always want to inspire our children. In previous jobs my kids would ask about my day and what I told them always failed, massively, to sound inspiring or exciting. One day, my son actually told me how boring my job sounded and it caused me to reflect a little. Could I find a way to do something I was good at in a way that had more meaning? I left my job, took a pay cut, and went to work for the Army. I am thrilled to be helping take care of Soldiers and their families. I feel I am so blessed to be working with people who care so much. I can't wait to see what opportunities to serve lay ahead!

- From a family member: I am one of the newest members of our Team as a Civilian and I do feel it is an honor. My husband served in the military for 21 years and recently retired. He has been my motivation. I am so proud of his service that I decided it was my turn to serve as well. When this position was posted, I truly felt that it was my calling, it was a perfect fit, and I went for it. I have to say, I am so proud of this job and what I can do to further support the Army Team.

To me it is so cool to be part of the most honorable mission in all the military, the Army Medical Department mission. These folks obviously feel the same. Thanx again to all of you for what you do daily to build and sustain the Army Medicine Team.

DON'T FORGET to share this message with your military teammates!

So that's it for now. Whew!! I'll be gone out of country on leave with limited email access from 9-23 Oct and will return to work on the 24th. If you have AMEDD Civilian Corps issues in the interim, please contact Nancy Quick, our Corps Specific Branch Proponent Officer (CSBPO). She is in the AMEDD Global and Unified GAL or you can simply use the "Contact Us" link in the upper right portion of the (STOMP!!) AMEDD Civilian Corps website. Thanx for hanging in there with me and all the best to you. I'll be back with the next message in November. Until then, take care and BE SAFE...!!

Sincerely,

gregg

Gregg Stevens, SES
Chief, AMEDD Civilian Corps