

AMEDD Civilian Corps Chief Msg # 41----Lots Going On! (24 September 2013)

Hola Everyone,

Yep, it's message time again. There is so much going on in the Army and Army Medicine it's incredible. Change and the ever increasing pace of change are all around us. I feel we owe you so much information on all that, but if we tried to put it all in one message, it would be completely overbearing, unreadable, and more than enough paper to start a bonfire should someone take the trouble to print it out.

So here's the deal. I'll do my best in this message to set the stage for the things that are key and are coming down the pike in Army Medicine. With this message as a baseline, we'll try to communicate a bit more frequently in the next few months but limit the size of the messages and focus on just a couple of things that are truly important elements in what's going on. That way, you can read a (hopefully) short message and keep up to date on what's happening. The other advantage this approach brings is that, since things are changing so fast in our environment, it will allow us to give you the most current information. And, yes, we'll still try to use bullet headings so you can use that as another method to "sort stuff out" as you go. So, with that thought in mind, let's give this a try. Hang in there, OK??

CONGRATULATIONS

An AMEDD "Hooah" to one of our civilians, Mr. Robert M. Lucania, for receiving the Ellis Island Medal of Honor. You can read more under Awards & Recognition at the following link <https://ameddciviliancorps.amedd.army.mil/CivilianCorps.aspx?ID=4628cdde-0823-4432-a52d-8616253118fa> or by going to the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil> under "Celebrate Success" and "Awards & Recognition."

WHAT'S NEW???? Here are some short overviews of things you'll be hearing much more about in the next few months, here in our messages but also from multiple other sources. So when you hear these topics mentioned, turning up the hearing aid (for folks my age...) is definitely in order!

THE ARMY PROFESSION

The Army as a profession is not at all a new concept, but it has finally been defined and documented. The Army Profession documents (Army Doctrine Reference Publication (ADRP) 1 and America's Army: Our Profession Pamphlet---available at <http://cape.army.mil>) provide great information on the concept of the Army as a profession. The concept lays out two components which form America's Army -- Our Profession, The Profession of Arms and the ARMY CIVILIAN CORPS! The whole concept is built on an ethical and moral foundation of our Army Values: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage. The Profession is defined by five essential characteristics: Trust, Honorable Service, Military Expertise, Esprit de Corps, and Stewardship of the Profession. I'll talk more about these characteristics in the future.

So what is it that makes you an Army Professional? Is it your:

--Competence: In the performance of duty?

--Character: Demonstrated in decisions & actions?

--Commitment: To the Mission despite risk, challenge & adversity?

The answer is, of course, all three. The tremendous competence displayed by our Civilians, the character you display in performance of your duties, and the commitment and passion they give to the mission of Army Medicine are the strengths of the AMEDD Civilian Corps and of the Army Medicine Team! Good on you!!

ARMY MEDICINE 2020 CAMPAIGN PLAN

As the Army moves forward toward the vision of what it will be like in 2020, our AMEDD is doing the same thing. The Army Medicine 2020 Campaign Plan is the AMEDD component of that effort and will guide Army Medicine into the future. The plan encompasses multiple actions that constitute strategy for how we will move the mission and organization of Army Medicine forward. Our Surgeon General has designed it to be a call to action that contains the vision, strategic imperatives and way ahead for our organization. The plan provides the strategic framework for transforming Army Medicine from a healthcare system to a system for health, and will drive us as a global leader in both healthcare and health.

Because it is the plan that will move us forward for the foreseeable future, it is really important that you be aware of it and understand the target for the campaign plan. The vision for the plan is: "Strengthening the health of our Nation by improving the health of our Army"

It will be executed through what is known as the Operating Company Model Methodology, intended to decrease variance in what we do and how we execute it. As we implement the AMEDD 2020 Campaign Plan, unity of effort must be a signature component of what we do. Implementation will center on four specific lines of effort (LOE):

LOE#1: Create Capacity: Capabilities / core competencies that optimize healthcare and health

LOE#2: Enhance Diplomacy: Lead the conversation on health and healthcare delivery

LOE#3: Improve Stamina: Increase organizational depth and individual resiliency

LOE#4: Develop Leaders and Organizations: To meet the challenges of the 21st Century

We will talk more about the plan and what it means to us in the next few messages, as I indicated above. There is, however, a bottom line question for each of us every day. Every day we need to ask ourselves, "What can I do today make a difference for the Army Medicine strategy?" at the start of the day, and "What did I do today make a difference for the Army Medicine strategy?" at the end of the day. That's the challenge. As members of the Army Medicine Team it is incumbent on us to focus on that question every day and in every action.

THE PERFORMANCE TRIAD

We've talked about this one before, remember? Activity? Nutrition? Sleep? The Triad is our pathway to a fit and healthy force, and is intended to improve performance, resilience, and readiness in the Army. We are looking at where health is influenced - looking at the lifespace (specifically that part when we are not engaging a healthcare provider) where we make choices that impact our lives and health—yes, decisions on Activity, Nutrition, and Sleep! We'll be launching a blog in the coming months focused on health and wellness so you'll see more about the Performance Triad both there and in future Corps Chief Messages.

OTHER GOOD INFO FOR YOU

EDUCATION AND TRAINING:

- Civilian Education System (CES): The training requirements and content of the CES are currently under review by the Army. I expect to start seeing changes to the system in the next year. We will keep you posted as we get information.

- Go Army Ed for Civilians: This will be the system used for requesting training funded by DA G-3, including that training funded by your career program (CP), for example by CP 53, our medical CP. Stay tuned for guidance. It will be a little different but in the end state will make the whole process easier to do and easier to manage.

- Defense Connect On Line (DCO) Training: We just completed three weeks of DCO training sessions as announced in the last Corps Chief Message. The topics, if you recall, were management of Individual Development Plans (IDPs) in Army Career Tracker (ACT) and CES registration.

- o If you missed them and are interested, we recorded them and they are available on the AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) under "What's New".

- o We are planning more in the next month or so, targeted for supervisors. Stay tuned for announcements of the times both in upcoming Corps Chief messages and under "What's New" on the website.

NOTE: We've talked before about how important having a completed IDP is and how important it is for our civilians to do their CES. Stay tuned for information about how your organization can actually get funding in its budget for you having successfully done these things that are for your benefit. I expect to see this happen sometime in FY 14. Cool!

CIVILIAN CORPS WEBSITE UPDATE

- We've updated the Civilian Corps Website main page to add some new icons and features. One major update is The Army Profession icon. Click on this icon, and you'll be linked to the Army website for the Center for the Army Profession and Ethic (CAPE), where you can get more information, videos, and brochures.

- Also, the updated website also has links to our social media sites, Defense Connect Online (DCO), and a Video Library. We are building the library and a Corps Chief Blog is under construction. We've also added video play buttons for a recording of the Civilian Corps Creed, Oath of Office, and the Wolf Story. You'll see links in the Social Media section where you can now follow us on Twitter at https://twitter.com/AMEDD_Civ_Corps and <https://www.twitter.com/GreggStevensSES>. Try it and join the fun!

- We've also changed the look of the website a bit; check it out and let us know what you think. We'd like your feedback and ideas!

IMPORTANT DATES TO REMEMBER

- 7 Oct 13—Due date for applications for the 1st Quarter FY 13 Wolf Pack Award, our quarterly recognition of a combined team of civilians and military (can include contractors but must have the other two) which makes a significant contribution to the Army Medicine mission. Details on the award and application are on the website under the "Celebrate Success" link on the web page.

• 31 Oct 13—Due date for Army Baylor Program applications. Read more at our website under the “What’s New” link. Updated memo re-enforces that applicants must be permanent employees.

• 4 Nov 13 - Next deadline for applications to the Harvard Senior Executive Fellows (SEF) program for class dates 9 Feb - 7 Mar 2014. This 4-week course is held at the John F. Kennedy School of Government, Harvard University, Cambridge, MA and is targeted for GS14/15 or equivalent levels. Eligibility is limited to permanent employees with 3 years in a civilian position. The course is designed to build executive skills in political and public management, negotiation, human resources management, policy-making, organizational, strategy, communication, ethics, and leadership. It is primarily focused on the skills required of upper-level managers who are required to focus on "the larger picture" of the organization. If you are interested, be sure you are current on your CES coursework and that this course is included in your IDP! There is a second class also from 13 Apr - 9 May 2014, with 21 Jan 14 as the MEDCOM deadline for nomination packages. We have posted more information under “What’s New” on our website and you can link to the Harvard SEF announcement in the ACTEDS Training Catalog at: <http://cpol.army.mil/library/train/catalog/ch04husef.html>. If you still need additional information, you can contact the MEDCOM G37, Readiness, Training and Exercise Div, Workforce Development Program, Mr. Raymond R. Mendoza Jr. His contact information is in the global.

OK, that’s more than enough and it looks like it turned out to not be so short after all. Anyone surprised??? Well,...I’ll keep trying. As we start our walk into what will be the future of Army Medicine, please remember that you are all key members of our Team. In all that you do never lose your focus on personal safety for you and your families. IT’S REALLY IMPORTANT!! Also, by making better decisions about our nutrition, activity, and sleep (Performance Triad, right?!), we’ll all be more alert and more able to make good decisions about many things, including our work and our personal safety. Please join me in this journey!!

Thanx for all you do and all you bring to our Army Medicine Team. Stay well!!

Sincerely,

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