

AMEDD Civilian Corps Chief Msg # 61--Back again--Hopefully Helpful Info

Good morning everyone!

4 September 2015

It's early in the morning of Friday, the fourth of September, and I hope that you—like my staff and myself—are getting ready to celebrate a great Labor Day weekend. I know that you work hard every day to make Army Medicine a superb supporter of our combatant commanders, our Soldiers, Families, and Retirees, and I am very thankful for what you contribute to our Team. I wanted to put the safety message up front this time to remind you to keep safety uppermost in your mind as you celebrate. Your safety and that of your family is paramount. If either is impacted by a safety-related issue, that becomes a significant issue for you personally and our Team as a whole because every member of the team is important to our success. I firmly believe that we know how to act and do things safely; we just need to keep safety up front in our conscious minds. Please think “SAFETY!” as you celebrate this weekend—and, OBTW, always!! Keep yourselves and our AMEDD Team Army Strong! For those of you I missed due to the timing of this epistle, I pray you've had a safe and superb weekend by the time you read it.

Now, onward to the body of the message itself! Who knows how long it will be?? Hopefully the “all caps” headlines will help you sort it out! Let's start with good stuff!!
CONGRATS

- First of all, congratulations to the Darnall Army Medical Center MRI Team at Fort Hood! They are the winners of the 4th Quarter, FY 15 Wolf Pack Award for the work they did in recapturing and improving the quality of operations for their MRI service at the hospital. The result was significant improvement in quality and savings approaching a million dollars! Way to go Team!!

- Next, congrats go out to our selectees for attendance at the TRADOC Intermediate Leader Development Program (ILDLP). We received a really good volume of great application packets but, unfortunately, could only select six to fill the available slots. If you applied and were not selected, or didn't get to apply this time, there will be other opportunities coming up. We have reached an agreement with TRADOC to continue to participate in the program so stay tuned and we'll announce when the next iteration comes up. In the meantime, hearty congratulations go out to the following selectees:

- o Dr. Donnel Borash, Acupuncturist from Darnall AMC, Fort Hood
- o Maria Gallegos, Public Affairs Specialist, Brook AMC, Fort Sam Houston
- o Mary Holifield, Program Analyst, Madigan AMC, Fort Lewis
- o Gwendolyn Jones, Supervisory Health System Specialist, William Beaumont AMC, Fort Bliss
- o Mark Showers, Occupational Therapist, Blanchfield ACH, Fort Campbell
- o Veronica Speller, Charge Nurse, Eisenhower AMC, Fort Gordon

Well done to all of you and we look forward to your feedback on the program!
IMPORTANT INFORMATION ON YOUR INDIVIDUAL DEVELOPMENT PLAN (IDP)
One of the reasons I've been so bad at getting a message out to you for the last couple of months is that my travel schedule seems to have been set up by someone who thinks

real people can move at the speed of “The Flash” with little time between. (OK, maybe it’s a lousy excuse but it’s all I’ve got....) During those travels, however, I’ve been blessed with the opportunity to visit a good number of our folks at multiple organizations to include some in Europe. During those travels, there was a common theme everywhere I went having to do with the purpose and use of the IDP. It convinced me that it needed to be a topic for my next message, so here we go.

The first issue was resistance to actually doing the IDP, many folks feeling/responding that it is just another requirement to meet another block to check. Let me put that to rest if I can with a couple of points:

- First of all, the IDP is about you and building your potential, your potential for growth and for optimizing your contributions to the Army and AMEDD Teams. The question you have to ask yourself as you approach the IDP is, “What do I want to be when I grow up?” Then, the IDP gives you a way to backwards plan how to get there educationally. Also, please note that the IDP isn’t an annual requirement. You should review it annually but you can set the IDP timeframe up for the time you need to “grow up.” (Mine is set up for a three year time frame since I expect I’ll be finished “growing” by then!) You can include available Army courses or activities as well as other types of education and training that will help you develop.
- Secondly, the IDPs you enter into Army Career Tracker (which is where they must be) are the source documents we use to chase the dollars we get to centrally fund training opportunities for you. You see, once your supervisor signs the document, it becomes a validated requirement and we can use it as a requirement to justify our request for funding. Until the IDP is done and signed, the requests are just another in a long list of unvalidated requirements which will have no impact. Please note that, even in the best of fiscal times, we don’t have enough \$\$ to fund all the things we’d like to do/provide—like training opportunities—so in these times of down-trending budgets, we **MUST HAVE VALIDATED REQUIREMENTS** in order to fight for training \$\$\$. We need your help to do that, so please get after your IDP.
- I also got feedback about some supervisors being unwilling to sign IDPs, thinking they were committing themselves to resourcing everything on them. Not so! Their signature validates the plan and the requirement, but resourcing the requirement is a separate issue so they shouldn’t be reticent at all to sign if they believe in the individual and approve of the plan itself. It is important for supervisors (read “leaders” here!) to remember that one of their primary functions is to train and build the capabilities of their employees—whether they are uniformed or not. Multiple times in my messages I’ve asked that you share my messages with your military counterparts. I ask that you do that specifically with your supervisors—whether military or civilian—for this particular bullet, as well as sharing it with your military counterparts. This is information they need to know. Thanx!
- I would add that nearly all of our opportunities to provide central funding for training opportunities available to you require a completed IDP as part of the application packet, so the IDP is a foundational document for your development, not simply another block check. (BTW, don’t forget that most of those centrally funded opportunities also require that you have completed the “Foundation Course” in the Civilian Education System (CES) as well, so please get after that!!)

- Lastly, remember as we've "discussed" before, simply by completing your IDP in Army Career Tracker, you earn \$300 that MEDCOM adds to your organization's budget (and an additional \$200 for completing the Foundation Course).

- So, in summary, the IDP is a good thing for you and your unit. It allows us to fight for funding to support training opportunities for you and will benefit us all in the long run. If you haven't completed one in Army Career Tracker yet, then please "Git 'er done!" BTW, if you need some help with executing the IDP, there is a slide set that you may find helpful available on the AMEDD Civilian Corps website at

<https://ameddciviliancorps.amedd.army.mil> under the following links: Training Development => Manage Your Career => Army Career Tracker. Good luck!!

AMEDD CIVILIAN CORPS MENTORSHIP PROGRAM (NEW OPPORTUNITY!!) For the last several months we've been blessed to have one of the Army's Senior Enterprise Talent Management participants, Ms. Gloria Duck from the Department of the Army Office of the Administrative Assistant to the Secretary of the Army Analysis and Integration Cell, with us. We challenged Gloria to build a mentoring program for our Corps starting with opportunities for GS 1-10s (or equivalent) [yes, we do think about you!], expandable into our other grades. She has done a fabulous job and we expect to pilot the program early in the upcoming calendar year. This is a heads up for everyone in that we will need participants who want to have a mentor, as well as more senior folks willing to serve as mentors. As I said, Gloria has done a superb job of pulling the program together and we look forward to getting it on track. If you'd like to be in on the ground floor of a ground breaking program, an opportunity will be coming your way soon. So, please give it some thought; the announcement seeking both mentors and mentees will be coming out soon. Thanx!

FAREWELLS

- As noted above, Gloria Duck has been with us in the AMEDD Civilian Corps office for nearly six months and will, unfortunately for us, be leaving here on 11 September to return to her job in DC. We will see her again, as she is intent on staying engaged with our mentorship program. I just want to say, "Thanx!" to Gloria for all she has done for us in the Corps. Be assured we would look forward to ANY opportunity to work with her in the future. God speed!

- We are also "adiosing" two of our AMEDD Civilian Corps Board of Advisor members. Both Brittany Walker (who recently returned from a year-long deployment to Afghanistan) and Daniel Minnick (recently accepted for a commission in the U.S. Navy) have been with us from the Board's inception. We want to say, "Thanx!" to them for their willing and active service as board members and wish them both well in their future endeavors. All the best to you both!!

THINGS/DATES TO REMEMBER AND OPPORTUNITIES

- Wolf Pack Award: Nominations for the 1st Quarter FY 16 (are we there already??!!) Wolf Pack Award will be due by 5 October 2015. I am certain that there is great work going on out there by teams of civilians and military working together that can be very competitive, so let us hear from you!

- For GS-15's: A reminder that the Army's Senior Enterprise Talent Management Enterprise Placement Program, Option 2 for GS15 (and equivalent) civilians recently sent out a direct email message that you should have received describing opportunities to apply and compete for 1 year detail to a Senior Executive System (SES) position with

return to current job at the end of the detail. This could be a great broadening experience for your career. If you are interested and did not receive the message, please let us know and we'll help you find out the info.

- Virtual AMEDD Civilian Corps Town Hall VTC Sessions: We're due for another session of Town Hall VTCs with the Corps Chief. We're working the details now and will let you know soon, but anticipate they will occur on 10 and 12 November, bracketing the Veteran's Day holiday. Start planning your schedules now so you will have the opportunity to attend and share information with us. Look forward to seeing you on TV!

- Corps Chief Reading List: We are developing an AMEDD Civilian Corps Chief Reading List to be available on our Corps website (<https://ameddciviliancorps.amedd.army.mil>). The intent is to help our Corps members with self-development as a component of their overall development. The first document I recommend to you is Army Doctrine Reference Publication (ADRP) 1, The Army Profession. It is Army doctrine that places the "Profession of Arms," our uniformed component, and the Army Civilian Corps on an equal footing as members of the Army Profession. It's a quick read and I highly recommend it. You can get to it either through the Center for the Army Professional Ethic (CAPE) at <http://cape.army.mil/adrp-1/index.php> or download it directly using http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/adrp1.pdf. I'm also looking for recommendations to add to the list so, if you have thoughts on the matter, I'd like to hear them. Thanx in advance for any input.

- 20th AMEDD Civilian Corps Anniversary: Our 20th Corps anniversary will be coming up in March of 2016 and we are looking for memorabilia, artifacts, articles, photos, and other items to use in constructing an exhibit at the AMEDD Museum to recognize our Corps. Please give this some thought and see if you might have something to contribute to help tell our story. We can return items to you after the exhibit closes so they won't be lost to you (although they might also make a nice contribution to the Museum's artifact collection—just sayin').

FY 2016 Civilian Education System (CES) Class Schedule: If you have completed the on line first half of your CES grade appropriate course (GS 1-10 = Basic Course; GS 11-12 = Intermediate Course; GS 13-15 Advance Course), you need to apply for attendance at the resident component. Remember that this piece is centrally funded so with the seat allocation comes the \$\$ to support it. You can find the schedule of this year's courses on our Corps website at <https://ameddciviliancorps.amedd.army.mil>, using the Training & Development => Civilian Education System => NEW CES FY16 Course Schedule.

And so, another of these Corps Chief messages comes to a close. I am interested in addressing topics of interest to you so please let me know and we'll give it a shot. Remember, if you have something that's on your mind it's likely on many others' minds as well. Please take care and remember to be safe in all you do. Thanx for your many and continuing contributions to our Army Medicine Team and to our Army Profession. We are blessed to be Teammates together. All the best.

Sincerely,

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Gregg Stevens, SES