



August 2022

ACCMA Director's Corner

ACCMA Icon

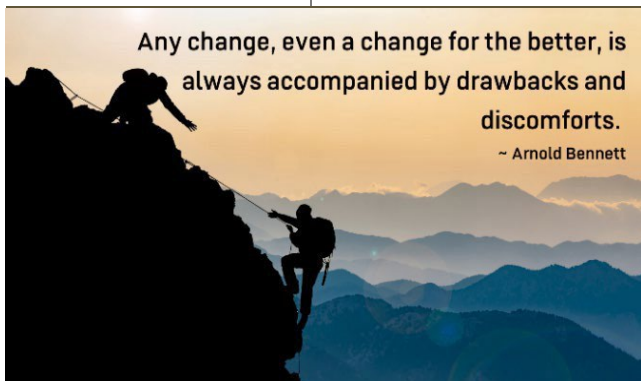
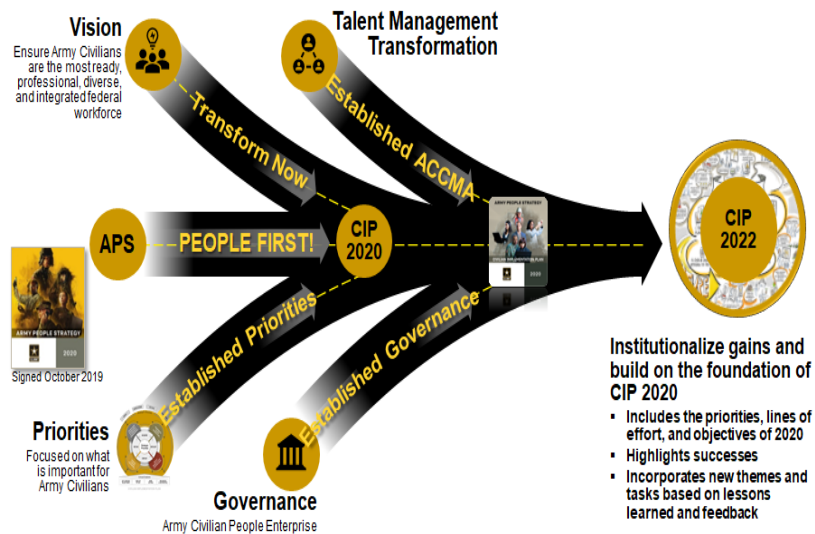


I'm excited to announce the Army Civilian Career Management Activity (ACCMA) has achieved another milestone with an innovative partnership engaging Udemy Business to deliver professional and personal on-demand training topics and courses for all Army Civilians. This partnership represents ACCMA's commitment to career enhancement through up-skilling re-skilling, and the enhancement of our Army Civilians across the enterprise. Along with that, you will read a feature highlighting this year's League of United Latin American Citizens (LULAC) Excellence in Service award recipient, Ms. Tina Manns, and there are newly developed resources geared towards supervisor talent development. All the articles in this edition share one common element, they illustrate ACCMA's commitment to the training and development of Army Civilians, which provides a clear return on investment to Army organizations and commands.

From Civilian Implementation Plan 2020 to 2022

Notable Upcoming Activities/Dates

August 10	Army Fellows Professional Development Session
August 11	CESC Meeting
August 18	ACCMA Town Hall (Internal)
August 23-24	AMC Summit
August 25-26	Service Academy Career Conference





By: Dr. Delicia C. Battle

The U. S. Army has partnered with Udemy Business to provide all Army Civilians on demand training opportunities. This investment in Army Civilian professional development underscores the basic tenets in the Army People Strategy, Civilian Implementation Plan. Army Civilians are essential to the Army providing leadership, continuity, and expertise to enable the Army to fight and win our nation's wars. This learning tool supports the professional development of all Army Civilians.

Udemy is trusted by over 11,000 organizations to upskill their workforce. Now, you can join the thousands of employees who want to access fresh, relevant courses as well as learn the latest tech, business, and soft skills. The Udemy catalog contains over 7,000 courses, which can be used in concert with other virtual or live training opportunities to complete your individual development goals. You now have the opportunity to explore new skills in your current career field or delve into other career fields outside of the traditional classroom.

The potential future capabilities of this tool extend beyond individual training. Udemy has the capacity to create specific learning paths that focus training on meeting goals on individual development plans, which is essential to an Army Civilian's growth and development.

Are you ready to reach your professional development goals with Udemy?



To obtain your Udemy Business license follow these instructions:

1. Go to the Udemy Business home page: armyciv.udemy.com
2. Enter your @army.mil, @mail.mil, or @usace.army.mil e-mail address then press continue.
3. Follow the instructions sent to your e-mail address

The 2022 League of United Latin American Citizens (LULAC) Service Award

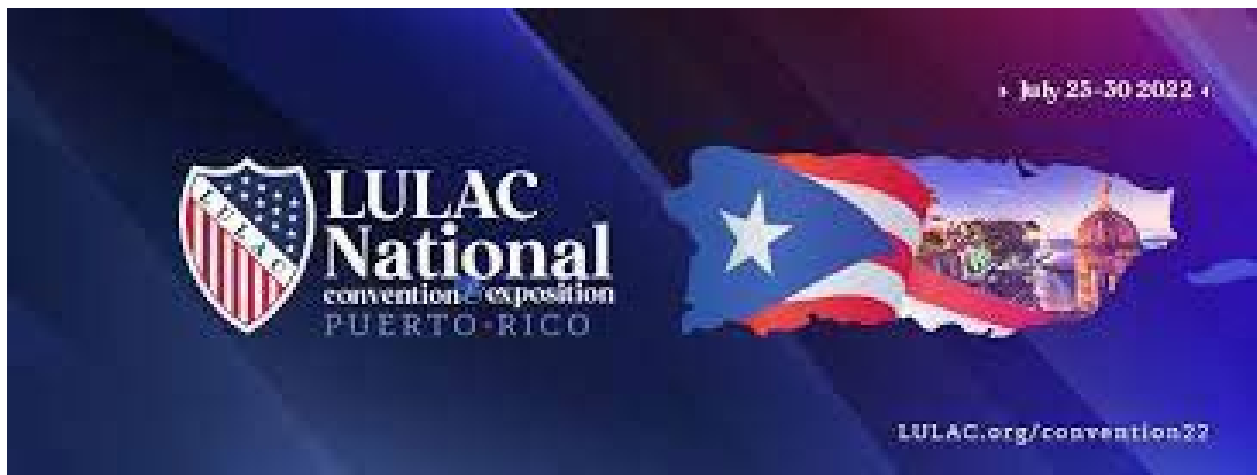
By: Dr. Delicia C. Battle

The League of United Latin American Citizens (LULAC) honored Ms. Tina Manns with their 2022 Excellence in Service Award during a July 27, 2022, ceremony. The award recognizes individuals or teams in the advancement of diversity, education, economics, and health in communities with large, underrepresented populations.

The League of United Latin American Citizens (LULAC), founded in 1929, is the oldest and most widely respected Hispanic civil rights organization in the United States of America. LULAC was created at a time in our country's history when Hispanics were denied basic civil and human rights, despite contributions to American society. The founders of LULAC created an organization that empowers its members to create and develop opportunities where they are needed most. LULAC was one of the first national organizations to place emphasis on the role of women. The League of United Latin American Citizens Excellence in Service Award illustrates how organizations benefit from recruiting a diverse, ready, and capable workforce.

“What a magnificent event and what a great opportunity to recognize one of our very own, most notably when that recognition comes from LULAC an important partner in all things we do at CHRA” stated Mr. Peter Hosutt, deputy director of the Civilian Human Resources Agency (CHRA).

Ms. Manns, a retired US Army sergeant major and current Army Civilian with the Civilian Human Resources Agency, Army Civilian Career Management Activity, has an extensive record of successful and selfless community service. For example, in 2021, she volunteered for the Old Glory Relay, which is a national movement showcasing the strength, grit, and commitment of American veterans in support of their well-being. This 44-day event challenges supporters to walk, run, push, and cycle a single American flag from Washington, DC to the World Games opening ceremony in Birmingham, AL.



Ms. Mann’s service extends beyond her community. Her Legion of Merit, Defense Meritorious Service Medal, Superior Civilian Service Award, Commander’s Award for Civilian Service, and the Yuma Woman of the Year award are just a few more indicators of Ms. Mann’s commitment to excellence.

As a lead program manager, she negotiated, developed, and initiated a headquarters-level Army Onboarding and Acculturation Program. This program enables new Army Civilian employees to feel welcomed and immediately immerses them into the Army culture. Army Civilians are essential to the Army by providing leadership, continuity, and expertise. The Army Onboarding and Acculturation Program ensures new Army Civilians know this from day one.

The 2022 League of United Latin American Citizens Service in Excellence award winner, Ms. Tina Manns illustrates the value of recruiting, retaining, and developing a diverse workforce.



Ms. Tina Manns (left) poses with Mr. Peter Hosutt, deputy director of the Civilian Human Resources Agency, during the League of United Latin American Citizens ceremony held in Puerto Rico.

Supervisor Talent Development Tools

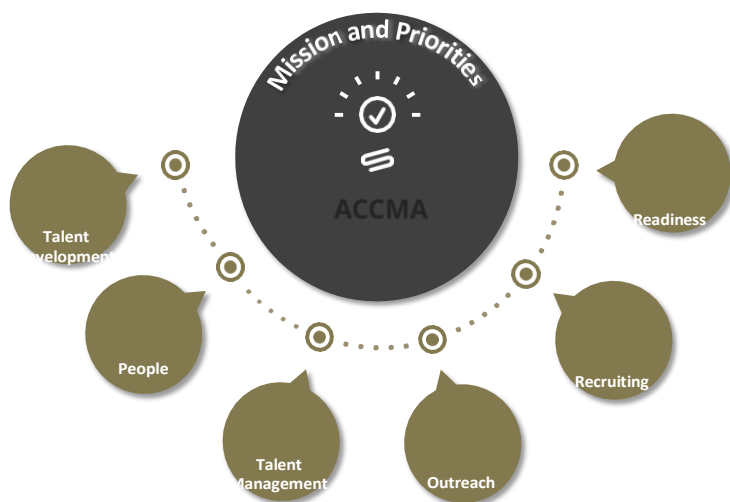
By: Michael Costanza

The Army People Strategy focuses on the Army’s greatest asset—its people—by developing supervisors and all personnel to reach readiness levels to sustain and advance both current and future Army strategic vision, goals, and objectives. To that end, Supervisor Talent Management (STM), through its Supervisor Operational Process Team (S-OPT), has developed two handbooks as resources for supervisors to use in supervisor development; the Supervisor Coaching and Mentoring Guide and the Develop Army People handbooks.

The Supervisor Coaching and Mentoring Guide will assist supervisors with navigating common challenges and guides existing supervisors to coach new supervisors during their developmental or probationary period by focusing on 11 recommended topics derived from the Office of Personnel Management (OPM) leadership competencies. It helps supervisors increase proficiency levels throughout every echelon of supervision. Included with each topic are Army and private sector resources, which offers opportunities to learn more about vignettes, role-playing scenarios, and practice skills. They include supervisor feedback and discussion questions to promote how a new supervisor would analyze and react in certain situations by incorporating what they learn into their supervisory role. Experienced supervisors and leaders may add topics, competencies, and resources to meet their unique mission requirements and the Army’s vision of developing world-class supervisors supporting our civilian workforce. The overarching goal is to create an open dialogue, build trust, and enhance rapport among new supervisors with their own supervisors.



The Develop Army People handbook was created to assist supervisors as they build the knowledge, skills, behaviors, and preferences (KSBPs) of our civilian team members by defining what it means to develop our Army Civilians for their current and desired civilian roles. This guide describes some key people development concepts and considerations, such as assessing needs, planning, implementing, measuring, and rewarding people development so that supervisors can become force-multipliers in developing Army Civilians.





AUSA 2022
ANNUAL MEETING & EXPOSITION
10-12 OCTOBER | WASHINGTON, DC



Date: The 2022 AUSA Annual Meeting is 10-12 October, at the Walter E. Washington Convention Center, Washington, DC

Theme: SECARMY Approved Army Theme: *Building the Army of 2030*

The Civilian Events Theme nests with Army Theme: *I am an Army Civilian – Now and 2030*

ACCMANews Content Submission Guidelines

Are you interested in submitting an article? Or do you have a great suggestion for a feature? Highlights and success stories are ALWAYS welcome!



Articles, suggestions, and career field submissions (along with any photos or graphics) should be sent to usarmy.belvoir.chra-hqs.mbx.accma-newsletter-submissions@army.mil. Please limit submissions to 300 words and submit your article a minimum of 30 days in advance, if possible.

Note that submissions will be published space permitting and we may need to edit your article for tone, content, or length. We will reach out should any major edits be required. We look forward to working with you to make ACCMANews a relevant and informative product.

