

Hi Team,

I'm writing you from 33,000 feet somewhere over Alaska and the Pacific Ocean en route to Korea and sending after landing! Great visit BTW!!). You just never know when the opportunity will come up to write one of these epistles!

I won't comment on the potential length of the message for a change (other than that statement of course..) and just ask you to give the message a good look. This version focuses on some really important info for you that will become more important as time goes by. I'll try to be succinct but, well you know.. It may not be the most interesting message we've had but I believe it to be one of the most important. (OK, I'm hoping it will be of at least SOME interest!!) And the journey begins..

CONGRATULATIONS!!

Kicking off with really good stuff is, to steal a phrase from "Sound of Music," "a very good place to start.." So congratulations to the following folks:

Executive Skills Course Selectees:

--Shawlawn Beckford, William Beaumont Army Medical Center Fort Bliss, TX --Terri Ladd, USA MEDDAC, Ft Drum, NY --Elizabeth Mendez, AMEDD Civilian Corps, Ft Sam Houston, TX --Daniela Rossman, Bavaria MEDDAC, Ansbach Army Health Clinic --Michael West, Warrior Resiliency Program, RHC-Central, Fort Sam Houston, TX.

Strategic Learning Project Selectees:

--Bernice Flores, Womack AMC, Fort Bragg, NC --Kimberly Gonzalez, Martin ACH, Fort Benning GA

Thanx to all those who applied for these opportunities. There were many very strong applications and the selection process was a tough one. If you applied and were not selected, hang in there. There will be more opportunities coming up.

SAD NEWS/GOOD OPPORTUNITY

Unfortunately for us, we are losing two of our AMEDD Civilian Corps Board of Advisor members. Janice Correa, a dental assistant from the West Point Dental Activity has been a strong, active member of the Board for some time now and has done a great job. She is moving to a new position and location outside the federal service to be near family. We wish her the very best and want to say "THANK YOU!" to her for her great work. Janice, we wish you the very best and hope you'll stay in touch.

In addition, Belinda Jellison our Behavioral Health (BH) representative is moving with her family to Colorado and is unfortunately leaving both the Board and Army. Belinda is another stellar Board member who shouldered the mission to improve Board communication and involvement with great results.

We'll miss her as well and want to say "THANK YOU" for the great work. All the best, Belinda.

What that means, however, is that we have vacancies on the Board for someone in one of our dental specialties and in one of our BH areas to represent their components of our Team. If you are a member of the AMEDD Civilian Corps in either set of specialties, you are eligible to be considered. The application process is simple. Submit an essay, not to exceed 250 words, explaining why you want to serve and what capability you think you can bring to the Board. Because there is some time commitment, although minimal, we will also need an endorsement from your immediate commander. Go to the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil> and use the

"Contact Us" link in the upper right corner of the page to submit an email stating your interest. Attach your essay and the commander's endorsement. That's all there is to it. The suspense for submission is 15 Dec. We will announce the selection in early January.
Good luck!!

HEADS UP INFO

Here's some good stuff for you that provides both info and opportunity.
Worth the read!

--The MEDCOM Civilian Human Resource Directorate (CHRD) regularly publishes a NEWSLETTER with really good information about issues of interest to you.

You can find the latest edition on our Corps website at <https://ameddciviliancorps.amedd.army.mil> under the "What's New" and "Announcements" or at this link

<https://hrcoe.amedd.army.mil/civiliancorpsadmin/filedownload.aspx?docid=688>.

Give it a gander!

--WOLF PACK AWARD NOMINATIONS: We are now taking nominations for the 2nd quarter FY 17 Wolf Pack Award. The window will be open through 5 Jan 17.

This is a great way to recognize the outstanding work teams of military and civilians working together do in support of our Army Medicine mission.

Application information is available on the Corps website (<https://ameddciviliancorps.amedd.army.mil>).

--MENTORING PROGRAM: If you recall, we are currently in the pilot program of our MEDCOM mentoring program for civilians. The program has gone well and we've learned some lessons that will help make the next iteration better. The pilot ends in Jan 17. As a result, we'll soon be looking for folks interested in the next iteration. We expect to expand the opportunity through GS-12 this time so it will be open to more of the Corps. Start now to consider if you might be a candidate for this opportunity. We'll announce the time for applications in one of these future messages. Stay tuned!

----AMEDD REGIMENT: There is opportunity for all AMEDD civilian employees to choose to affiliate with the AMEDD Regiment. There is no cost and it's a great way to demonstrate your commitment to and esprit de corps for the Army Medicine Team. If interested, you can find information regarding affiliation at <http://ameddregiment.amedd.army.mil/recognition/affiliation/affiliation.html>

. To read more about the Regiment, see the entire site at <http://ameddregiment.amedd.army.mil>. Join us!

MEAT OF THE MESSAGE

So here's the deal. This is the part of the message where I want you to pay particular attention. As I've read back thru it, I guess it's a bit like a mentor session; hope you'll find it useful.

In multiple past messages, we've discussed opportunities for career development ranging from education and training to developmental assignments. We are now in the process of building a talent management program specifically for the AMEDD Civilian Corps. We expect that the initial pilot of the program will begin sometime in the spring of '17. Our intent is to make it applicable to anyone in the Corps who is truly interested and wants to fulfill our Corps slogan "Army Medicine Our Profession." We'll see how it goes. We'll keep you posted as it develops but there are some baseline thoughts that have to be part of the entire development process. I'd like to discuss a few of them with you.

First, everyone from the Corps Office to the farthest reaches of the world where we have civilians serving Army Medicine must understand that we, individually, are our own best career manager. It is truly up to us to determine what we want to be when we grow up, build a plan to get there, and then take the accountability for execution of that plan. It's up to us not someone else. And the best part is that there are tools available.

The primary planning tool is the Individual Development Plan (IDP). Doing an IDP gives each of us an opportunity to look inside ourselves, see what we want to be when we grow up, and plan the education that will help us get there. I have found it useful personally and it really isn't hard to do.

The video guide at <https://www.milsuite.mil/video/12882> made it easy for me to build my most recent version in Army Career Tracker (ACT), even though I am admittedly computer-stupid. Your IDP is the baseline for your actions in pursuit of your career goals. It's important that you do one.

The IDP is important for another reason as well. It is the document that gets us resources to execute the training we need.

1. When you put training in your IDP and your supervisor approves it, that becomes a valid requirement that we use in asking DA for the dollars to centrally fund training. While we will never get funding to support all of the requirements, the higher the requirement value the better our chance of getting dollars. For example, in FY 16 our medical career program (CP 53) received and spent \$1.92 million to centrally fund training as a result of \$8.5 million in requirements. Nope, we didn't get it all but \$1.2M is still a boatload of training.
2. In addition, for every approved IDP a MEDCOM organization has in ACT, the MEDCOM adds \$300 per year to the budget. Many commanders are reinvesting these dollars in local education and training. So, either way when you do your IDP you help both yourself and your unit!

(NOTE: MEDCOM also pays \$200 for each individual who completes the Foundation Course and \$500 for those who complete the on line front end or the entire Civilian Education System [CES] course for their grade, Basic [1-9], Intermediate [10-12], or Advance [13-15]. Former military can get CES credit for military leadership training. Check the Civilian Corps website to see the equivalencies and then check your ACT page to be sure it is accurate. MEDCOM pulls all the data for the payments from ACT so we all need to be sure our info is correct.)

In developing your plan, here are some things to consider. Let me know if you think they're helpful/make sense.

--What do I really want to be when I grow up? Am I going to be the best at what I'm doing now? Do I need to branch out?

--What are the Army's needs and how do they line up with my thoughts?

--What type of training do I need to get? Technical? Leadership? Critical Thinking? Strategic Planning?

--Can I get the training/education locally?

--How long will the different types of training/courses take so I can sequence them?

--What are the potential resources available to support the training?

Local? Career Program centrally funded? Self-funded? This is a good one to think through. The Army only pays for training to build its capability or capacity to execute the mission; that includes us in Army Medicine.

There is a time payback for training over 80 hours. Does that impact the decision of how you want to proceed with your resourcing?

Hope these questions will at least get you started thinking. One comment about Career Programs before I draw this to a conclusion. As I travel and talk with groups of civilians across the AMEDD, I find that in many cases our Corps members are either not aware of or don't know what their career program is. If you don't know your career program, you won't know where to go or who to contact to seek the central funding I talked about above. I very strongly encourage you to go into Army Career Tracker and bring up your personal page. It shows your career program. They've done a pretty good job of getting folks right but check to be sure you are where you need to be. If it's wrong the Corps can help get you in touch with the folks who can fix it.

OK, thanx for listening. While this may seem mundane, it is really important to you and your career. Please take heed. In future messages we'll cover other topics that will hopefully help you as well. Remember that you are your best career manager!! It is incumbent on you to act on your plan, to take the steps to do the work and planning to prepare yourself to be more competitive to become what you want to be or do what you want to do in the future. There is nothing about the process that is automatic. It won't happen by itself so grab it by the horns and wrestle it to the ground.

That's it for now. Be safe and be strong. What you do for our Army Medicine Team every day is important. Thanx for that. 'Til next time.

Sincerely,
gregg