

Greetings Team--

3 December 2019

Hoping you all had a wonderful Thanksgiving holiday!

We are very excited of the opportunity to introduce Mr. Richard Beauchemin, Chief of Staff, OTSG/Army Medical Command and AMEDD Chief, Civilian Corps. On behalf of the Corps Chief, Mr. Richard Beauchemin, I am delighted to share with you information posted on the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil> under WHAT'S NEW and ANNOUNCEMENTS which includes topics such as Corps programs/initiatives, Civilian Leader Development Education and Training opportunities, AMEDD 2020 VERA/VSIP window and other topics of interest.

Mr. Beauchemin was appointed a member of the Senior Executive Service in the Office of The Surgeon General (OTSG) on February 3, 2019. Mr. Beauchemin is currently serving as the Chief of Staff, OTSG/Army Medical Command (MEDCOM), the AMEDD Chief, Civilian Corps, and the Functional Chief Representative (FCR) Career Program 53, Medical. He serves as the principal advisor to The Surgeon General/ Commanding General, for all matters related to executive leadership, oversight and management of the staff and operations. You may also view Mr. Beauchemin's full BIO on the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil/corps-chief>.

AMEDD CIVILIAN CORPS NEW WEBSITE LAUNCH: We are pleased to announce the launch of our newly revamped AMEDD Civilian Corps website and invite you to view the new website at <https://ameddciviliancorps.amedd.army.mil>. We have also refined the categories and menu structure. We value your feedback so if you have any suggestions to improve any areas of our website, please drop us an e-mail at usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil. We'd like to hear your thoughts.

THE ARMY PEOPLE STRATEGY: "Winning matters, and People are my number one priority. People are our Soldiers -Regular Army, National Guard, and Reserve - their Families, Civilians, and Soldiers for Life - Retirees and Veterans. We win through our people, and people will drive success in our Readiness, Modernization and Reform priorities. We must take care of our people..." - General James McConville, 40th Chief of Staff, Army. The Army People Strategy describes how we will shift from simply distributing personnel to more deliberately managing the talents that our Soldiers and Civilians possess. This means building a 21st century talent management-based personnel system by creating the policies, programs, and processes that recognize and capitalize the unique knowledge, skills, and behaviors possessed by every member of the Army team and then employing each member to the maximum effect. Stay tuned as there are ongoing initiatives to develop the Army Civilian Implementation Plan as part of the Army People Strategy. Please find a copy of the Army People Strategy at: <https://ameddciviliancorps.amedd.army.mil/static/The%20Army%20People%20Strategy,%20signed%202019%20Oct%2011-237265513279877f253440c896fec18a.pdf>

WOLF PACK AWARDS - 1QFY20 WOLF PACK AWARD NOMINATIONS. Nominations are currently being accepted for the 1QFY20 Wolf Pack Award. The Wolf Pack Award is open to eligible teams that consist of a mix of civilian and military team members, and may include contractors. The Wolf Pack Award recognizes teamwork that drives excellence in outcomes supporting the Army Medicine mission. The winning teams must demonstrate excellence and effective teamwork resulting in significant products or services with the potential for broad impact in support of Army Medicine. Please click on WHAT'S NEW and ANNOUNCEMENTS to find additional information reference the nomination packet. The suspense date to submit nominations has been extended to NLT COB 15 December 2019.

CHANGES TO WOLF PACK AWARDS POLICY MEMO

The Wolf Pack Awards Policy Memo is currently under revision. An upcoming change to the Wolf Pack Awards Policy Memo include provisions related to the suspense date to submit quarterly nominations NLT the last business day for each quarter (i.e., 1Q, 31 December; 2Q, 31 March; 3Q, 30 June; and 4Q, 30 September.) For additional information please contact the AMEDD Civilian Corps Office at usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil.

CIVILIAN EDUCATION AND TRAINING OPPORTUNITIES:

AMEDD ENTERPRISE LEADER DEVELOPMENT PROGRAM - FORMAL (ELDP-F) COHORT 20-22: The AMEDD Civilian Corps through continued partnership with Army Training and Doctrine Command (TRADOC) is currently accepting applications for the ELDP-F Program. The ELDP-F is a 2-year Civilian leader development program and is centrally-funded. The program is designed for mid-level employees (GS11-14 or equivalent). Participants gain experience and knowledge aligned with the five Executive Core Qualifications (Leading change; Leading people; Results driven; Business acumen; and Building Coalitions). The program addresses these qualifications through cohort training events, developmental assignments, project team assignments and mentoring. For additional information and application requirements please visit the AMEDD Civilian Corps website. The suspense date to submit applications is NLT COB 13 December 2019.

AMEDD 2020 JUNIOR LEADER COURSE: The next Junior Leader Course is scheduled for 27 April-1 May 2020 at Fall Church, VA. The Junior Leader Course (JLC) is an AMEDD-Sponsored event. The course provides exposure to a variety of inter-professional and inter-agency activities. Attendees will participate in discussions and observe presentations which will build the critical knowledge and experience that will enable participants to address future complex issues within Army Medicine. Additional information and application requirements may be found under WHAT'S NEW and ANNOUNCEMENTS. The suspense date to submit applications is NLT COB 13 January 2020.

AMEDD EXECUTIVE SKILLS COURSE (SPRING 2020): The next Executive Skills Course is scheduled for 23 March through 3 April 2020 at JBSA Fort Sam Houston, TX. This is a centrally funded 80-hour course designed to address many of the competencies required in AMEDD senior leadership positions. The course curriculum is specifically targeted toward the roles and responsibilities associated with mid to senior level management positions where critical/strategic thinking skills are important. This resident course addresses the competencies involved in Decision Making, Strategic Planning, Personal/Organizational Ethics, Managing Change & Innovation, Leadership, and the areas of Health Resource Management, Military Medical Readiness, Health Law/Policy, Medical Ethics, Individual/Organizational Behavior, Clinical Understanding, and Performance Management. This also includes a 1-day breakout session with the Civilian Corps staff to focus on specific Corps topics. The suspense to submit applications is NLT COB 7 February 2020.

FY 20 AMEDD SUPPLEMENT TO FY 20 ARMY ACTEDS CATALOG: See the FY 20 AMEDD Supplement (attached) to the ACTEDS Catalog. Check out the upcoming list of courses hosted by Corps Office with suspense dates to submit applications. Please contact the Corps Office if you have questions or require additional information.

FY 20 Army Civilian Training Education Development Catalog: A copy of the catalog may be found at: <https://ameddciviliancorps.amedd.army.mil/static/ACTEDS%20Catalog%20FY20-364b78fefb360b164349b9d9559ce1ad.pdf>

Additional information related to topics such as Army Career Tracker, Civilian Education System, Army Competitive Professional Development Programs, Academic Degree Training, Application Forms, Checklists and More. Additionally, check out the newly designed portal related to Career Programs at <https://actnow.army.mil/> in the "Communities" Section: 1) In the drop down menu SELECT A CATEGORY, choose Civilian; 2) Under SELECT A PAGE, choose a Career Program (CP); or choose Career Program Training Plans. Please contact the AMEDD Civilian Corps Office if any questions.

OTSG/MEDCOM POLICY MEMO 19-017, SUBJECT: ARMY MEDICAL REGIMENTAL RECOGNITION PROGRAM, DTD 19 MAR 19: OTSG/MEDCOM Policy Memo 19-017 dated 19 March 2019 reference the Army Medical Regimental Recognition Program. The policy memo assists in perpetuating the history and traditions of the AMEDD Regiment and enhance unit morale and esprit, the Army Medical Department Regiment provides for the recognition of individuals who have contributed to the mission of Regiment. All nominations with supporting documentation (minus PII, i.e. SSN), if required should be forwarded to the AMEDD Regimental Office via electronic mail at the following: usarmy.jbsa.medcom-ameddcs.list.amedd-regiment@mail.mil. (NOTE the double hyphen between AMEDD and Regiment.

MEDCOM 2020 VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA)/ VOLUNTARY SEPARATION INCENTIVE (VSIP)/VSIP II: The application window is open from 1 Oct 2019 through 31 Aug 2020. All MEDCOM civilian employees, GS-15 and below (or equivalent), including Wage Grade and Non-appropriated Fund employees, who meet eligibility requirements may apply and participate in this program. Applications are subject to MEDCOM Chief of Staff Approval. On 26 Aug 19, MEDCOM published US Army Medical Command Fiscal Year 2020 Voluntary Early Retirement Authority and Voluntary Separation Incentive Workforce Downsizing and Restructuring Incentive Guidance. VERA/VSIP/VSIP II discretionary workforce incentive programs allow activities undergoing workforce downsizing or restructure to minimize or avoid involuntary reduction in force separations by offering eligible employees an incentive to voluntarily leave the Federal government. Remember, that this program is not automatic and commanders have authority to determine if the use of VERA/VSIP/VSIP II is required. Visit the Civilian Corps website: <https://ameddciviliancorps.amedd.army.mil> under "WHAT'S NEW" and "ANNOUNCEMENTS" for additional information.

AMEDD CADRE OF MENTORS: Here's an exciting opportunity to give back to Army Medicine. Consider becoming a mentor to junior Army Medicine Civilians. The AMEDD Civilian Corps Office is looking for mentors in grades GS 10-13, or equivalent and senior mentors in grades GS 14-15 or equivalent.

How Does the Organization Benefit from Mentoring?

It positively impacts the organization at all levels.

- Enhances Performance: Teams improve as members increase in competence, awareness of personal biases, etc.
- Increases Organizational Knowledge: Increased understanding of your role and its importance to the mission.
- Fosters Commitment: Mentoring increases the understanding and acceptance of values and goals. It increases engagement, alignment, and retention. It helps participants to feel they are an integral part of the organization.

- Supports Recruitment: Mentoring promotes the organization as the employer of choice because it shows commitment to its people and the employer of choice because it shows commitment to its people and their personal/professional development.
 - Facilitates Leadership Development: Mentoring facilitates knowledge transfer of culture, values and other key components.
 - Improves Succession Planning: Increase use of agency's Human Capital planning and succession development efforts - helps establish the talent pool.
- If interested, please send an email to usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil for additional information.

TALENT MANAGEMENT - ASPIRATION SURVEY: We continue to provide an opportunity to let us know your interest with civilian education and training opportunities. The survey is available in Army Career Tracker and access is simple. It's a short survey and should take you less than 10 minutes to complete.

- 1) Log In to Army Career Tracker at: <https://actnow.army>
- 2) While in ACT, copy and paste the link below into your browser to access the survey:
https://actnow.army.mil/forms/landing/org/app/050565c9-77d5-42be-892d-2fcae7bb78dc/launch/index.html?form=F_Form1

Wishing you all a safe and wonderful Holiday season and a Happy New Year!

For questions or inquiries, please forward an email to usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil.

Sincerely,

Julie Brown
AMEDD Deputy Corps Chief/CSBPO