

AMEDD Civilian Corps Chief Msg # 43----And the Beat Goes On,...Still!!(31 October 2013)

Hi Everyone and Happy Fall!

Time for another message. True to my word in Message # 41, we'll talk about one of the key elements of the AMEDD future, the Army Medicine 2020 Campaign Plan. Untrue to my word, there is so much going on that this may end up being longer than planned. I promise to reduce as much as possible and use headers to ID the issues so you can at least prioritize your read. So let's start off with some good news!

RECOGNITION!

*2013 Wolf Pack of the Year

Congratulations to the "Arctic Baby Boomers" Team at Bassett Army Community Hospital, Fort Wainwright, AK, for winning the FY13 Army Medicine Wolf Pack of the Year Award. The Team used evidenced-based processes to increase the number of babies they could deliver in the hospital by 100% vice sending them out on the network. The award presentation ceremony at Bassett is planned for early December.

Congratulations too to the embedded behavioral health team from 2nd Bde, 4th ID, Fort Carson, CO; the Northern Regional Medical Command's resource recovery Team; and the Physical Therapy Clinic from Winn Army Community Hospital, the other quarterly winners who made it a tough competition. The next nomination deadline is 10 Jan 14 for the 2nd Quarter award. The form and instructions are on our website at <https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>> under "Celebrate Success."

*** Thank you Ruth Schirra, retiring from her last position at Landstuhl Regional Medical Center Pharmacy for her 47 years of selfless service. Read more about Ruth's contribution to Army Medicine by clicking on <http://armymedicine.mil/Documents/Mercury-Sep2013.pdf> and go to page 26.

*** Thank you Loran Lagarde, former chief of Pharmacy for the DiLorenzo Tricare Health Clinic for her 33 years of service. Read more about Ruth's contribution to Army Medicine by clicking on <http://armymedicine.mil/Documents/oct13.pdf> and going to page 41.

OUR AMEDD FUTURE--ARMY MEDICINE 2020

Often times in both conversation and email, I get asked, "What does our future look like?" While there is no crystal ball for that sort of thing, we can get a good feel for where we're going and what will drive our future by looking at The Surgeon General's (TSG's) strategic priorities. They are very specifically laid out in the Army Medicine Strategy 2020 and the Army Medicine 2020 Campaign Plan.

TSG's strategy is a true call to action that contains the vision, strategic imperatives, and way ahead for our organization. It provides the strategic framework for transforming Army Medicine from a healthcare system to a System for Health, and will allow us to be a global leader in healthcare and in Health. It is based on four very practical focus areas:

- Combat Casualty Care--the reason we're all here
- Readiness of the Force--keeping those who fight and win our wars medically fit to do so
- Ready and Deployable Medical Force--we, the AMEDD Team, ready to do our part
- Healthcare for Soldiers, and Beneficiaries (Families & Retirees)--we know this one well

Where do you fit in? Not surprisingly, you are a major player in all four areas. As a member of the AMEDD Civilian Corps you are part of that 60+% of the MEDCOM that is civilian. Maybe the toughest one to get to is Combat Casualty Care, but remember that our medical personnel who deploy maintain their skills in your facility and you're a key part of maintaining that capability. It isn't hard to see how your contributions to the other three focus areas are significant as well. Yay you!!

To move to a System for Health, Army Medicine must 1) create capacity to influence and enable individual, unit and organizational health; 2) enhance diplomacy by strengthening existing partnerships and building new partnerships to promote unity of effort in the pursuit of Health; 3) improve organizational and individual stamina - an essential element in our transition from healthcare to Health that will increase organizational depth, resiliency and endurance, and 4) develop the leaders who can inspire and guide execution of this strategy. These four concepts are called lines of effort (LoE) and constitute our strategic imperatives---what we MUST do to succeed.

To read more about the Army Medicine 2020 Campaign Plan (AM 2020 CP), you can go to <https://ameddciviliancorps.amedd.army.mil/CivilianCorps.aspx?ID=b2c81aa1-4d69-4219-a74d-90d5bcbfffbf> <<https://ameddciviliancorps.amedd.army.mil/CivilianCorps.aspx?ID=b2c81aa1-4d69-4219-a74d-90d5bcbfffbf>> and click on the document name in the writeup. The Army Medicine 2020 Campaign design diagram (use the same link--"AM 2020 Campaign Design" link at the bottom of the page) displays the strategic imperatives (LoE) and associated focus areas (orange boxes) and campaign objectives (COs in yellow boxes) that are essential to the plan. Note that "Improve Leader Development" is new since the document itself got published so there are four imperatives: Create Capacity/Capabilities, Enhance Diplomacy, Improve Stamina, and Improve Leader Development.

As you can see, the 2020 Campaign Plan takes a comprehensive approach to looking at the way ahead for Army Medicine. It is clear in its thoughts about what will drive us in pursuing the mission accomplishment our Soldiers, Families, and Retirees deserve. The reach of this Campaign Plan isn't just limited to the Army, by the way. The vision statement in the plan says that we will be "Strengthening the health of our Nation by improving the health of our Army." We all have a part in this and I believe strongly that we can make a national impact if we pursue it together. As we talked about before, there is a bottom line question for each of us every day. Daily, we need to ask ourselves, "What can I do today to make a difference for the Army Medicine strategy?" to start, and "What did I do today to make a difference for the Army Medicine strategy?" at the close of the day. That's the challenge. As Civilians, we are the continuity for long term programs like this. Let's take the lead! In upcoming messages we'll talk more about different parts of the strategy, so stay tuned, OK? Thanx.

(BTW, we'll also be talking about how we are in lock step with Big Army's priorities, and how we got there.)

Now for the headline stuff.

PERFORMANCE TRIAD CHALLENGES

TSG has issued some specific challenges on Twitter/Facebook for the three areas of the Performance Triad, Activity, Nutrition, and Sleep.

- Activity: 10K steps/day x 30 days-share your success & motivate others!
- Nutrition: Eat natural food x one week. Post food photos/share recipes.

• Sleep: 8 for 8. Get 8 hours of sleep for 8 consecutive days.

How many can you meet??? Get more information on the Performance Triad and helpful tips and tools on the Army Medicine home page: <http://armymedicine.mil/Pages/Home.aspx> <<http://armymedicine.mil/Pages/Home.aspx>> . BTW, we're going to try a Triad challenge in the very near future at the AMEDD Center and School. I'll let you know how it comes out; maybe your organization would like to give it a shot!

IMPORTANT DATES TO REMEMBER

*1 Dec 13 - Deadline for GS14/15 or equivalent employees to apply for a Senior Manager Course (SMC) in National Security Leadership being conducted on 16-28 Mar 14 at George Washington University in Washington, DC. You can link to more information about the course from our website under "What's New."

*10 Jan 14--Due date for 2nd Quarter FY 14 Wolf Pack Award. This award is given quarterly to 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.

*15 Jan 14 - Due date for applications for the Civilian Corps Board of Advisors. We are looking for civilians to replace three current board members who are rotating out after one year. The announcement and application instructions are Coming Soon in a separate email and will be posted on our website under "What's New."

*21 Jan 14 - Deadline for GS14/15 or equivalent employees to apply for the Harvard Senior Executive Fellows (SEF) Program being conducted 13 Apr - 9 May 14. Read more about it - where else?! - on our website under "What's New."

CIVILIAN CORPS OUTREACH

***Virtual Town Hall/Mentoring Sessions Coming in November.

We're about to start our next series of AMEDD Civilian Corps Virtual Town Hall/Mentoring sessions by VTC like we did before. We got feedback that VTC was the best method for these and that doing it by time zone is the best approach to accommodate your schedules. All are welcome at any session, however, even if out of zone if it suits your needs. For those of you in Japan and Korea, we got some feedback on the best times to reach you and have tried to build that into this schedule. We'll keep working until we get it right.

The plan is to discuss a number of topics like the Army Profession or the Performance Triad as well as training opportunities, and other current issues. Questions are always welcome and, if you want to send a topic in ahead of time you'd like us to discuss, please feel free to do so. The current plan is as follows:

--Western, Mountain, and Hawaii--- Tues, 12 Nov, 1500 CDT

--Central---Wed, 13 Nov, 1300 CDT

--Japan and Korea---Wed, 13 Nov, 1800 CDT

--Europe--- Thurs, 14 Nov, 0800 CDT

--Eastern--- Friday, 15 Nov, 1230 CDT

Our POC is Ms. Martha (Marty) Arevalo. You can contact her via email or by calling 210-808-3025 to provide a VTC site ID for your location. She will also arrange an audio bridge for

audio only connections and we'll post that information along with the schedule on our website under "What's New."

*****Civilian Corps DCO Training Sessions - Army Career Tracker (ACT) for Supervisors**

We are also planning a 3rd set of DCO sessions in January, targeting supervisors of civilians, focused on how to use ACT's capabilities for supervisors. The ACT Program Office will conduct the training to assist both military and civilian supervisors in use of ACT and developing Individual Development Plans (IDPs) with their employees. Training will only take 30-45 minutes and will be presented in various time slots to accommodate different time zones and work schedules. We will also record the sessions and place the information on our website in case you are not able to join a live session.

--Mon, 13 January, 1500 CDT

--Tues, 14 January, 0800 CDT

--Wed, 15 January 0700 CDT

--Wed, 15 January, 1800 CDT

--Thurs, 16 January 0900 CDT

We'll also post these schedules on our Civilian Corps website:

<https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>> under "What's New."

CAREER PROGRAM 53 DEVELOPMENT UPDATE

*****Career Development.**

The start point for career development is the Army Career Tracker (ACT) website:

<https://actnow.army.mil/> <<https://actnow.army.mil/>> . Your Career Program training and development opportunities are on your ACT landing page. You can view Career Maps (listing suggested training courses as well as competencies), and create your Individual Development Plan (IDP). Remember, the IDP helps you and your supervisor, identify training requirements and directly links to GoArmyEd (Army's new system to process training requests). Our POC for CP53 employees is Ison Zibowsky at 210-221-1333. (NOTE: Don't forget that MEDCOM will soon be measuring IDP completion and high rates of completion will mean \$\$ in your organization's budget!)

*****Competitive Professional Development (Functional) Training.**

We just received our budget allocation of centralized training funds from Army, about \$860K. These funds are available for all CP 53 employees, to include overseas, local national, and non-appropriated fund employees. You must ID the training on your IDP to get considered for the bucks!. The CP53 career management office does use a MEDCOM tasker to canvass for training requirements annually but does, based on available funding, consider requirements throughout the year. The CP 53 ACT landing page has more info and you can contact the CP53 Training POC, Mr. Pete Altman (210-221-2486).

*****LEADERSHIP TRAINING (Read Civilian Education System—CES, A Reminder)**

Civilian leadership training is centrally funded by the Department of the Army. Current Army guidance indicates that CES leadership courses are required for all Army Civilians. Civilian Education System (CES) courses are comprised of a distance learning module as well as a resident module. All employees can complete the distance learning (dL) module of the Basic, Intermediate, or Advanced courses for personal development. Army will fund employees to

attend the corresponding resident module based on the employee's grade and the level of the course. Employees can apply for these courses using this link:

<http://www.civiliantraining.army.mil/Pages/Homepage.aspx>

<<http://www.civiliantraining.army.mil/Pages/Homepage.aspx>> . (ANOTHER NOTE: Civilian Leadership Training will eventually be part of the MEDCOM metric for civilian training. Completion of at least the dL component could mean \$\$ in your organization's budget!)

IF YOU ARE NOT CP 53: Your career program has likely only recently received its funding allocation for FY 14. Please contact your MEDCOM CP manager for information. The list of MEDCOM CP managers is on our website (<https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>>) using the "Training and Development," "Manage Your Career," and "Army Career Program" links in the drop down menu.

A COUPLE OF REMINDERS

***USE OR LOSE LEAVE: In case the furlough has left you with excess leave, don't forget that it is time to schedule any "use or lose" leave you might have for the 2013 leave year which ends January 11, 2014. There have not been any changes to the rules for "use or lose" due to the furlough. You should schedule all "use or lose" leave NLT November 30, 2013 if you want to safeguard against the chance that for some reason you might not be able to take it and want to apply to have the leave restored. Only leave approved by 30 Nov 13 is eligible for restoral consideration. Contact your local HR office for questions about requests to restore lost leave or how to donate excess leave to other employees through the Leave Donation program.

***Check out our Civilian Corps Photo tab and see our new photos added under "Awards & Recognitions" and "Cool Stuff." A reminder that, if you have photos of your teammates that would make a good story on our website, please let us know and send the pix (with a release form that you can get from our website). We'd really like to help you celebrate your successes.

Okay, enough! There's a lot more going on but you have to be awake to think them through and, if you've made it this far, you might well be in serious danger of ending up in ZZZ-city. So I'll save some of those for the VTCs and future messages. But what would a Corps Chief message be without a safety reminder!!?? As winter approaches don't forget there are lots of related winter hazards to watch out for—driving, playing, exercising, just walking about when it's cold and slippery,...even deep frying a Thanksgiving turkey. Just be mindful of your surroundings and keep safety at the forefront of all you do. It's important to you, your family, and your Army Medicine Teammates.

Thanx for your time and for what you contribute every day to our AMEDD mission and to the USA! Happy Veteran's Day to all you veterans out there!!

Sincerely,

gregg

P.S. Don't forget to follow us on Twitter!

https://twitter.com/AMEDD_Civ_Corps and <https://twitter.com/GreggStevensSES>

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