

Hola Everyone,

It's time for # 93 as we head toward the hundred mark. Have been thinking about how far we've come since message # 1 came out nearly seven and a half years ago. Doesn't seem like that long ago but, when you look at it, we have come a long way as members of the Army Medicine Team and players in executing what I still consider to be the most honorable mission in the Nation, the readiness of those Soldiers who defend our freedoms as well as caring for them and their families, in both war and peace. You may not always get to see the outcome of your contributions, but, believe me, you have an impact every single day. Thank you for what you do every day to contribute to the success of that mission.

We've got a number of things to bring to your attention and will get to them in just a minute. There is one topic I'd like to touch before we jump to them. As I travel in my roles as the Deputy to the CG of the AMEDD Center & School and AMEDD Civilian Corps Chief, I am constantly asked about the potential impacts of the 2017 National Defense Authorization Act (NDAA) on Army Medicine. The fact is that we don't know just what the impacts will be at the individual level. We do know the law specifies that the Defense Health Agency (DHA) will assume responsibility for management and administration of military medical facilities across the Department of Defense (DOD). As of now, we're not certain how that will be organized or executed. There are still multiple unanswered questions out there and, frankly, rumors abound. It is a fast moving train, however, and things should begin to clarify over the next few months. In future messages I'll try to keep you up on what's happening. In the meantime, I would ask that you keep driving on to make the positive decisions and positive impacts that we need to excel at that most honorable mission I mentioned above. From this foxhole that's the best thing we can do for ourselves and for Army Medicine. Stay tuned and I'll keep you posted as things move forward. Thankx!

So, here are the other topics I wanted to cover.

#### FY 19 ACADEMIC DEGREE TRAINING

This is a reminder for you. You have no doubt seen announcements already that the Career Program 53, our medical career program, is accepting applications for the FY19 Academic Degree Training (ADT) Program. The application window closes 23 February 2018. The ADT program allows CP53 to partner with Careerists in pursuit of an Associate, Bachelor or Master's degrees. All interested Careerists are encouraged to visit the Career Program 53 MilSuite site at <https://www.milsuite.mil/book/groups/cp53-careerist-support/> to review the FY19 ADT Solicitation and the ADT application checklist.

#### TALENT MANAGEMENT - ASPIRATION SURVEY

Over the last six months or so, these messages have touched on talent management multiple times as a start point to building a bench of civilians interested in developmental opportunities that may very well make them more competitive as they advance in their careers. The Aspiration Survey is sort of the entry ticket to the talent management program. It is your opportunity to let us know the type of programs you would like to see to help you in your development. The survey is available to you in Army Career Tracker and the instructions are just below this paragraph. It's short and should take you less than 10 minutes to complete. To be blunt honest, the response to our request to take the survey hasn't been very good. Less than 500 individuals out of our nearly 45K Corps members have actually completed the survey. In the very near future we will begin development of talent management programs based on the input/feedback from the survey. I very strongly encourage to take a few minutes and make your desires known. Without your thoughts, our civilian talent management program simply won't be complete. Thankx in advance for your support.

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](https://actnow.army.mil/forms/landing/org/app/050565c9-77d5-42be-892d-2fcae7bb78dc/launch/index.html?form=F_Form1)

DEFENSE CIVILIAN EMERGING LEADER DEVELOPMENT PROGRAM (DCELP) COHORT 10, CLASS OF 2019  
Army has called for nominations for the Defense Civilian Emerging Leader Development Program (DCELP) and the window for applications is now open to all Functional Communities and Interagency partners. Cohort 10, will be the Class of 2019 (June - September 2019). Applicants must be in grades GS-7 through 12 or equivalent; be a permanent, full time civilian employee; served three (3) years in a Department of the Army Civilian Permanent Position at time of application. Completion of the applicant's grade-appropriate Civilian Education System (CES) course is required and applicants must provide a copy of CES Certificate of Completion level or equivalency credit documentation at time of application. That means:

- For GS-7 through GS-9/equivalent, completion of the CES Basic Course (Certificate of Completion or CHRTAS Course Credit)
- For GS-10 through GS-12/equivalent, completion of the CES Intermediate Course (Certification of Completion of CHRTAS Course Credit Documentation)

Tuition is centrally funded by the Department of Defense, Defense Civilian Personnel Advisory Service (DCPAS). You can find other information on DCELP by visiting

<https://www.cpms.osd.mil/Content/Documents/LDP/DCELPApplicationPackage.pdf>.

There is also additional information regarding the application process on our AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil> under the WHAT'S NEW link. The MEDCOM suspense for application is 8 May 18.

#### FY 18 WHITE HOUSE LEADERSHIP DEVELOPMENT PROGRAM (WHLDP)

The WHLDP provides a unique developmental opportunity for high potential GS-15s (and equivalent). Participants work on the Federal government's highest priority and highest impact challenges (e.g., Cross-Agency Priority goals) that require coordination across multiple Federal agencies. The execution timeframe for this program is 1 October 2018 - 30 September 2019. The FY 18 WHLDP call for nominations/applications has begun. The suspense to submit applications is NLT 6 March 2018. Extensions will not be granted due to the sensitive timeline established by the White House and DoD. Visit the AMEDD Civilian Corps website under WHAT'S NEW for specific information reference the application process.

#### AMEDD MENTOR CADRE:

What have you learned about leadership, career development, ethics and values, work ethic and coaching during your career? Might you be interested in sharing those lessons learned by becoming a mentor/senior mentor to other up and coming members of our Corps? If you have already been a mentor in our Corps, "Thank you!" for your willingness to serve. But the AMEDD Civilian Corps is always looking for those who are willing to give back and provide mentoring to junior civilians. We need Mentors in grades GS10-13 and equivalent as well as Senior Mentors, grades GS 14-15 or equivalent. Look on the Civilian Corps website: <https://ameddciviliancorps.amedd.army.mil> under the "WHAT'S NEW" and "ANNOUNCEMENTS" links for more information. Thanx in advance.

#### UPCOMING COURSES:

##### INTERMEDIATE LEADER DEVELOPMENT PROGRAM (ILDP):

As we've discussed in previous messages, we have ongoing efforts to begin building a pool of individuals who have taken some advanced leadership training to make themselves more competitive for future opportunities in their careers. One of those is the ILDP which we run together with Training and Doctrine Command (TRADOC) and Army Cyber Command (ARCYBER). Our first two iterations of that program have been very well received by the attendees and attendees have found the training extremely useful. We'll start the next iteration of the program for COHORT 18-20 later in FY 18 but wanted to give you a heads up to start considering whether it might be of interest to you. The program is for grades GS-11 & 12 with GS 13 by exception and focuses on leader and critical thinking skills. The program is centrally funded so it won't be a fiscal challenge for your unit. Think it over and stay tuned. We'll be announcing the application window and course dates in upcoming messages

##### EXECUTIVE SKILLS COURSE:

Just another quick reminder. The AMEDD Executive Skills Course provides formal instruction using current and pertinent material designed to address many of the competencies needed in AMEDD senior leadership positions. The course curriculum is specifically targeted toward the roles and responsibilities associated with mid to senior level management positions in managed care where critical/strategic thinking skills are important. Visit the Civilian Corps website:

<https://ameddciviliancorps.amedd.army.mil> and Click "WHAT'S NEW" then "ANNOUNCEMENTS" for more information. The suspense for applications is 16 Feb 2018. Good luck.

##### CHANGES TO AR 350-1, ARMY TRAINING AND LEADER DEVELOPMENT:

AR 350-1 is the Army regulation that governs training and leader development. The latest version became effective on 10 Jan 18. There are some interesting changes in the reg regarding CES training requirements. Basically it keeps CES training mandatory for supervisors and optional but highly recommended for non-supervisors. It would be worth your while to take a look at the guidance. You can find the latest information on the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil> under the "TRAINING AND DEVELOPMENT" then "CES" and "CES Policy Change Information" links.

##### DEPLOYMENT OPPORTUNITIES:

We've had information about deployment opportunities in previous messages and will continue to let you know when they come up. The Ministry of Defense Advisor Program has two (2) job vacancies available in Afghanistan for civilian advisors, one a physician and one a public health expert. Complete information is available on the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil> under "Breaking News" in the upper left quadrant of the home page. Take a look if you think you might be interested.

##### AMEDD CIVILIAN CORPS BIRTHDAY

Well, it's that time of year again. Our Corps will age up to 22 years old on the 26th of March. Here at the Corps Office we will actually celebrate on the 23rd to avoid the Monday rush. Our theme this year is "# AMEDD Team!" and there's a bit of logic to it.

- The AMEDD Team is a major contributor to Army readiness
- The AMEDD Team is in large part civilian
- All of our teammates must play hard for the Team to win
- Teams and teammates must adapt to the environment around them as the game evolves

- You can likely think of a number of others....

I hope you'll take the opportunity to celebrate our Corps this year. Please let us know how your celebration went.

That's about it for now—medium length and hopefully some useful info. Don't forget that your safety and that of your family is paramount in keeping all the members of our Team ready to contribute to our mission. It's near freezing here in South Texas today and cold injuries immediately pop to mind. I'm sure it is colder in many places so beware not only of cold injury but the challenges associated with winter driving. Take care and thanx again for all you do to support Army Medicine.

All the best,  
Gregg

P.S. This just in: We just received the latest Civilian Human Resource Directorate Newsletter (JAN/FEB2018) and it's posted under "What's New" and "Announcements" as well as and under the "MEDCOM CIV HR" and "Civilian HR Newsletter" links on our AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>). Give it a look.