

Howdy All,

Time for another Corps Chief message. Have got a number of topics to discuss, so no promises on length but I'll try to keep it within reason and will use CAPS headlines so you can read the ones important to you first (and then the rest later!!). A recommendation if I may. If you can only read a part of the message right away, read the first two. The info there is pretty important. Thanx! And, oh by the way, don't forget to share the message with your military counterparts/supervisors/you-get-the-picture. So here goes..

#### WORKFORCE 2020

I am sending this part of the message on behalf of the MEDCOM Chief of Staff, Mr. Robert Goodman, and the Army Medicine Work Force 2020 (WF2020) Team. Remember that I introduced the WF2020 initiative to you in a previous Corps Chief message (#57 on 6 Mar 15). As Army Medicine continues to evolve and restructure to meet the future needs of the Army and our beneficiaries, our leadership recognizes these restructuring efforts affect our MEDCOM Team members. Recently Mr. Goodman and I made a video entitled "Workforce 2020: Taking Care of the Army Medicine Team, 2016 Update." I encourage you to take a few minutes to view it at <http://dvidshub.net/r/b3qflo>. (NOTE: You may have to copy and paste the link in your browser. You can also find the video on YouTube at <https://www.youtube.com/watch?v=RrT5O3m1IFk>. In it, we highlight the accomplishments of Army Medicine through the WF2020 initiative over the past year, and reinforce our commitment to minimize adverse impacts of restructuring actions on you, our Army Medicine Team. I hope you'll find it informative. Once you've seen it, let me know what you think. Your thoughts will help us with way ahead and improving communication on the topic. Thanx!!

#### INDIVIDUAL DEVELOPMENT PLAN (IDP)

As we've talked about before, the IDP is an important document for you as civilian members of the Army Medicine Team. It is a way for you to think through what you want to be when you grow up and then lay out a plan for how to get there. You should take a look at yours each year when your annual appraisal is due just to be sure that it is current, 'cause stuff changes in the course of a year. As important as it is for helping you take a look at yourself, there is another critical purpose that I want you to understand. Once your IDP is signed by your supervisor, it is "approved" and the training items you've put on it become validated requirements, eligible for funding. Each year our career programs (CP) request, and DA G-3 provides, centralized funding for civilian training. The requests sent to DA are based on the validated requirements identified in the IDPs. As a practical matter, the higher the dollar value of the validated requirements, the better our chances of getting a higher level of funding for training. Obviously, we don't get funding for every requirement but our chances are better when the valid requirements number is higher. I recognize that there has been some push back on doing IDPs, but recognize that it isn't just another "thing we've gotta do." Whether or not you do your IDP has a direct impact on the centrally funded dollars we can provide for training. The last piece of this puzzle is, of course, "How do you do an IDP?" Our CP 53 Team has built a very good instructional video to help you navigate through the Army Career Tracker system and create your Individual Development Plan (IDP). It provides you the essential guidance to take charge of your career planning, complete your IDP, and serve as the beginning or continuation of crucial career conversations between you and your supervisor. Here's the link: <https://www.milsuite.mil/video/12882>. My request is for you to use the video, take the time to do your IDP, and ask your supervisor to approve it. Doing so will make a difference for you and for our Team for sure!

## CIVILIAN EDUCATION SYSTEM (CES)

Let me give you some feedback from one of our Teammates regarding attendance at the grade-appropriate CES courses. Recall that the CES courses are focused on leadership at all levels of our organization and help each one of us lead our customers, both internal and external, to excellence.

Here's what Belinda Jellison from Fort Rucker's Lyster Army Health Clinic sent me about her attendance:

*"Wow--what a course! The material being taught at AMSC (Army Management Staff College at Fort Leavenworth) in this course is phenomenal. As hard as it is to unplug from your job for three weeks to immerse yourself in a course, this course was well worth it. From day 1 through day 15 I can see how the seminars were set up to allow for learning of the key concepts being taught by the facilitators. It was interesting to observe the team formation and the work that everyone was putting in. I believe that even those individuals who were 'less invested' in being at the course were able to take away aspects of this training that will remain with them in their careers. As for me, it has left me hungry for more knowledge and for an opportunity to practice some of what I have learned. I realize there are opportunities all around me presently that I can begin to practice these skills and to be a Leader and I will seek these out with renewed vigor. And I will aspire to seek out additional opportunities beyond where I currently am to further develop myself as a Leader. I believe this course absolutely gave me a more solid foundation from which to continue growing and learning."*

Sounds like a really great endorsement, huh!?? HOW ABOUT YOU???

## VTC TOWN HALL MEETINGS:

24 AUGUST 2016 will be the next series of Corps Chief town halls, so block your calendars and save the date. You can arrange to participate by contacting the AMEDD Civilian Corps Office using the "Contact Us" link at the top right of our web page (<https://ameddciviliancorps.amedd.army.mil>). Also, don't forget you can send us topics you'd like us to cover by also using the same link. We've scheduled the VTCs at 0800, 1300, and 1800 CDT to accommodate members of our Team worldwide, so pick the best for you (You're welcome any time!). Use the "Contact Us" link to send us the session/time you will be attending and your VTC Site ID. Below are the sessions/times.

**#1: WEDNESDAY, 24 Aug 16, 0800 CDT JBSA Fort Sam Houston (Local times: 0900 EDT / 2200 Japan/Korea / 0400 Hawaii / 0500 Alaska / 0600 Pacific /0700 Mountain / 1500 Europe**

**#2: WEDNESDAY, 24 Aug 16, 1300 CDT JBSA Fort Sam Houston (Local times: 1400 EDT / 0300 Japan/Korea (next day) / 0900 Hawaii / 1000 Alaska / 1100 Pacific / 1200 Mountain / 2000 Europe**

**#3: WEDNESDAY, 24 Aug 16, 1800 CDT JBSA Fort Sam Houston (Local times: 1900 / Japan/Korea 0800 (next day) / 1400 Hawaii / 1500 Alaska / 1600 Pacific / 1700 Mountain / Europe 0100**

We look forward to "seeing" you there!

## A COUPLE OF IMPORTANT ANNOUNCEMENTS:

ARE YOU GS 12/13 WITH CES ADVANCE COURSE COMPLETION OR CREDIT? If so, you need to know about this! You should have already received a message from Ms. Spicie General in MEDCOM G-3 regarding Army re-opening the automated application process for GS-12/13 employees to apply for the Command and General Staff Officers College Programs through the Enterprise Talent Management (ETM) Program. This is a great opportunity for eligible individuals who want to grow their capabilities and knowledge. As indicated in the heading, grades GS-12 or 13 and CES Advance Course completion or credit are prerequisites. This reopening of the window is for the CGSOC programs ONLY. As indicated in the email you received, the suspense of 31 August to submit an application for this opportunity is short so you'll have to get after it. Your email from Ms. General had the ETM Application Checklist and the ETM Application Timeline attached. If by chance you're interested, eligible, and unable to find those documents, you can find them on our AMEDD Civilian Corps website under the "Breaking News" section in the upper left quadrant of the page. If you are among the eligibles for this opportunity, I strongly encourage you to consider it. The education is great, the knowledge about the Army and the joint force is excellent, and the contacts you make will serve you well for the rest of your career. If you need additional information, you can contact Mr. Ray Mendoza or Mr. Rene Ruiz at MEDCOM G-3. They are both in the global email listing. Think it over---but quickly!

FEDERAL EMPLOYEE GROUP LIFE INSURANCE OPEN SEASON: There will be a Federal Employee Group Life Insurance (FEGLI) Open season 1-30 September. If that's a topic of interest for you and you would like more information you can access the benefits letter from the Office of Personnel Management (OPM) on our AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) under the "What's New" and "Announcements" links.

#### CONGRATULATIONS!

Before I close with our standard safety message about SAFETY, please join me in congratulating our newest AMEDD Civilian Corps Board of Advisors members. Recall that we asked for applications a while back and received a good number of applications. The new members are Mr. Charles Eggleston, an electronics technician from Darnall Army Medical Center at Fort Hood, and Dr. Brian Scott, an Occupational Medicine Physician from the Army Public Health Center at Fort Sam Houston. Congrats to you both! We look forward to the contributions you will both make to the AMEDD Team in your new roles.

So that's it for this time around, except for safety of course. This time it's about the weather. Summer is still very much in play and we've had some really weird, sometimes dangerous occurrences. Oppressive heat, flash flooding, wind, and other severe situations are everywhere. Please take the time to follow the weather where you are and where you're going. Think ahead, plan for eventualities, and do smart stuff! That's the way to take care of yourselves and your families, and it's a really important part of being an AMEDD Team member. You can't bring your "A" game like you do and we need you to do unless safety is a conscious decision as part of your everyday routine. Thanx in advance for taking care of yourselves!  
"See" you next time!

Sincerely,

gregg

P.S. We've had longer.....