

Time for another epistle, gang.

We've got a few things to let you know about and a couple of other thoughts to offer. Hope you'll find something interesting. BTW, we're glad to address specific topics of interest in these messages so, if you have questions or issues you'd like see some info on, please let me know, OK? Thanx! Let's go!

TALENT MANAGEMENT ASPIRATION SURVEY, YOUR FIRST STEP!

If you recall, in Message # 82, the entire message (yes, all 4 pages of it!) focused on Talent Management (TM). If you recall, the first step in the process is for you to execute an aspiration survey to identify what you really "want to be when you grow up," and help us plan the opportunities that help grow our community of civilians to improve the Army's capability and capacity to do its mission. We ran a pilot program in Regional Health Command-Pacific and had some great lessons learned. Many thanx to those of you who participated in the pilot! (BTW, if you did participate, you need not redo the aspiration survey unless you desire to do so.) Our game plan was to have the aspiration survey ready in final form by the end of July so you could begin your TM journey. Well, unfortunately, we didn't get it fully ready to go. It will be available to you on Monday, August 14th, so we missed by 13 days and a wake up. My apologies.

So what do you need to do? First, I'd recommend that you go back and review my message # 82. If you don't have a copy, you can find it on the AMEDD Civilian Corps website at <https://ameddcivilianacorps.amedd.army.mil>, under the "What's New" and "Corps Chief Messages" links. I think it's important to have that framework in mind when you take your aspiration survey. The next step is to take the survey itself. We have created the survey in Army Career Tracker (ACT), so to complete it, simply go to your page on ACT and click on the link. Remember, the survey is NOT anonymous. It can't be if we are to identify individuals' needs in the TM process.

There is no particular suspense date, but I expect we will begin our analysis of the data input by 1 Nov. The aspiration survey is your ticket into the TM program so, the sooner you get yours submitted, the sooner your input will be available to impact our TM outcomes. Here's how:

1. Log into ACT: <https://actnow.army>
2. Copy and paste the link to access the Aspiration Survey: https://actnow.army.mil/forms/secure/org/app/050565c9-77d5-42be-892d-2fcae7bb78dc/launch/index.html?form=F_Form1

The instructions look a little strange but I've tried it and it works fine. So, come Monday, 14 August, get after it!

IMPORTANT REMINDERS: Here are some opportunities and info that might be of interest.

--Academic Year (AY) 2018 Army-Baylor Master's Degree Program in Healthcare Administration and Business begins June 2018. Civilians are eligible to attend. In fact we have three civilians in this year's course. The suspense to submit applications is 20 Oct 17. Information on the program is posted on the AMEDD Civilian Corps website at: <https://hrcoe.amedd.army.mil/civiliancorpsadmin/filedownload.aspx?docid=715>. In addition, the MEDCOM G-3/7 sharepoint link has information at: https://amcsportal.amedd.army.mil/cg/sgs/Shared%20Documents/AY18_CIVILIAN_ARMY-BAYLOR_UNIV_IN_HBA.pdf

--AMEDD Executive Skills Course: This course is intended for individuals holding positions in managed care. Civilians are authorized to attend. We've talked about it in these messages before. The suspense to submit applications for the course scheduled for 10-20 Oct 17 is coming quickly. It is 18 August 2017. The course is centrally funded. The course announcement is available at: <https://ameddciviliancorps.amedd.army.mil/Media/ESCOct2017.pdf>.

--Formal Mentorship Program: Our formal Mentorship Program is currently accepting applications for Mentees, Mentors and Senior Mentors. This program is the outcome of our pilot which ended in Jan 17. We've applied the lessons learned and are ready to open it up to the Corps at large. The suspense date to submit applications is also 18 Aug 17. You can find additional information at: <https://hrcoe.amedd.army.mil/cl3/mentorship.aspx>.

--Army has recently published Army Directive 2017-13 (Department of the Army Senior Enterprise Talent Management Program and Enterprise Talent Management Program). The SETM and ETM programs are some of the main Army training opportunities for building civilian senior leaders. They provide multiple opportunities for folks to pursue leader development and improve their capabilities. Might be worth a read since the opportunity to apply will be available in the next few months. You can read the new directive at the following link. <https://hrcoe.amedd.army.mil/civiliancorpsadmin/filedownload.aspx?docid=2744>

--AMEDD Civilian Corps Facebook Page: We now have an active Facebook page. The link is: <https://www.facebook.com/ameddciviliancorps/>.

---MEDCOM's Civilian Human Resource Division August 2017 Newsletter is ready for your reading at <https://hrcoe.amedd.army.mil/civiliancorpsadmin/filedownload.aspx?docid=738>. It includes such topics as the New MEDCOM Overseas Employment Policy, Employee Assistance Program, Correction-Delegation of Civilian HR Authorities, Recruitment and Retention Division recruiting events, and others.

CONGRATULATIONS:

The AMEDD is working with Training and Doctrine Command (TRADOC) and Army Cyber Command (ARCYBER), to train intermediate level civilian leaders to be more competitive for future leader positions. Our first cohort in the Intermediate Leader Development Program (ILDP) graduated on 21 Jul 17! Congratulations to the following for a job well done!!

Maria Gallegos, Brooke Army Medical Center Gwen Jones, William Beaumont Army Medical Center Mark Showers, Bavaria MEDDAC Veronica Speller, Eisenhower Army Medical Center

The ILDP is designed to build and strengthen leadership competencies, broaden skill sets, and create competent, confident future Army leaders. It is a two year program and includes Self-Development, Mentoring, Project Based and Developmental Assignment Program. We are proud of our graduating COHORT! We will have future opportunities so think about whether this might be of interest to you. You can see the TRADOC News Article about the graduation at <http://tradocnews.org/tradoc-graduates-second-intermediate-leader-development-program-class/>.

FUTURE LEADER DEVELOPMENT OPPORTUNITIES FOR GS 5-10:

We are also working with TRADOC and ARCYBER to build an Aspiring Leader Development (ALD) Program that focuses on grades GS 5-10 and equivalents. The pilot study for that program begins at Ft. Sam Houston later this month. I'll keep you posted on the progress and our integration of lessons learned from the pilot. The program is one year long and is designed to build and develop specific competencies, broaden skill sets, and create competent, confident future Army leaders. Specific components of the program include self-development, mentorship, experiential opportunities, virtual training opportunities and a reflection paper. We expect that there will be two different methods of course delivery one with a resident component and one virtual. We'll likely be piloting the virtual version in 1st Qtr, FY 18 so stay tuned for that opportunity!

Guess that's it for this round, except for safety of course!! Please continue to pay attention to the summer precautions we all know about but don't think about too often. We regularly think about the heat, heat injuries, and water-related incidents. The one that often gets away from us is sun exposure. It may not seem like that's an issue when we're younger but as we grow "more mature" it can show up when we least expect it. Be sure that you and your families use sun block, wear hats, etc., to protect yourselves from the sun. I know a couple of folks who recently have had some potentially serious diagnoses that came from long term exposure to that glorious producer of Vitamin D we call sunshine. So be careful!!

A final side note. Remember that our email system changes everything to plain text when transmitted so links don't work directly. You must copy them and paste them into your browser for them to work, OK?

Thanx for your time and thanx so much for what you continue to do for Army Medicine every single day.

Sincerely,

gregg

