

Career Program 26 Manpower and Force Management

UNITED STATES ARMY

WINTER 2016 BULLETIN

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2016 New Year Message

From the CP26 Proponency
Office



We hope everyone had a holiday season full of fun and relaxation. In 2016 we look forward to many new challenges. We hope you are as excited as we are about what this year will bring.

The Army will continue to change in 2016 and we, as Manpower and Force Managers, will help the Army facilitate this change smartly. We play an essential role in providing information Senior Leaders need in order to make key decisions about the future force.

With a new year brings new opportunities for you. To ensure that you can take advantage of these opportunities, keep your



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IDP up-to-date. Your IDP will help you focus on building competencies and identifying career enhancing opportunities, be it training, rotations or new positions. Continuing to grow and develop is more critical than ever in becoming an experienced and qualified Manpower and Force Management analyst. Through different experiences, training and education, you can strengthen your technical knowledge and build confidence as you assume new roles. You may also find your creative edge and improve communication skills in offering solutions to Army leaders.

Communications have played a key role for CP26 over the past two years, and 2016 will be no different. In addition to Facebook and DVIDs, CP26 is now on iTunes with a podcast. Connect with us via these social media channels. We are also exploring the possibility of bringing videos to our audience in an effort to share CP26 information in different forums. We also encourage everyone, intern and careerist, to share their stories either via this bulletin in an employee spotlight. The work CP26 careerists do is important and we want to share the diversity in our community.

Thank you for all your hard work in 2015. On behalf of the CP26 Functional Chief Representative, we wish each of you a safe and happy new year.

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Looking for further development in your career?

Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM) window will open on March 1.

What is SETM? It is a program, developed collaboratively as a Civilian Workforce Transformation (CWT) initiative and administered by the Civilian Senior Leader Management Office, Assistant Secretary of the Army (Manpower and Reserve Affairs). SETM is open to GS-14 and GS-15 employees who wish to apply for participation.

The SETM Program comprises the following four modules:

- **The Enterprise Placement Program** is open to GS-15 or equivalent employees, who apply and are selected as Army Enterprise Employees. Army Enterprise Employees are slated for consideration for placement into positions across the Army that will broaden their skills and prepare them for greater challenges.
- **SETM-Temporary Duty** is a short-term developmental assignment program for GS-14 to GS-15 or equivalent employees. Participants are temporarily assigned to work on a special command-nominated project as part of a working group or to fill a critical-need detail for a period not to exceed 179 days.
- **Senior Service College** is open to applicants in grades GS-14 to GS-15 (or equivalent) who compete for allocated seats



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at the US Army War College or the Industrial College of the Armed Forces. Attendance at SSC is designed to expand the participants' knowledge of the national security mission, understanding of complex policy and operational challenges faced by senior DOD and Army officials.

- **The Defense Senior Leader**

Development Program is a two-year program designed to develop the enterprise-wide perspective needed to lead organizations in the joint interagency and multinational environment. This includes attendance at another service's Senior Service College, leadership seminars and a follow-on developmental assignment.

In addition to SETM, GS-12's and 13's are encouraged to apply for the Enterprise Talent Management (ETM) program. ETM provides course for those who meet the prerequisites to gain professional senior-level education, developmental learning and experiential opportunities to assume a greater responsibility.

The ETM Program has four modules:

- **ETM Command and General Staff**

Officer College: This module is designed to expand participants' knowledge of the operational and tactical Army in preparation for the challenges faced in a complex global environment.

- **ETM Executive Leader Development**

Program: A 10-week program covering 10 months of learning and training experiences that require mental and physical agility.

- **ETM Temporary Duty:** Participants will fill a 90-day or less developmental assignment on a special project as a member of a working group, tiger team or will fill a critical-need detail.

- **ETM Shadowing Experience:** The Shadowing module is designed to provide applicants with up to 20 duty days of structured leadership and shadowing experience with a senior GS-15s or Senior Executive Service civilian.

SETM and ETM Schedule:

March 1 – Automated system opens for GS12-15's to apply for SETM and ETM Applications

May 15 – SETM application period closes to applicants

May 16-31 – FCR review, applications are assessed and submitted to FCR OML's

June 1-30 – Command boards

July 1 – Command OML's for SETM and ETM programs due to CSLMO

Learn more at: (CAC-enabled)

<https://www.csldo.army.mil/>

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Future Army leaders learn about their profession



WASHINGTON – Future leaders in Manpower and Force Management learned about the Army profession and how to be leaders in their field during the Career Program 26 - Manpower and Force Management (CP26) Intern Orientation held at the Pentagon Library and Conference Center, Jan. 20-21.

“This orientation provided invaluable information and guidance for successful navigation of the program. A range of important topics were covered by guest speakers from the Civilian Personnel Advisory Center, Army G1, Chaplain Corps and Career Program 26 managers,” said Adam Rivera, Management Analyst Intern, U.S. Army Force Management Support Agency, Fort Belvoir, Va. “The orientation equipped me as an intern to maximize opportunity in the program for a successful future.”

The Intern Orientation is an annual event organized by the CP26 Proponency Office. The orientation aims to bring new Manpower and Force Management interns

to the Nation’s Capital so that they can learn about CP26, professional development and their role within the Army as well as exposing them to the nine different functional areas they will be exposed to during their two-year training program.

“The majority of our interns are new to the manpower and force management community. Our goal is to provide them with more of an enterprise perspective of our work,” said Michele Davis, CP26 Intern Program manager. “We want them to understand who we are, what we do and why we do it.”

Career Program 26 is one of the Army's thirty-one civilian career programs. It is composed primarily of management analysts who work in one or more of the nine manpower and force management functional areas. CP26 analysts work in a variety of organizations such as resource management, plans and training, documentation and management engineering at installations and major commands across the Army.

“I truly appreciated the time all our guest speakers spent at the orientation providing guidance,” said Rivera. “I am truly grateful for the Senior Executives who invested their time to provide invaluable insight from their experiences and for the graduated interns that provided lessons learned during their internship.”

In addition to exposing the interns to the basics of manpower and force management, the interns also received presentations on how to influence, social media and the Army



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Civilian Training, Education, and Development System program. Several presentations focused on professional growth as an Army civilian. The interns were able to meet and hear from members of the Senior Executive Service and leaders in the manpower and force management field.

“I am currently completing my first six months of my internship and look forward to continuing to pursue all the opportunities the program offers that will equip me for a successful future in the CP26 program,” said Rivera. “I found the orientation to be informative. The orientation provided essential tools applicable for my internship and for my career in the Army Profession.”

CP26 develops a professional cadre of manpower and force management professionals to design, develop and resource the Army's operating and generating forces in support of the National Military Strategy.

“We are resource managers too,” said Davis. “We encourage the interns to build on the technical and functional competencies that we've identified so that ultimately they have a seat at the table when resourcing decisions are being made.”

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CP26's at USAFMSA recognized by ACSIM



WASHINGTON (Dec. 14, 2015) – Ms. Diane Randon, Deputy Assistant Chief of Staff for Installation Management, recognized six members of the U.S. Army Force Management Support Agency (USAFMSA) for their work on a recent delayering effort at a ceremony held at Fort Belvoir, Va.

Randon presented each CP26 careerist with a coin and a letter of appreciation from Lt. Gen. David D. Halverson, Assistant Chief of Staff for Installation Management (ACSIM).

This team exceeded expectations demonstrating a strong work ethic and technical expertise and exceptional customer service in the rapid establishment of our fiscal year 2019 Objective TDA,” said Randon. “It was important to let them know how much we appreciated their service and support.”

The delayering initiative started from a 2013 directive from the Secretary of Defense who wanted the services to reduce headquarters staff, both manpower and budgetary by 20%

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by fiscal year 2019. The Secretary of the Army and Chief of Staff of the Army directed that all Army staff elements reduce Army headquarters manpower by 25%. Following a comprehensive overview of force structure, reduction techniques were designed in order to meet this reduction, while maintaining readiness and force structure. USAFMSA was tasked by the Office of the Administrative Assistant to the Secretary of the Army and G-3/5/7 to document ACSIM's organizational design on the fiscal year 2019 Objective TDAs with remark codes identifying fiscal year 2017 through 2019 reductions.

"ACSIM reduced our total civilian end strength by 31%. The actual delaying increased our span of control from six to eight, eliminated echelon seven, reduced 41 manager positions and downgraded 28 positions," said Randon. "Our human capital is our most important asset and we must ensure that our ACSIM mission to serve Soldiers, Civilians and Families is not degraded as we transition to our new delayed design. We are robustly working recruiting actions to maintain our end strength. The delaying project provided us an opportunity to reorganize, and I believe it will produce a more capable and effective team."

"The major challenge facing ACSIM was the merging of the Field Operating Agency document into the headquarters document," said Eddie W. White, Chief, TDA & Special Programs Division, USAFMSA. "The data that consulting group provided did not contain key data elements essential to building a TDA, nor did it provide a reliable

method to crosswalk data back to the current TDAs. USAFMSA documenters had to meticulously review each individual billet in the current TDA and try to extrapolate the new structure based on the given data. The building of the delayed documents was one of the most significant challenges that the TDA Division has met in recent years."

Following the ceremony, Randon received an organizational briefing from Col. Keith Rivers, Deputy Commander, USAFMSA. The briefing provided an overview of the organization and illustrated where it fits in to the Army, the role it plays and the diverse missions it undertakes.

"I very much appreciated the chance to receive the briefing. I know what USAFMSA does for us, and it was informative to understand their broader mission," said Randon. "It also gave me a better appreciation for their workload as we constantly reshape and downsize our Army."

"I have always held a high regard for these professionals. As a Comptroller careerist, I worked closely with the Manpower team. Resources are both dollar and human resources," said Randon. "Additionally, they bring a different perspective to the table, concentrating on the space requirements rather than the faces encumbering them. I commend Ms. Hancock for doing a phenomenal job building the CP26 competencies to focus on the strategic relevance of our future force managers."

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Administrative Assistant to the Secretary of the Army recognizes CP26's at USAFMSA



Gerald B. O'Keefe, Administrative Assistant to the Secretary of the Army (sixth from left), poses with a group of CP26 careerists from the U.S. Army Force Management Support Agency (USAFMSA).

O'Keefe was at USAFMSA to recognize the efforts of those in the picture on an intensive delayering project. The ceremony was held at USAFMSA Headquarters, Fort Belvoir, Va., November 3, 2015. (Photo by the U.S. Army Force Management Support Agency)



Introducing: **TALKING MANPOWER**

In order to continue to bring the very latest news and information regarding Army Manpower and Force Management, CP26 has

launched its very own podcast, Talking Manpower.

So what is *Talking Manpower*? The Podcast contains interview with Manpower and Force Mangers from across the Army. They share their experiences either as a careerists or an intern, insights into ongoing projects, how their work fits into the larger Army and their view on leadership. In addition to hearing from CP26's you will also hear from Functional Area 50's, those who work at Manpower organizations, such as USAFMSA and USMAA. Also senior leaders, both military and civilian will discuss how they see the role of Manpower and Force Mangers and why the work is critical to the Army's mission.

CP26 is always trying new and innovating ways to share the Army Manpower story, this podcast is yet another avenue. These interviews highlight the impact, diversity and professionalism of our workforce, as well as sharing the stories of those who work day in and day out to ensure the Army remains the best it can be.

Subscribe today to Talking Manpower today via iTunes by searching ArmyCP26 and get the latest news and information delivered directly to your IOS enabled device. *Talking Manpower* is also available via the CP26 DVIDS page.

If you or a colleague would like to be featured in an upcoming *Talking*



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Manpower segment please contact the CP26 Proponency Office.

ArmyCP26
By ArmyCP26

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Language: English

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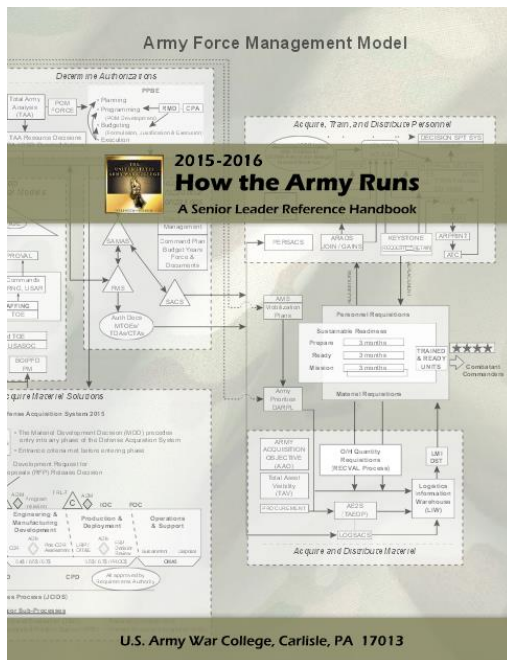
"Talking Manpower" is a continual series of audio interviews conducted with members of the U.S. Army Manpower community (Career Program 26, Functional Area 50 and U.S. Army Force Management Support Agency). These interviews focus on professional development, a discussion of leadership and a conversation about the interviewees' work. These interviews highlight the positive impact, diversity and professionalism of our workforce. Manpower and Force Managers share what they do, how they do it and highlight professional development and leadership advice.

Name	Description	Released	Price	
1 Talking Manpower...	Talking Manpower sp...	2/2/2016	Free	View in iTunes
2 Talking Manpower...	Talking Manpower sp...	1/11/2016	Free	View in iTunes
3 Talking Manpower...	Talking Manpower sp...	1/5/2016	Free	View in iTunes
4 Talking Manpower...	Talking Manpower sp...	1/3/2016	Free	View in iTunes
5 Talking Manpower...	Talking Manpower sp...	12/21/2015	Free	View in iTunes
6 Talking Manpower...	Talking Manpower sp...	12/8/2015	Free	View in iTunes
7 Talking Manpower...	Talking Manpower sp...	11/1/2015	Free	View in iTunes
8 Talking Manpower...	Talking Manpower sp...	11/1/2015	Free	View in iTunes
9 CP26 AMN Stunger...	CP26 Proponency Ch...	10/11/2014	Free	View in iTunes
10 CP26 AMN Stunger...	CP26 Proponency Ch...	10/11/2014	Free	View in iTunes

The New *How the Army Runs* handbook is now available!

Download it today from the from the Army War College

<http://www.carlisle.army.mil/orgs/SSL/dclm/pubs/HTAR.pdf>



The Manpower and Force Management Course comes to Washington, D.C.

Civilians and Soldiers from across the Army learned and discussed manpower and force management during the Manpower and Force Management Course. The course, which is offered in the National Capital Region once a year was held at the Taylor Building in Crystal City, Virginia, Feb., 1-12, 2016.



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TRAINING SCHEDULES

Looking to start the New Year off right by attending a CP26 funded course? Ensure you meet the requirements and do your research. Then, speak with your supervisor and the CP26 Proponency Office to plan out your next training opportunity. Listed below are a few of the course schedules.

Manpower and Force Management Course

The curriculum concentrates on manpower and force management functions within The Army's Operating and Generating Forces. The subject areas covered during instruction are tailored to the manpower and force management process described in AR 570-4 and AR 71-32. This process includes the integration of strategy, planning guidance, requirements determination, validation through the Total Army Analysis, resourcing, and documentation.

Class Number	Start Date	End Date	Nominations Due	Location
2016-001	10/19/2015	10/30/2015	9/4/2015	ALU, FT LEE, VA
2016-701	12/7/2015	12/18/2015	10/23/2015	FT SAM HOUSTON, TX
2016-002	1/4/2016	1/15/2016	11/20/2015	ALU, FT LEE, VA
2016-702	2/1/2016	2/12/2016	12/18/2015	WASHINGTON, DC
2016-703	2/29/2016	3/11/2016	1/15/2016	FT SHAFTER, HI
2016-704	6/6/2016	6/17/2016	4/22/2016	APO, AE
2016-003	7/11/2016	7/22/2016	5/27/2016	ALU, FT LEE, VA
2016-705	8/15/2016	8/26/2016	7/1/2016	REDSTONE ARSENAL, AL
2016-004	9/12/2016	9/23/2016	7/29/2016	ALU, FT LEE, VA
2016-700	9/19/2016	9/30/2016	8/5/2016	QUOTA HOLDING CLASS ONLY

Operation Resource System Analysis Military Applications Course

Course includes a comprehensive block of instruction in probability and statistics, as well as a review of calculus. In addition, there is an in-depth instruction in the use of computer software to conduct data analysis and spreadsheet modeling, including database structure and data retrieval. The classroom presentation will emphasize principles, demonstrate techniques of analysis, and illustrate typical applications of the analytical techniques. Each area of instruction is accompanied by practical exercises which are expected to be worked in the group problem solving sessions as well as outside of the scheduled class time. These exercises and examinations given during class are graded to determine the student's comprehension and mastery of the material.



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Class Number	Start Date	End Date	Nominations Due	Location
2016-001	1/11/2016	4/15/2016	11/27/2015	ALU, FT LEE, VA
2016-002	2/1/2016	5/6/2016	12/18/2015	ALU, FT LEE, VA
2016-003	4/18/2016	7/22/2016	3/4/2016	ALU, FT LEE, VA
2016-004	5/16/2016	8/19/2016	4/1/2016	ALU, FT LEE, VA
2016-005	8/1/2016	11/4/2016	6/17/2016	ALU, FT LEE, VA
2016-006	8/29/2016	12/7/2016	7/15/2016	ALU, FT LEE, VA

Defense Resource Management Course

The Defense Resource Management Course (DRMC) is suitable for professionals concerned with the economic, efficient and effective allocation and use of scarce defense resources in today's complex and uncertain security environment. Participants normally come from a broad spectrum of fields, to include logistics, operations, personnel, acquisition, financial management, program management, planning, engineering and program evaluation. This course is designed for military officers rank O3 through O6 and equivalent civilian officials. The course should prove very helpful for anyone involved with conducting a Business Case Analysis.

DRMI faculty integrate analytical concepts, principles, methods, and techniques drawn from the disciplines of management, economics, and quantitative methods, and applies them to decisions involving the allocation of financial, logistic and human resources. A variety of analytical frameworks are presented that will enhance the participants' competence at recognizing and evaluating the risk assessments and tradeoffs that must be made among competing alternatives at both the strategic and operational levels of defense organizations.

Course	Length	Dates
Defense Resources Management Course (MASL-P162002)	4 weeks	18 Apr – 12 May 2016
Defense Resources Management Course (MASL-P162002)	4 weeks	16 May – 10 Jun 2016
Defense Resources Management Course (MASL-P162002)	4 weeks	13 Jun – 8 Jul 2016

Army Comptroller Course

The Army Comptroller Course (ACC) provides a basic multi-disciplined financial and resource management overview to DoD civilian & military personnel newly assigned to the Comptroller Career field and to other personnel without a multi-disciplined background. The course blends current DoD / Army management and the latest in academic management techniques. The course



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is a three-week resident program conducted at the Whitman School of Management, Syracuse University, Syracuse, New York, and SU's Minnowbrook Conference Center in the Adirondack Mountains.

Course Title	Date
ACC 16-III:	18 April - 6 May 2016
ACC 16-IV:	8 - 26 August 2016

Executive Comptroller Course

The Executive Comptroller Course (ECC) provides mid-level military and civilian resource/financial managers a broad perspective of the core competencies of Defense Financial Management. The course emphasizes the application of those competencies for resource/financial management decision making in the U.S. Army. The course is a three-week resident program conducted at the Whitman School of Management, Syracuse University, Syracuse, New York, and SU's Minnowbrook Conference Center in the Adirondack Mountains.

Course Title	Date
ECC 16-II	7 - 25 March 2016
ECC 16-III	6 -24 June 2016

Defense Decision Support Course

The DDSC focuses on the concepts related to understanding decision support and becoming more relevant financial advisors. Students selected for this course should be ready and willing to broaden their perspective on critical thinking and communicating results. The course is paperless (for the most part) and employs electronic media. For the in-residence course at Maxwell AFB, students should bring laptop computers to facilitate course completion requirements. For those unable to bring a laptop, one will be issued. Students should have a basic knowledge of computing devices, as well as word-processing and presentation software before attending the course.

*For course schedule and additional information please contact the Defense Financial Management & Comptroller School at: Eaker.DFMCS@us.af.mil

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Manpower Spotlight

Name: Brittany Armstrong

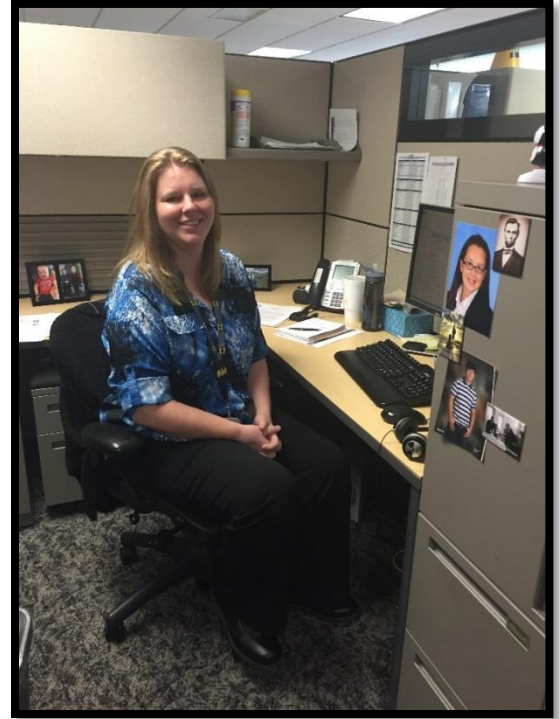
Years of Federal Service: 7. 2 ½ in the Army and 4 ½ as a Department of the Army Civilian

Activities and Hobbies:

Outside of playing with my five year old son, I am definitely a movie snob. I watch any and every movie nominated for the big awards (Oscars, Golden Globes). I'm also an avid fan of politics (Lincoln and RFK are personal heroes) and WWII history. Additionally, I watch Judge Judy, Chopped, and re-runs of Roseanne religiously.

Where do you work?

The Manpower and Programs Division of Resource-Services Washington, Office of the Administrative Assistant to the Secretary of the Army at Fort Belvoir.



What is your job title? Management and Program Analyst.

Describe your job.

I serve dual roles as a manpower resource analyst and command program analyst for two to three agencies in Operating Agency 22 (OA22). As a command manpower analyst, I act as the primary point of contact responsible for all issues regarding manpower, strength and work-year management for assigned activities resourced through OA22. I implement manpower resourcing decisions in all manpower and force management systems. As a program analyst, I develop Command-Level Program Objective Memorandum and defensible out-year requirements of all OA22 programs. I formulate the Operating Agency budget estimates and provide data to support justification for requested resources. I develop and prepare manpower policy, letters of instruction, and establish procedures for the HQDA manpower management program. I also serve as the first-line customer service representative to provide guidance and technical assistance to agencies' POCs, mainly for ITA and CIO/G-6.

What do you like best about your job?

My unhindered ability to keep learning. My colleagues are incredibly knowledgeable about the worlds of manpower and programming, and though I am confident in what I know, I also recognize that there is more for me to learn. I have never been afraid to ask questions, and they are all willing to help when I need clarification or want to explore something I'm working on just a bit further. This helps me learn constantly which (hopefully) translates into increasing my abilities to provide accurate, high-quality products to the agencies I work with, my colleagues, supervisor and the Army. I also love the requirements determination process and hope to work at USAMAA in the future. The analytics that drive that process fascinate me.

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What is your most memorable and/or challenging experience during your time as a Manpower and Force Manager?

The Defense Resources Management Course in Monterey, California was without a doubt the most memorable thing I've done so far. The lessons on building models and learning with international students were incredibly interesting. I'd say the most challenging was working on the Comprehensive Review (BCG-delaying project) as an intern and then as an OAA employee. As an intern, I worked with G-1 organizations to align their FY16 TDAs with the BCG delaying initiative and create the FY19 TDA. I got to see the process "on the ground" of identifying reductions, reduction years, and appropriate structures for the G-1 organizations. After graduating from the CP26 Intern Program in October 2015, I moved to OAA and got to see the Comprehensive Review in its final stages. Getting to participate in meetings as a part of G-1 then seeing how the products of those meetings were molded at OAA before their submissions to USAFMSA was exceedingly interesting. The challenge came in having to instantly extend my familiarity from understanding just the G-1 structure to needing to have a grasp on other families' structures in order to follow-through on the work done prior to my arrival at OAA. Fortunately, I was able to lean on what I learned as an intern and on the knowledge and experience of my new colleagues to contribute to the project. I feel very fortunate to have been a CP26 intern and to now work in RSW-OAA.

Would you recommend working in this career field to other federal employees?

Without hesitation, yes. There is just so much to do and so much to learn. I can work at USAFMSA as a document integrator, go to USAMAA to work on requirements determination and develop my analytical skills, work directly with HQDA families at OAA, work at a garrison's manpower shop, and so much more. I like that this career field doesn't lend itself to pigeonholing an employee into one of the nine functional areas of manpower. Each employee can decide what to focus on and develop their skill-set to match their goals. A numbers person can work with ORSAs and model verification, a details person can work with MTOEs and TDAs, and an equipment person can work with BOIPs; there is something for everybody. I am also an analytical person by nature and am very attracted to work that is based on methodical, reasoned approaches to reaching stated goals. There should be no emotional argument to why an organization needs a specific number of authorizations for a mission; the numbers and calculations reflect what's needed for the mission and what can be accomplished by the employee. In my mind, it is easier to try and defend a space on a TDA rather than involving personalities aligned with the face that goes into the space. This career field very much supports my analytical drive and desire to constantly learn. Because I enjoy what I do so very much and see that there is something for everyone, I easily recommend this career field to other federal employees.

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Connect with Army Manpower!

CP26 is always looking for new and innovative ways to share the Army Manpower story. CP26 uses a variety of platforms to publish a diverse array of media to share the Army Manpower story. Here is how you connect with CP26 to get the latest news about Army Manpower.



CP26 uses Facebook for a wide range of posts, to include stories from Army.mil, latest program initiatives, professional development opportunities and information of interest to CP26 interns and careerists. This platform also allows the CP26 Proponecy Office to share our story with a wide and diverse audience. Comments and conversation on the page are welcomed and encouraged. Visit and like the page today at: www.facebook.com/ArmyCP26



DVIDS is a way for CP26 to disseminate information. This platform allows the audience easy access for stories about a wide range of topics and events affecting the Career Program. You can subscribe to DVIDS to get all the latest CP26 news and information sent directly to your inbox. Visit and subscribe to the page today at: www.dvidshub.net/unit/usacp



CP26 also publishes a quarterly newsletter. The newsletter is intended to give a wide audience a look into the career program. The newsletter includes firsthand accounts from careerists, interns and Army leaders about courses, experiences and the manpower career field. Submissions are always welcome; if you would like to submit please send the article to: usarmy.pentagon.hqda-dcs-g-1.mbx.cp26@mail.mil



Army.mil is a way for CP26 to post information related to the career program. Whether it is the ACTEDS plan or the next date for the Manpower and Force Management Course, it can be found here. Visit the page today at: <http://www.cp26.army.mil/>



The “Talking Manpower” program is an audio interview program, conducted with members of the Army Manpower community (CP26, FA50 and USAFMSA). These interviews focus on professional development, a discussion of leadership and a conversation about the interviewees work. The podcast is also available on iTunes, by searching ArmyCP26 or via DVIDS and soon to be available via Google Play.

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Editorial Policy

The Manpower and Force Management Bulletin is a publication of the Army G-1.

Information in this bulletin concerns policies, procedures and items of interest for the manpower and force management career program and career field.

Statements and opinions expressed are not necessarily those of the Department of the Army. This bulletin is published under provisions of AR 25-30 as a functional bulletin.

If you or a colleague would like to be highlighted in the Army Manpower Employee Spotlight program or interviewed in a Talking Manpower segment please contact the CP26 Proponency Office at: usarmy.pentagon.hqda-dcs-g-1.mbx.cp26@mail.mil

Bulletin Articles

Careerists, supervisors and managers in the Manpower and Force Management Career Program and Career Field are invited and encouraged to submit articles for publication or to suggest articles or features you would like to see in this Bulletin. Please submit articles, comments or suggestions to the CP26 Proponency Office via: usarmy.pentagon.hqda-dcs-g-1.mbx.cp26@mail.mil

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