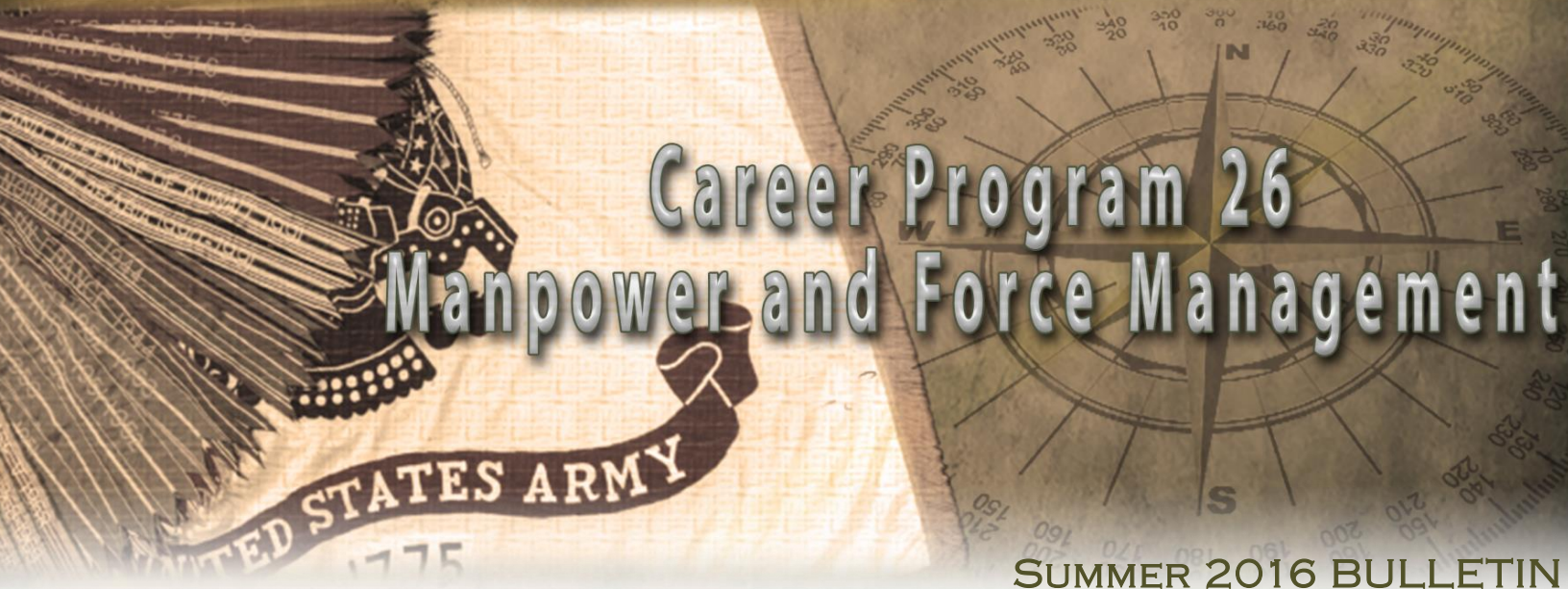




Career Program 26 Manpower and Force Management

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Now Is Not The Time to Skimp on Training!

By: JB Brown, Chief, Civilian Manpower Branch,
HQDA G-1

JB Brown is currently the Chief of the Manpower Branch in the Plans & Resources Directorate in HQDA G-1 where he manages Civilian manpower allocations for the Army. Born in San Antonio, Texas to an Air Force officer, JB has spent most of his life around the military. After college, JB worked in HQDA G-3 as a Command Analyst managing the military and civilian manpower of a number of Army Commands. JB also spent nearly three years working as a management analyst at HQs, U.S. Army Europe & 7th Army in Heidelberg, Germany before returning to Washington D.C., where he now calls home.

Having just returned from four weeks in Monterey, California to attend the Defense Resource Management Course (DRMC), it occurred to me that it has been some time since I've attended any work training. In fact, it's been a VERY long time. And that's not a good thing!

I realize that's not a good thing -- but like so many other Army civilians working in organizations that have seen their offices getting smaller each year, there never really seems to be a good time to be gone. Many of us fear the idea of spending a day (or even a month!) in training because of the work that



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waits for us upon our return. Delaying projects, briefings or meetings is rarely an option. And nobody wants to burden their fellow co-workers with additional work. Mostly, though, it's the disruption to our normal routine. We like a certain level of comfort that's part of our daily routine while we perform our regular duties.

And yet, these are all shortsighted arguments. The benefits of training can be far-reaching. It's exactly now that training offers its biggest benefits to not only Army civilians, but also those same Army organizations getting smaller who are looking to become more effective and efficient.

"We can't solve problems by using the same kind of thinking we used when we created them."

- Albert Einstein

So what exactly are the benefits? To the Army civilian it's an opportunity to improve some skills that may be outdated or to learn a new skill or way of doing something.

DRMC may not be the most appropriate training for every management analyst (it's a four week resident course in California that teaches how the DoD allocates its resources). But its intense focus on quantitative and qualitative methods for analysis made it the perfect complement to performing my regular duties as a management analyst better. And that's ultimately a benefit for the Army too. It's important for all Army civilians to evaluate their capabilities and take advantage of training opportunities. Doing more with less only works when the Army and its civilians can increase their productivity.

The bottom line is that Army civilians who are afforded the opportunity to gain knowledge from attending training will eventually be better at performing their jobs. That's exactly why the Army continues to offer training opportunities. The Army recognizes the value of investing in education as an investment in success!

Civilian Career programs are a topic of discussion for Army's Financial Managers

By: The CP26 Proponency Office

ORLANDO — Civilian Careers were discussed at a workshop session held during the Army Day portion of the American Society of Military Comptrollers (ASMC) Professional Development Institute (PDI) annual conference held in Orlando, Florida, June 1.

"I thought the briefs were very informative. A lot of people do not believe that CP26 and CP11 are connected and in truth, they are very connected," said Darryl Brock, Resource Services, Office of the Administrative Assistant, Fort Belvoir, Virginia. "I loved the civilian toolkit. It has given me a whole new arsenal for my career as a 0343 analyst. I'll be able to use the toolkit and pass it on to my co-workers."

The session was a joint briefing by Ms. Beryl Hancock, Chief of the Career Program 26 (Manpower and Force Management) (CP26) Proponency Office and Col. Gregory Sanders, Chief, Career Program 11 (Comptroller) (CP11) Proponency Office.



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More than 120 people attended the two session event which focused on career program updates and civilian development. The civilian development portion was provided to highlight the tools that are available to the Army's civilian careerists and to educate the uniformed side about civilians. Portions of the sessions were streamed live on the CP26's Facebook page and at the time of publishing, the videos have reached more than 1,000 people.

"The opportunity to speak to such a diverse group of professionals was outstanding," said Hancock. "It is important for everyone to understand that manpower and force managers stand with comptrollers in terms of resource management. Together our communities represent two critical pillars of the Army, money and people."

According to the ASMC website, the PDI is the premier training event for resource and financial managers from across the Department of Defense. The three day training event features a full day of Service and Defense Agencies workshops, general sessions, keynote speakers and several mini-courses aligned to the DoD Financial Management Certification Program competencies and associated proficiency levels.

I think it was a very informative session," said Sanders. "It was very refreshing that we had the chance to see how the financial management and the force management personnel mix and blend our two career programs because we are both, in essence, resource managers."

In addition to the CP26 and CP11 briefing, Army Day consisted of presentations from the

Hon. Robert Speer, the Assistant Secretary of the Army for Financial Management and Comptroller (ASA (FM&C)), Lt. Gen. Karen Dyson, Military Deputy, ASA (FM&C) and Maj. Gen. Thomas Horlander, Director of the Army Budget.

"When it comes to a civilian toolkit, we want our careerists to know what is needed at a base level to ensure they are successful and can participate in the Senior Enterprise Talent Management and Enterprise Talent Management programs," said Sanders. "I look forward to much more participation and interest in making sure that our careerists, both CP11 and CP26, are investing the time and effort needed into their own careers. We also want to ensure that they know that the best person to build and sell their career is themselves."

"It was important to speak here today so that we can educate, inform and connect with financial managers from across the Army," said Hancock. "I am very grateful to speak at the ASMC PDI. I hope that the attendees were able to take away the importance and roles of CP26's as resource managers, as well as some helpful tools for their professional development."

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My Experience at the 2016 ASMC PDI

By: Mr. Darryl Brock, Senior Management Analyst,
CP26 Careerist, Resource Services, Office of the
Administrative Assistant, Fort Belvoir, Virginia

The American Society of Military Comptrollers
(ASMC) Professional Development Institute



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(PDI) is not just for financial managers it is also for manpower and force managers.

Comptrollers from across the Armed Services congregated at the Marriott World Center in Orlando, Florida for the 2016 ASMC PDI. Most people when they hear the word “comptroller” immediately think of the financial management (FM) career field or a budget analyst. However, they would be wrong, there were also CP26 personnel at the PDI.

Yes! Each year manpower personnel must remind leadership that they are “comptrollers” as well.

This year at the annual conference, CP11’s attended and discussed a variety of civilian career facets during the different workshops, as did CP26’s. As we (CP26’s) work every day side by side with CP11’s, this provided us the opportunity to train, learn and participate in workshop sessions together. I learned a variety of topics from all branches of services of the Armed Forces, obtained CDFM certifications and was awarded Continuing Professional Education.

As a management analyst, I try to stay current with all issues for manpower and financial management. I work with Tables of Distribution of Allowances (TDA) on a daily basis, which significantly, illustrates both manpower and financial functions (MDEP, AMSCO).

I attended a variety of workshops, such as “Current Issues in DoD Financial Operations” and “The Power of 8s, Personal Development.” These classes were relevant to all in attendance regardless of their career program.

This conference constituted a three day training session with military and civilian personnel from Department of Defense. The length of time for this training was not enough time to truly delve into the quality of information that was offered in the more than 200 workshops, general sessions for specific branches of the Armed Forces, several mini-courses. There was also a variety of guest speaker presentations that were aligned to the financial as well as manpower community and a host of senior leaders.

Learning from and meeting some of the top personnel in their field provides a wide range of knowledge, tools and skills to take back to our respective work places where we may provide an update to our coworkers. As a management analyst (0343), I truly looked forward to hearing my Career Program Proponency Office Chief, Ms. Beryl Hancock. Ms. Hancock reaffirmed what I have been saying for some time: CP26 and CP11 stand shoulder to shoulder to accomplish our mission.

Ms. Hancock was very knowledgeable regarding resource management and provided pertinent and timely information for all levels of leadership. From the most introductory GS11’s and junior military levels to the SES and flag officer levels, Ms. Hancock’s presentation was invaluable. As my kids would say, “She Rocked!” She discussed the different tools that are available to career Army civilians and how to make our Army counter parts knowledgeable about their civilian coworkers. The toolkit she provided is outstanding. It is something I can and will use and will pass on to my coworkers.

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DoD Decision Support Course: Applications for Management Analysts

By: Jennifer B. Sheridan, Special Operations Center of Excellence (SOCoE), Civil Affairs Force Modernization Proponent

CP26 analysts are some of the most versatile and sought-after experts in the Army civilian workforce. They work in budgeting, force structure, force development and modernization and documentation of force documents like TOEs, MTOEs and TDAs. Analysts work to develop both the operating and generating force to ensure that the Army is ready for the future fight.

CP26ers work at different echelons in the Army institutional force—HQDA, ACOMs, ASCCs, DRUs and other specialized places like Centers of Excellence (CoEs) and proponent offices. As Civil Affairs (CA) force modernization analysts we are entrusted to advocate for and assist in designing the best CA force for the Army while ensuring the holistic health of Career Management Force (CMF) 38. Working in the Special Operations Center of Excellence, located at the U.S. Army John F. Kennedy Special Warfare Center & School is exciting—being on the forefront of a relatively new directorate within CA proponenty with unique Active Component, Reserve Component, Army Special Operations Force and General Purpose Force considerations; along with the potential advent of the seventh Army Warfighting Function: engagement, which, if implemented, has broad implications for the mission of CA forces.

However, working in this proponenty is also challenging, as the commander of SOCoE is

both the force modernization and branch proponent for three Army branches: Civil Affairs, PSYOP and Special Forces. This authority is granted by AR 5-22, The Army Force Modernization System, which establishes: “policies, duties, responsibilities and relationships applicable to Army Force Modernization Proponent System.” While this might seem fairly straightforward, the ability to perform proponent functions are often stymied by SOCoE’s higher headquarters relationship with USASOC, and the division of the CA force. The realignment and redesignation of the CA forces has created much unnecessary confusion and conflict. In addition, those in CMF 38 and who work in CA proponenty, are often faced with the fact that the Army does not have a good grasp on the function, mission, and therefore utilization of CA forces. The unique challenges with CA highlight the importance of well-trained management analysts to advocate, provide analysis for and recommend the best course of action for senior leaders.

To this end, I recently completed the mobile DOD Decision Support Course (DDSC) in April 2016 at Fort Bragg, North Carolina. While branded as a course for budgeteers, as a force modernization analyst I found it very applicable to my position. This course offered invaluable insight in to the methodology and mechanics of decision making and challenged us, as analysts, to make logical, reliable and valid recommendations to our senior leaders. The cornerstone to this course was the Decision Support Model: (1) Identify the issue; (2) Analyze the issue; (3) Develop alternatives; (4) Evaluate the alternatives; and (5) Make a recommendation. This approach is similar to many other kinds of processes presented in Army classes, but this course highlights the



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importance and mechanics of issue identification, and challenges analysts to: review the problem definition and scope, clarify the goal and brainstorm solutions. Given the unique challenges and dynamics associated with being a non-TRADOC Center of Excellence responsible for a branch that has split: funding, authorities and designations, this course has provided immediate benefit and applications for CA propensity.

As a former HQDA ACTEDs intern, I firmly believe in the importance of education and continuing education for careerists. I feel this is how we develop better courses of action and enable senior leaders to make more informed decisions. The HQDA CP26 Propensity Office offers the DDSC, and many other centrally funded training courses, for management analysts that develop, refine, or refresh manpower and force management skillsets. I encourage other careerists to take advantage of the training offered and attend training that will help you best prepare the Army for the future fight.

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Critical Thinking

By: Angela Millender, Legislative Analyst, Programs Division, Office of the Chief, Legislative Liaison

Are you merely thinking or thinking critically? While many people freely use the term *critical thinking* to describe their personal intellectual scope, critical thinking is, in fact, a quest with complex challenges, that can only truly be achieved through knowledge, experience, exposure, reflection and having an open-mind.

This discussion is intended to inspire you to reflect on the strengths and weaknesses of your

thinking strategies and improve them as you seek to resolve everyday challenges in your personal and professional endeavors. Effectively, let's fine tune your decision-making process to ensure that you capture the right information at the right time and from the right sources to either predict or influence reasonable and reliable outcomes.

Critical thinking involves reflecting on the manner in which you think and making a conscious effort to refine those thoughts in order to produce well-informed decisions. To think critically, we must acknowledge the biases that we naturally embody and consider how these prejudices impact our perceptions, and therefore, actions and thought process. Only then can we adequately evaluate our thinking and appropriately process information. Additionally, we must question the facts and assumptions surrounding the problem at hand and maintain fair-mindedness in doing so. The application of critical thinking promotes awareness and enriches one's perception as it requires us to thoroughly examine the concept or question before us.

According to Linda Elder, President of the Foundation for Critical Thinking and Executive Director of the Center for Critical Thinking, "[Critical thinking] requires rigorous standards of excellence and mindful command of their use. It entails effective communication and problem solving abilities and a commitment to overcoming native egocentrism and sociocentrism." As we tackle complex problems and seek to answer difficult questions, critical thinking exists to improve decision-making and mitigate hindrances in the manner we evaluate information. Limitations in our core thought process directly impact how



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we arrive at conclusions and is often the basis for flawed reasoning, illegitimate arguments, and poor decisions.

Operating in a deadline-driven environment, Department of Defense professionals are challenged daily to engage, sometimes simultaneously, in various multifaceted problems and analyze possible solutions on behalf of senior leadership. Elder's research allows her to make an interesting observation, "much of our thinking, left to itself, is biased, distorted, partial, uninformed or down-right prejudiced." This is partially due to the fact that we naturally approach problems and respond to situations through our individual frame of reference. Consequently, we may not interpret information objectively. What's more, research shows that we have a tendency to make conclusions about information in accordance with our own self-interest. Consider the following excerpt from Richard Paul and Elder's *Critical Thinking: Concepts and Tools* guide:

We do not naturally appreciate the point of view of others nor the limitations in our own point of view... As humans we live with the unrealistic but confident sense that we have figured out the way things actually are, and that we have done this objectively. We naturally believe in intuitive perceptions – however inaccurate. Instead of using intellectual standards in thinking, we often use self-centered psychological standards to determine what to believe and what to reject.

"So what?" you may be thinking. "The way I've always done things has gotten me this far." Or perhaps you may be asking, "As a Department of Defense employee, how can I possibly apply critical thinking to my work environment? My response to any task I'm

given is limited by declining resources, the burden of bureaucracy and well-developed cultures that resist change." Well, I'm glad you asked!

The very boundaries in which we perform our duties provide excellent opportunities to apply critical thinking. You may discover upon conscious reflection that your thinking is constrained, perhaps influenced by biases that become entrenched when faced with shrinking fiscal and personnel resources. Let's take a look at one example. As Department of the Army force managers, consider our role in the development of capabilities-based doctrine, organization, training, materiel, leadership and education, personnel, facilities and policy (DOTMLPF-P) warfighting requirement. Myriad functions exist within complex processes and systems which require force managers to perform functional analyses, studies and experiments to determine the development of DOTMLPF-P capabilities for the future force. In doing so, we must consider the facts before us, historical and current data, competing alternatives, personal experience and observation and the operating environment as influenced by the President, Congress, DoD and the Army among further dynamics. All of which aspects rely on the application of sound critical thinking.

In closing, we all have a responsibility to remove limitations in our critical thinking strategies and facilitate good judgment – whether you are a member of the Army's Senior Executive Service, an action officer in a field office, have four stars on each shoulder, or provide administrative support to a small team. We have an opportunity to not be bound in our thinking, yet consciously apply depth, clarity,



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breadth and logic. In becoming effective stewards of our profession, we should strive to evaluate data and make decisions derived from information founded in such disciplined thinking.

References: Elder, Linda and Richard Paul, **The Miniature Guide to Critical Thinking Concepts and Tools**, Foundation for Critical Thinking Press, 2008.

Career Program roadshow stops in Huntsville

By: Mrs. Cherish T. Gilmore, U.S. Army Material Command Public Affairs

For the second time this year, the Pentagon is bridging the gap between its leaders and the workforce through a roadshow here.

The U.S. Army Materiel Command hosted the Career Program 26 - Manpower and Force Management Proponency Office (CP26) for guidance and face-to-face mentorship at Toftoy Hall, June 28-29.

Beryl Hancock, Chief, Manpower Policy, Plans and Program and Chief of the CP26 Proponency Office, designed the roadshow to educate and inform her careerists on how to manage their futures within government service. Hancock, with more than 35 years of experience, stressed the importance of training, resumes and an individual development plan.

"I want you to own your career," Hancock said. "My job is to identify for you training and opportunities, and opening the door; it's up to you to walk through it."

Manpower and Force Management professionals from AMC also received an overview of the different areas within the organization at the Pentagon and an overview of the CP26 career progression structure.

"We are in charge of building the ACTEDS plan; recruiting, developing, and training careerists; managing a competitive professional development program, the intern program and our communication portfolio," Hancock explained.

Hancock and her team of three are responsible for about 3,200 careerists and 25 interns in the career field.

Similar to other fields in the federal service, the average age is 50 years old.

"This means we have a seasoned workforce, and there is opportunity for advancement," Hancock said.

"I enjoyed the practical manner of how the roadshow discussed opportunities for professional, technical and personal growth for managing my career goals," said Yvonne Guy, a CP26 careerist at AMC. "The one-on-one career counseling session was great for assessing individual career goals and determining how to move to the next level or broaden experience."

The day-long event not only covered the CP26 issues and lessons learned, but educational information relevant to all Army civilian careerists such as the Army Civilian Toolkit, Civilian Education System and Army Enterprise Talent Management Programs.

FA50 hosts Senior Force Management Seminar

By: The CP26 Proponency Office

Members of the U.S. Army's Manpower and Force Management community met to discuss matters of interest to the career field during the



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Senior Force Management Seminar hosted by Functional Area 50 (FA50), May 10-12 at the Pentagon Library and Conference Center.

The seminar had briefings on a variety of topics, to include an update from Human Resources Command, restructuring the Brigade Combat Team (BCT) and 2017 budget overview.

During the seminar, Maj. Gen. (Ret.) David C. Ralston inducted into the Force Management Hall of Fame.

As the Director of Force Management, Ralston began the modular transformation at Headquarters, Department of the Army by integrating the various functional areas for the creation of BCT. Ralston enabled the Army to rapidly organize more capable formations, which served with distinction in achieving the operational and strategic objectives of Combatant Commanders.



Brig. Gen. Randy George (far left), director of force management, Office of the Deputy Chief of Staff, G-3/5/7 and Commander of the U.S. Army Force Management Support Agency and Maj. Gen. Cedric Wins (right), Director, Force Development stand with Maj. Gen. (Ret.) David C. Halston (second left) during his induction into the Force Management Hall of Fame (U.S. Army photo by Marla Hurtado, Deputy Chief of Staff, G-8, FD)



CP26 reaches the top during the CP12 Leadership summit

By: The CP26 Proponency Office



WASHINGTON – The Career Program 26 – Manpower and Force Management (CP26) Proponency Office gave an overview of Army manpower and force management during the Career Program 12 (Safety and Occupational Health) summit held at the Mark Center, Alexandria, Virginia, May 25 and 26.

Beryl Hancock, Chief, Manpower Policy, Plans and Programs Division and Chief of the CP26 Propoency Office welcomed the opportunity to review the important roles manpower and force managers have in supporting the Army.

“Speaking at the CP12 summit was important, as we [the CP26 Proponency Office] were able to reach an audience beyond our usual community,” said Hancock. “Manpower and force management is a complex process. Sharing the building blocks of it with different civilian career programs helps not only us, but it also helps the safety officers. They will have a better understanding of the processes we use to allocate scarce manpower authorizations.”

The CP12 Summit brought together senior CP12's from across the Army to discuss



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various topics of interest and provide professional development training. The Manpower and Force Management session was scheduled for two complete days, in order to maximize the reach of this information to the CP12 community.

“I am absolutely enjoying this session. The way the material has been presented reinforced a lot of information and helped me gain a deeper insight into the resource management process,” said David Lumley, Safety Manager, U.S. Training and Doctrine Command at Fort Eustis, Virginia. “As a safety officer I look at the physical risk but the funding risk is what I have trouble expressing.”

“I am very pleased that CP12 invited us to speak at the summit. Visits like this enable us to gather information about what is going on in the field and how the manpower processes impact civilians in different functions as they perform in their day-to-day jobs,” said Hancock. “The Army is constantly changing and this can be a confusing process. Our session was aimed at removing some of the confusion so that CP12 leaders can understand how to approach their manpower needs.”

CP26's attend the Defense Resource Management Course

Nine members of CP26 attended the Defense Resource Management Course hosted in Monterey, California from June 13 to July 8. The month long course introduces the attendees to resource management techniques. Two CP26

careerists and seven interns attended this iteration of the course.



Upcoming Road Shows



CP26 is tentatively scheduled to present road shows at:

- Joint Base Langley-Eustis, Virginia (August 21-23)
- Fort Bragg, North Carolina (August 24-26)

Roadshow presentations to San Antonio, Texas and Germany scheduled for September with dates yet to be determined. If you would like to attend or would like a road show in your area, please contact the CP26 Proponency Office.



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Employee Spotlight

Name: Enrique (Rick) Medina

Years of Federal Service: 22 years as active Army (now retired) and 11 years as an Army Civilian.

Activities and Hobbies:

I enjoy collecting sports memorabilia. As a kid I can remember my father taking me to baseball and basketball games. I also remember going to the store during the weekend to check out baseballs autographed by great players like Roberto Clemente, Mickey Mantle and Ted Williams. In some ways, we're living in a golden age of sports memorabilia. A devoted fan can now go online and buy anything from an NBA Championship ring to an autographed jersey. I currently have autographed baseballs, bats and jerseys of Mickey Mantle, Ted Williams, Orlando Cepeda, Roberto Clemente, Michael Jordan and Magic Johnson, just to name a few.

I also love to cruise; there's just something about cruising that forces you to disconnect and actually relax and enjoy life around you. My family and I just returned from our sixth cruise in four years, and are getting ready to cruise the Mediterranean soon. It is an unexplainable experience.

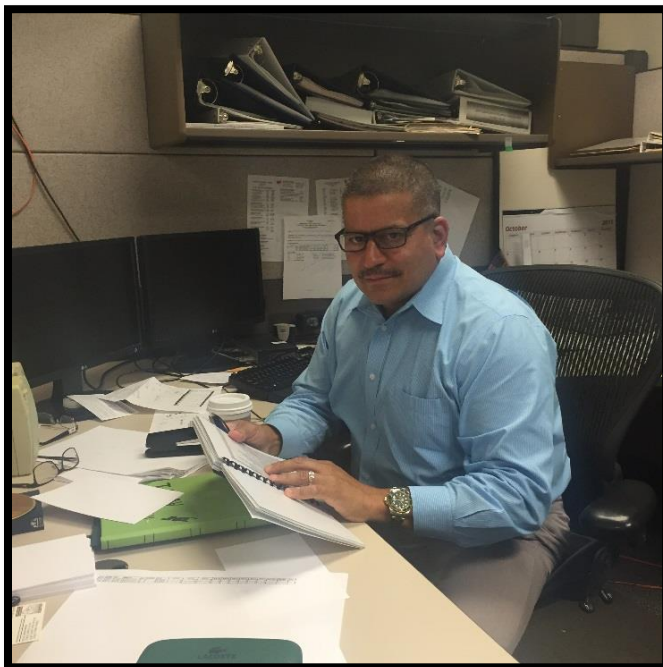
My greatest enjoyment comes from spending time with my family and friends. My wife, five daughters and six grandchildren are the most important thing in the world to me and I enjoy spending quality time with them. I am blessed and very fortunate.

Where do you work?

Manpower Allocation Division (DAPE-PRA), Joint Team, which is under the Plans and Resources Directorate, Army G-1 at the Pentagon.

What is your job Title?

Senior Management Analyst



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Describe your job:

My job is very unique and demanding. My team and I provide analytical products to support the force in strength management, resourcing and compensation, in an effort to meet strategic Army objectives. As the Senior Analyst for the Joint Team, I develop and execute strategies to ensure the Army's manpower program is properly aligned with the Army's structure and budget databases, and effectively communicated to Army stakeholders throughout all phases of the Planning, Programming, Budget and Execution (PPBE) cycle. I also review, analyze and implement manpower change requests submitted by Commands during the annual Program Objective Memorandum (POM) and Budget Estimate Submission (BES). I am responsible for coordinating and implementing Memorandums of Agreement that are used every year to develop OSD's Resource Management Decision (RMD) and for conducting manpower affordability analyses to ensure that requested changes do not create an unaffordable manpower situation for Army commands. I also provide functional advice to the Army G-3 on current execution of Joint manpower and programmed year-end data. One of my most important responsibilities is to ensure balance between the OSD Comptroller Information System (CIS), the Army's Structure and Manpower Allocation System (SAMAS) and the Unified Combatant Commands (COCOMs). I am responsible for representing the Army during the Joint Mission & Manpower Assessment Team (JMMAT) and the Joint Manning Validation Board (JMVB) and to make recommendations to the OpsDeps Tank to endorse the mission brought forward by the COCOMs.

What do you like best about your job?

I enjoy providing direct support to the COCOMs and NATO in a way that really makes a difference and ensuring that they have the right tools and information to get their mission accomplished. The contribution that our team makes is vital to the Army G-1's ability to make manpower decisions that ultimately influence the overall success of the Army. It is very rewarding to know that in some small way my contribution has made a difference. I find it exciting to have the ability to implement new ideas and see them through to realization. Another crucial part of my job is the rapport and synergy amongst my co-workers. I work with an outstanding group of people and feel blessed to form part of such a great team.

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

On a personal level, balancing work commitments while working towards my master's degree was a challenging experience that required 100% commitment to both efforts, but left me with a great sense of fulfillment once it was completed. Additionally, the opportunity to work with other military and civilian manpower experts from the different branches of service and understanding how each of their manpower systems work is both challenging and rewarding. In this type of job, relationships between the services are crucial. Our one-on-one connections with each other form the foundation of what we do and are critical to continuous progress.



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Professionally, one of the most challenging experiences I've encountered has been learning and understanding the Combatant Command and Joint Staff mission prioritization, capability gaps and the resource risks driving requests for permanent manpower resources.

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

Absolutely! There are many opportunities in the CP26 to build an exciting and successful career that affects change and directly contributes to the Army's mission while enhancing professional growth. In this career program, we are committed to a common goal and a common vision.

Connect with Army Manpower and Force Management!

CP26 is always looking for new and innovative ways to share the Army Manpower and Force Management story. Here is how you connect with CP26 to get the latest news about the career field.



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.



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.



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.



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 and via Google Music 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. Article submitted may be edited for clarity or brevity.

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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