



Career Program 26

Manpower and Force Management

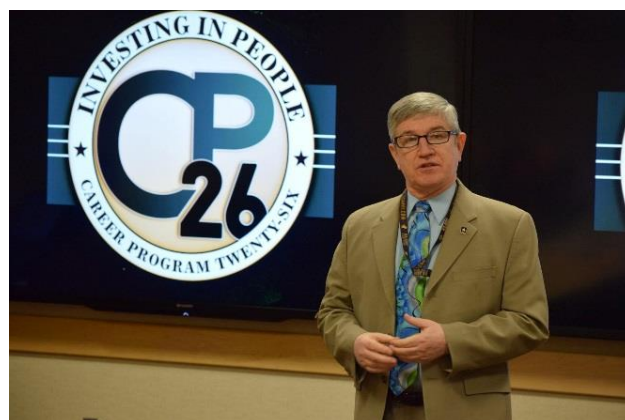
FALL 2016 BULLETIN

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FCR Interview

Stay tuned to the CP26 Facebook page for our sit down interview with Mr. Wallace, the CP26 Functional Chief. He gives thoughtful insight into our roles, why we are important and the future of the career field. This is an interview you will not want to miss.



Have you updated your Army Career Tracker Account?



The secret of success in life is to be ready for the opportunity when it comes.

– Benjamin Disraeli

CP26 Proponency Office is expanding its Army Career Tracker (ACT) presence. Yes, ACT has been available for a few years but CP26 has not yet explored all the capabilities and potential that the recently upgraded on-line system offers. You are invited in joining the CP26 community and discover ACT 2.0



“ACT is a great platform,” said Beryl Hancock, Chief, Manpower Policy, Plans and Program and Chief of the CP26 Proponency Office. “This tool puts lots of career management capability at our fingertips. Army civilians can build and maintain their individual development plans (IDPs), set career goals and connect with others across their functional communities.”

So why the jump into ACT and why now? First, the 2.0 site is much improved. It is easy to navigate and is user friendly with very clear categories.

- **Track.** This is where you can see your career dashboard and request leaders and mentors.
- **Plan.** You will find Professional Development Models here.
- **Lead & Manage.** Supervisors and mentors will engage with subordinates and mentees through this feature.
- **Communities.** From the Proponency Office perspective, there is great potential with the Communities link. Through this feature, you can start a Blog or discuss topics in the Forum section or see the latest CP26 information posted under File.
- **Help & Support.** You can find answers here to your ACT questions.

“ACT is a collaborative tools that can bring together people from across the Army,” said Hancock. “The CP26 ACT Community page will be a place where we can go to discuss projects we are working on and possibly get some help from others across our career field. It will also allow the Proponency Office, senior leaders in our field and supervisors to answer questions that may come up about a wide range of topics. I encourage every CP26 to join in our ACT community.”

A second benefit of ACT is as always, a single system for your building your IDP. As you construct your IDP, you can easily see the competencies, experiences and positions critical to our career program. Remember too

that ACT supports employee-supervisor engagement via email notices. Army leaders are encouraging everyone to use ACT as the “System of Record” for IDPs. As such, a system of IDPs can inform leaders on required and planned functional training and leader development opportunities. In turn, this knowledge will enable CP26 and all other career programs to identify and pursue the necessary funding and training seats to support professional development.

We encourage you to explore all the capabilities embedded in ACT and join the CP26 community page at:

<https://actnow.army.mil/communities/community/civilian-cp26>

Army Comptrollers Course: A Careerists View

By: Alfreda M. Dupont, Management Analyst, G-8, MMD, Acquisition Management Office, Fort Leonard Wood, Missouri



(Army Comptroller Course 16-III April 18-May 6, 2016. Alfreda Dupont fourth from left)

I attended the Army Comptrollers Course (ACC) and can attest that it is one of the best courses the Army has to offer. I gained a vast amount of knowledge regarding financial management and will be able to apply that knowledge at my current organization. Having worked

in a resource management office for six years, I was knowledgeable of the Manpower and Acquisition elements, but this course brought the Budget and Accounting pieces together giving me a panoramic view of the Army Financial Management System.

The course began with an overview of the Department of Defense Financial Environment. An environment where we are required to achieve the defense strategy of maintaining a smaller, leaner Joint Force with fewer people and resources. With this daunting task, we reviewed the Planning, Programming, Budget, Execution (PPBE) process, learning how Comptrollers present the needs of the Military to Congress.

There were exercises where funding was cut in the middle of the fiscal year, this brought challenges to the class, which was very much a real world scenario in resource management. Utilizing manpower, acquisition, budget and accounting skills as well as those classmates with a military background brought some creative decision making to the table.

This training simply identified that we all as resource managers have a part to play in supporting the needs of the Army. Resource managers are here to support those needs regardless of the resource constraints.

This course equips you to be a trained, competent and adaptive financial manager with the ability to provide Army leaders with the information to make sound cost considerations into their decision-making in accomplishing the Army's missions.

I would encourage all fellow CP26 employees to attend this informative course not only to broaden your resource management skills but also to be a greater asset to the resource manager team and the Army's mission.

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Congratulations!

Congratulations to all the graduates of the FA50 Qualification Course. There were three CP26's (Ms. Jennifer D. Wolf, U.S. Army Reserve; Mr. Kenneth Samples, U.S. Army Force Management Support Agency and Ms. Libby D. Lipscomb, Assistant Secretary of the Army for Manpower and Reserve Affairs), in this iteration of the course which took place from May 31 to August 5 at Fort Belvoir.



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Competition



By: Ms. Beryl Hancock, Chief, Manpower Policy, Plans and Program and Chief of the CP26 Proponency Office

The Random House dictionary defines competition as a “contest for some prize, honor or advantage.” Competitiveness is the drive to achieve. Athletes

compete for titles. Politicians compete for votes and elected offices. As manpower and force management professionals, we compete for positions and advancement. We can also compete for career enhancing opportunities such as training, educational programs or development assignments. In our rapidly changing workforce, we know we need to improve our skills and knowledge to gain that competitive edge, but we do not really know what gives us that edge. As the CP26 proponent, I am often asked: What is it that makes someone competitive when it comes to securing new positions or professional development opportunities?

As I see it, there are three dimensions that define competition in our chosen discipline – education, training and job experience. Together these three highlight our accomplishments and reveal our willingness to seek challenges.

We generally start a career with some level of education, be it a high school diploma, a college degree or something in between. Educational credentials open doors by showing a commitment to achieve recognized levels of knowledge.

To learn our manpower and force management discipline and enhance our skills, we pursue specific training courses such as the Manpower and Force Management Course, PPBES or Combat Doctrine Training. Training venues such as these cover the technical aspects of our work and prepare us to step up to new challenges. We also attend technology-based courses to equip ourselves with the computer and systems skills required for our work.

In performing our jobs, we learn by doing and acquire the valuable expertise that only comes through on-the-job experiences. We broaden our perspectives and expand our expertise when we take on different positions and/or responsibilities in functions or organizations.

Our Army, as a complex and geographically dispersed organization, offers us a tremendous advantage for enhancing our manpower and force management expertise through promotions, lateral assignments and mobility. We can change jobs, functions, career fields and locations to suit our interests or career needs.

Keeping a good balance between the three dimensions is important. Too much education and we may be perceived as “professional students.” Too little education or training and we can be seen as unwilling to step up to new challenges. The same goes for job experience. Too long in one job can make us appear narrow in focus and too little time in positions may give the impression that we are “shopping around.”

No single dimensions stands alone when it comes to competing for a new job or professional development. All three dimensions – education, training and job experience – are important elements. Together they demonstrate our competence and commitment and indicate our potential. Ultimately it is that competence and commitment that makes us stronger competitors for career advancement or professional development opportunities.

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Career roadshow intends to ‘shake up’ civilian workforce

By: Holly DeCarlo-White
USAG Stuttgart Public Affairs Office

The Career Program 26 – Manpower and Force Management Proponency Office Roadshow visited U.S. Army Garrison Stuttgart, Sept. 20 on Patch Barracks.

CP26 is one of the Army’s centrally managed civilian career programs aligned under the Deputy Chief of Staff, G-1, and is based in the Pentagon. CP26

management 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.

The purpose of the roadshow is to inform CP26 careerists in USAG Stuttgart about the importance of manpower and force managers within the Army. As resource managers, CP26 careerists play an integral role in developing, designing and resourcing the Army's Operating and Generating forces.



Although the event was hosted by the CP26 office, the information presented during the day-long roadshow was applicable and open to all 31 types of civilian professions. Topics focused on civilian professional development, education, and advice on how to take charge of your career.

Beryl Hancock, CP26 Proponency Office chief said that civilians sometimes don't get all the information on what is available to them within their offices. The roadshow enabled civilians to have in person interaction, question and answer sessions, and one-on-one career counseling on the spot.

Civilians can find which career program number they are a part of within their position description.

"From administrative to functional skills, to stretching yourself – what I call Career Yoga, it is important to learn how to build your breadth and depth of

experience. My point is to try and shake people up," Hancock said.

Whether you are a new or seasoned employee, careerists should think about what will take them to the next level. Hancock encourages all professionals to ask themselves, "What do I need to do in order to grow, personally and professionally?"

Hancock recommends that new civilian employees take time to learn their Army Civilian, Training, Education & Development System (ACTEDS) plans. All 31 Army career programs have plans posted online with competitive professional development on programs offered. Employees can contact their functional proponent for more information, or if they aren't sure who to contact, civilian professionals can email the CP26 office for guidance at: usarmy.pentagon.hqda-dcs-g-1.mbx.cp26@mail.mil.

According to Hancock, there is a laundry list of resources and opportunities available to the civilian workforce including the Civilian Education System, which is open to all civilians, the Army Career Tracker and Go Army Ed to view training, as well as Army programs to grow and develop leaders.

"I am eligible to retire soon and I want to know that I am comfortable turning over 'my Army' to the person coming behind me," Hancock said.

Persons transitioning out of the military service into a civilian career, or planning to retire, should look at their personnel file folder well in advance and take advantage of retirement classes offered at least one year prior to retirement, Hancock advised. It is important to keep personnel files up to date throughout your career, she said.

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Name: Glenda Smith-Davis

Years of Federal Service: 18 years

Activities and Hobbies: Reading, spending time with my family and traveling.

Where do you work? U.S. Army Force Management Support Agency (USAFMSA), Mission Command & Maneuver Division, Fort Leavenworth, Kansas

What is your job title? Management Analyst

Describe your job: I began my career working for USAFMSA in July 2012, as a Local Hire, Management Analyst intern working in the Infantry/Armor (IN/AR) Branch of the Maneuver Division. Currently I serve as a documentation analyst for the development, revision and maintenance of Infantry/Armor Branch Tables of Organization and Equipment (TOEs), Basis of Issue Plans (BOIPs), Modified Tables of Organization and Equipment (MTOEs), Augmentation Tables of Distribution and Allowance (TDA) and review Notification of Future Changes (NOFCs). I provide expertise to conduct cyclic reviews and develop new TOE data, conduct reviews of new and amended BOIP data and develop and update MTOE and TDA documentation. Provide updates to ensure accuracy and compliance with current regulations. Participate in reviews of assigned IN/AR Branch TOE, BOIP, MTOE, AUGTDA and NOFC projects.

What do you like best about your job? I enjoy analyzing data and documenting in support of the Soldier, the Army and the Nation. Moreover, I appreciate my organization for their support of my training requests for Career Program 26 professional development through recommended training, educational and developmental opportunities.

What is your most memorable and/or challenging experience during your time as a Manpower and Force Manager? Reorganization has been by far the most challenging experience. Change inevitably presents new challenges to everybody in the organization. Even when prepared for change, it creates a certain amount of stress. 😊

Would you recommend working in this career field to other federal employees? Yes, hands down the CP26 offers an excellent program that is committed to and focused on developing Manpower and Force Management trained professionals through providing a guide to help an Army Civilian build a successful career.



TRAINING SCHEDULES

Looking to continue your career development by attending a CP26 funded course? Ensure you meet the eligibility 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 courses and FY17 schedules. For the full list of courses funded by CP26 please refer to the CP26 ACTEDS plan. If you plan on going to training contact the CP26 Proponency Office for an application packet. Please note that the Manpower and Force Management Course is not covered under the CP26 CPD program. Also, dates of courses are only tentative and may be changed at the discretion of the individual school.

Manpower and Force Management Course (MFMC)

http://www.alu.army.mil/ALU_COURSES/ALUCOURSES.htm

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. *Note that the Manpower and Force Management Course is not covered under CPD.*

Start Date	End Date	Location
17 October 2016	28 Oct 2016	Fort Lee, Virginia
05 December 2016	16 December 2016	Fort Sill, Oklahoma
23 January 2017	03 February 2017	Fort Lee, Virginia
10 April 2017	21 April 2017	Fort Lee, Virginia
05 December 2016	16 December 2016	Fort Shafter, Hawaii
27 February 2017	10 March 2017	Washington, D.C.
11 September 2017	22 September 2017	Fort Sam Houston

Operation Resource System Analysis Military Applications Course (ORSA MAC)

http://www.alu.army.mil/ALU_COURSES/ALUCOURSES.htm

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.

Start Date	End Date	Location
09 January 2017	14 April 2017	Fort Lee, Virginia
30 January 2017	05 May 2017	Fort Lee, Virginia
24 April 2017	28 July 2017	Fort Lee, Virginia
15 May 2017	18 August 2017	Fort Lee, Virginia
07 August 2017	09 November 2017	Fort Lee, Virginia
28 August 2017	06 December 2017	Fort Lee, Virginia

Capabilities Development Course (CDC)

http://www.alu.army.mil/ALU_COURSES/ALUCOURSES.htm

This course introduces the processes used to achieve desired joint and Army warfighting capabilities needed for the 21st century. Processes focus on determining, documenting, and staffing warfighting concepts, required capabilities, warfighting gaps and doctrine, organization, training, materiel, leader development, personnel and facilities requirements and cost-benefit analyses of those potential resource informed, integration focused, outcome based solutions. This course concentrates on inputs to and outputs of the Joint Capabilities Integration and Development System process and related organizations; its relationship to planning, programming and budget execution system; and its relationship to the acquisition process and organizations.

Start Date	End Date	Location
31 October 2016	10 November 2016	Fort Bragg, North Carolina
05 December 2016	16 December 2016	Fort Lee, Virginia
23 January 2017	03 February 2017	Fort Rucker, Alabama
21 February 2017	03 March 2017	Fort Gordon, Georgia
13 March 2017	24 March 2017	Fort Huachuca, Arizona
27 March 2017	07 April 2017	Fort Lee, Virginia
24 April 2017	05 May 2017	Fort Benning, Georgia

15 May 2017	26 May 2017	Fort Sill, Oklahoma
12 June 2017	23 June 2017	Fort Leavenworth, Kansas
31 July 2017	11 August 2017	Fort Sam Houston, Texas
05 September 2017	15 September 2017	Fort Eustis, Virginia
18 September 2017	29 September 2017	Fort Lee, Virginia
17 October 2016	28 October 2016	Fort Leonard Wood, Missouri

Defense Resource Management Course (DRMC)

<http://my.nps.edu/web/drmi/welcome>

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.

Course	Length	Dates
Defense Resources Management Course (MASL-P162002)	4 weeks	24 April – 18 May 2017
Defense Resources Management Course (MASL-P162002)	4 weeks	22 May – 16 June 2017
Defense Resources Management Course (MASL-P162002)	4 weeks	19 June – 14 July 2017

Army Comptroller Course (ACC)

<http://whitman.syr.edu/programs-and-academics/programs/defense-programs/defense-programs/army-comptroller-course/index.aspx>

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 and Army management and the latest in academic management techniques. 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
ACC 17-I	28 November 2016 – 16 December 2016
ACC 17-II	6-24 February 2017
ACC 17-III	17 April 2017 – 5 May 2017
ACC 17-IV	31 July 2017 – 18 August 2017

Executive Comptroller Course (ECC)

<http://whitman.syr.edu/programs-and-academics/programs/defense-programs/defense-programs/executive-comptroller-course/index.aspx>

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	Location
ECC 17-I	9 – 27 January 2017	Fort Bragg, North Carolina
ECC 17-II	6 – 24 March 2017	Fort Sam Houston, Texas
ECC 17-III	8 -26 May 2017	Syracuse University, New York
ECC 17-IV	5 – 23 June 2017	Syracuse University, New York

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 Proponency 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 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



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.



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. Articles 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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