



# FOCUS *on the Workforce!*



Volume 1, Issue 2 Issue ~ April 2019



*“Lead, Communicate, Accomplish”*

## **FY 2018 Secretary of the Army Awards for Excellence in Contracting winners!**

CONGRATULATIONS goes out to the Fiscal Year 2018 Secretary of the Army Awards for Excellence in Contracting, Directorate of Contracting award winners! Huntsville Center walked away with two outstanding awards from this year's competition.

In the Team Awards Category, the Specialized Services & Construction Contracting Award went to the Puerto Rico Product Delivery

Team! And in the Special Awards Category, the Contracting Professional of the Year Award went to LaShonda C. Smith.

Huntsville Center commander, Col. John Hurley stated, “I could not be more proud of everyone involved in these efforts! I also want to acknowledge that this is a reflection of the astounding professionalism and excellence in every task Huntsville Center does.”

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The U.S. Army Engineering and Support Center, Huntsville, engineers adaptive, specialized solutions across a broad spectrum of global enterprise covering five main lines of effort: Energy, Operational Technology, Environmental, Medical, and Base Operations and Facilities



# FOCUS ON FOCUS



## FOCUS ON THE WORKFORCE

is [FULLY HYPERLINKED](#) in order to connect users with the full range of information and resources available. Click on photos, icons and links to reach social media sites, full articles and related materials online!



### OFFICIAL PUBLICATION OF THE U.S. ARMY CORPS OF ENGINEERS, U.S. ARMY ENGINEERING AND SUPPORT CENTER APRIL 2019 VOLUME 1, ISSUE 2

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BY THE FY18

# #'S

**\$9.5m**  
savings to the  
Active Army  
MMRP

**\$1.5m**  
savings to  
BRAC MMRP

**\$8m**  
savings to  
FUDS Program



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# FOCUS ON LEADERS

Article by Sandi Zebrowski, Director of the  
Environmental & Munitions Center of Expertise



Whether at work or at play, one thing I have observed throughout my life is that there are many people who have a hard time dealing with change. Change is inevitable. Change happens every day of our lives, from the day we are born until our last breath. Grant you, some change is easier than other change, and some change is riskier than other change.

Changes occur each year as we mature from that first day of kindergarten to the day we have to make the big decision if we are going to change where we live and who our friends are and go away to college. We view that as a change that may impact our entire life, until we get to college and realize that it was not really that big a deal.

Then we graduate and must decide where to get a job. Do we stay near our family and friends, everything we have known growing up, or do we move away to some

strange land and find a new place to live, new friends, and a new life? As the years go by, change occurs daily, but most of us just accept it as a part of our lives.

We change jobs, we get married, and we have children. Family dynamics change as parents and close friends pass away. Change invokes many emotions, sometimes fear. But in reality, change is only change. Change itself is neither good nor bad.

Then there is change in the workplace. Maybe we have to move to a new building. Maybe we are getting a new boss. Maybe our mission is changing. Maybe we changed performance systems. Whatever the change is, rarely does it happen without purpose. Most times it is easier to accept change if we understand the purpose behind it. If it helps you, ask why the change is occurring.

*“Lead, Communicate, Accomplish”*

One of my favorite movies is Jim Carrey’s, *Yes Man*. The main character is a lonely man with low self-esteem after his divorce. He avoids his best friend, he has a boring job, and he spends his spare time watching DVDs. He decides to participate in a self-help program called “Yes Man.”

The basic principle of the program is to say “yes” to all new situations, leaving negativism aside. While, realistically we can’t say yes to everything, this new philosophy completely changes his life as it brings new challenges and opportunities.

Change is hard for most people. Gradual change brings less risk and is more palatable for most as it just sneaks up on us. But, if you are deciding to change jobs half way through your career, getting a divorce after

20 years of marriage, going back to college at 40, having a baby, seeking medical treatment, moving to a new city, or even retiring, these changes are difficult for most to make because we believe we have more to lose.

But, like the *Yes Man*, you have to see change as a new opportunity to take on a new challenge. Change can bring about incredible opportunities and give you the ability to do something new and amazing. Yes, change is sometimes scary and can cause your pulse to race, but isn’t that the same thing that happens when you cross the finish line? Your pulse races and that’s what it’s like to win! Don’t ever let change scare you or stop you from taking a chance to be great. Say yes!



**“Change can  
bring about  
incredible  
opportunities  
and give you  
the ability to do  
something new  
and amazing.”**

# Say Yes to Change



# FOCUS ON SPOTLIGHTS

## Brian Hamilton

Engineering Directorate, Civil Engineer

Brian Hamilton is a Civil Engineer in the Site Development Branch supporting the Range Program. He recently solved a problem on a project for Fort Sill. Fort Sill's Range Control and DPW were not able to find a workable target layout for the expansion of a machine gun range. Mr. Hamilton's knowledge of the standard layout and training tables along with his design experience allowed him to quickly solve Fort Sill's problem. He was very quickly able to provide them with an efficient layout that met the training needs, provided the required line of sight, and minimized earthwork.

## Clay Weisenberger

Office of Counsel, Attorney

Clay Weisenberger has been nominated by Huntsville for the Seltzer Award. Mr. Weisenberger was instrumental in the award of the contract in 2018 for the USACE ACE-IT program. His willingness to work through complicated contract requirements in order to put himself in the best posture to defend a protest ensured the final award would not be delayed. This was critical to USACE. Outstanding job and best of luck in the Seltzer Awards in May!

## Walter Roberts Jr. & Virginia Ryan

Office of Counsel, Assistant Counsels

Mr. Roberts and Ms. Ryan are being recognized as subject-matter experts on environmental law issues, and across the Corps. They are known for their dedication and determination in resolving issues raised in the best interest of the government. They have made special contributions across USACE in support of the Corps' environmental missions. Outstanding job by these individuals and best of luck in the Seltzer Awards in May!

## Latanya Singleton

Directorate of Resource Management, Financial Management Analyst

Latanya Singleton assisted the Center in the implementation of Headquarters policy on the 1144/Support Agreement process. She reviewed, edited and uploaded over 150 agreements into the Global Electronic Approval Routing System (GEARS) since starting with the Corps in December. She accurately kept track of the status of the agreements and answered any questions regarding the process and procedures. Job well done!

## Amanda Odem

Directorate of Resource Management, Budget Analyst

The Directorate of Resource Management would like to recognize Amanda Odem on her achievement of becoming a Certified Defense Financial Management (CDFM) professional. The CDFM is a professional, assessment-based certification originally developed by the American Society of Military Comptrollers in partnership with the Department of Defense for the financial management community. The certification is fundamental to establishing a broad set of financial management skills and demonstrate proficiency in the core aspects of defense financial management. According to the CDFM Proponent website, only 3 percent of DoD financial managers hold the CDFM.

Ms. Odem's achievement represents a valuable credential that demonstrates her drive and initiative. She demonstrates broad knowledge and analytical skills across a wide range of disciplines and has been instrumental to the success of the Directorate of Resource Management. Ms. Odem creates a collaborative approach and guides junior team members to reach critical deadlines during rapidly changing work cycles. Ms. Odem also holds a Level II Defense Financial Management Certification with the DoD. Her professionalism, dedication, and can-do attitude are admirable and creditable to herself, the Budget team, Resource Management Directorate, and Huntsville Center.

*"Lead, Communicate, Accomplish"*



*Latosha McCoy, Brandon Lee and Tonju Samuels were selected for the Defense Contract Audit Agency's Director's Development Program in Leadership, an 18-month-long Department of Defense executive-level program designed to hone leadership competencies for managerial and executive-level performance.*

# LEADERSHIP

## Three acquisition leaders participating in development program

Three senior-level U.S. Army Engineering and Support Center, Huntsville acquisition professionals were selected for an 18-month-long Department of Defense executive-level program designed to hone leadership competencies for managerial and executive-level performance.

Tonju Samuels, Latosha McCoy and Brandon Lee were selected for the Defense Contract Audit Agency's Director's Development Program in Leadership--a program created as a competency-based leadership curriculum designed specifically for leaders using the DoD Civilian Leadership Development Continuum and Framework.

Each of the courses is presented in a one-week format. There will be four to six weeks between class sessions to allow for study and class preparation.

"Center Contracting remains committed to our workforce's leadership development," said Colleen O'Keefe, Huntsville Center contracting director.



# MARCH Employees of the Month



**Teresa Whalen** | (Pictured above)  
Installation Support and Programs Management, Project Manager

Ms. Whalen’s professionalism, commitment, and dedication to her duties as a project manager with the Resource Efficiency Manager (REM) program are exceptional. Ms. Whalen willingly assumed the additional project manager (PM) duties after a PM left for a promotion in August. She has continued to maintain her projects and the additional project requirements to the high standards only attainable by a truly exceptional PM. She has maintained exceptional customer expectations, financial requirements, reporting deadlines, COR duties, and other non-project related tasks and requirements. Ms. Whalen continues to maintain a positive attitude and willingness to assist others leading to a positive work environment. She is a motivated project manager who consistently works to complete actions ahead of schedule. Ms. Whalen’s professionalism and her willingness to go the extra mile make her a rising star with boundless potential.

**Richard Waples** |  
Environmental & Munitions Center of Expertise, Environmental Engineer

Rick demonstrates selfless commitment to supporting the mission by willingly agreeing to three back-to-back TDYs in order to: (1) support the NWD Environmental Conference in Seattle the week of 25 Feb - 1 March 2019; (2) instruct a Radioactive Waste Manifesting Course for Philadelphia District 5-7 March 2019; and (3) instruct an environmental training course for the Army Environmental Command at Fort Sam Houston 12-14 March 2019.

# ACCOMPLISH



**Congratulations to LaShonda Smith,**  
for receiving the 2018 Secretary of the Army Awards for Excellence in Contracting, Contracting Professional of the Year. LaShonda is the business advisor/team lead/contracting officer for Center Contracting’s Pre-Award Division. LaShonda and the other winners will be honored at a ceremony hosted by Dr. Bruce Jette, assistant secretary of the Army for acquisition, logistics and technology, on April 4 in Arlington, Virginia

# LEAD



## Facilities Reduction Project Development Team

The Facilities Reduction PDT has the only USACE contract suite determined Best In Class by GSA. The MATOCs offer optimization of spending by providing a performance work statement wherein the contractors reduce their prices based on sale of recyclable materials from demolished structures; saving millions in taxpayer dollars. In the photo, they are celebrating Mardi Gras after finalizing their Justification and Approval to extend that same suite to be able to assist Tyndall AFB with vital repairs in the wake of Hurricane Michael’s devastation.



# FOCUS ON PROFESSIONALS

Online resources for federal employees!

## FEDERAL TIMES

Budget Pay & Benefits Leadership GSA Cloud Congress Watchdogs DOJ/FBI

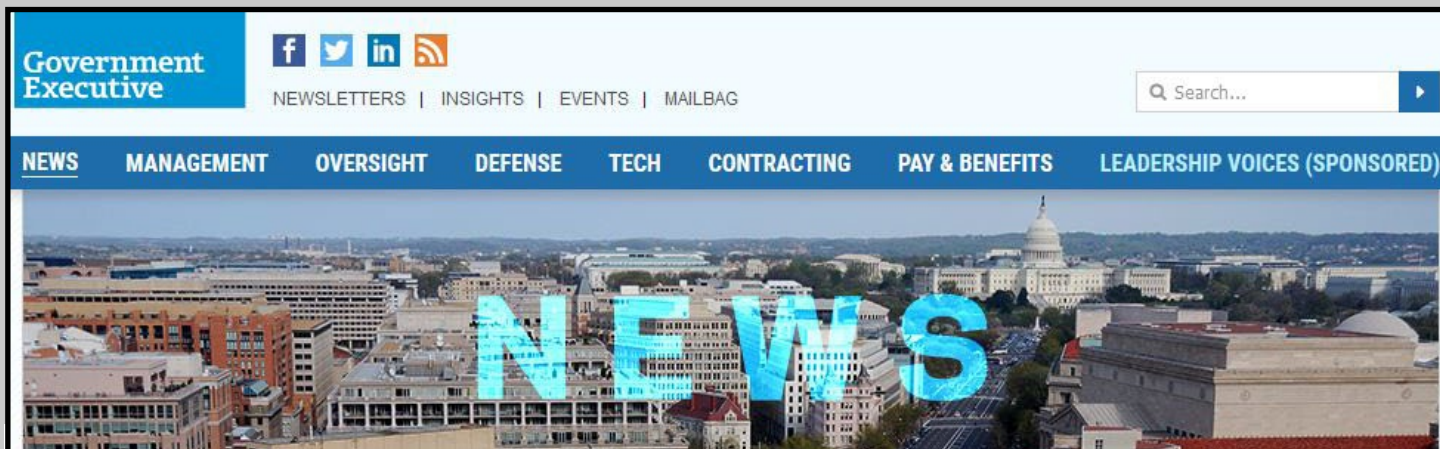
### Management

## What the future could hold for feds

By: Jessie Bur 23 hours ago

FEDERAL  
TIMES

*Click photos for website links and full stories!*



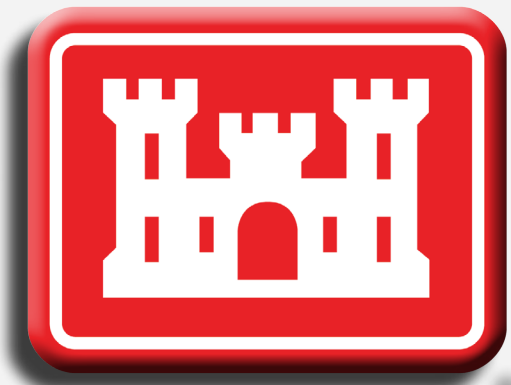
## Government Executive E-Mail Newsletters

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All newsletters are optimized for mobile and desktop for an easy-to-read experience.

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## #STILL Serving



Throughout the year, HNC [veterans](#) will be highlighted in a [social media](#) campaign called #StillServing.

## RESPECT

Many HNC employees served in the Armed Forces and are now #StillServing their country as government civilians.



## HONOR

Honor HNC [veterans](#) in your directorate, office, staff section or team by sending in their name, branch of service, years served, and current years serving as a civilian.

Submissions can be sent to: HNC PAO, [CEHNC-PA@usace.army.mil](mailto:CEHNC-PA@usace.army.mil)

# FOCUS ON CONNECTIONS

Get  
Connected!



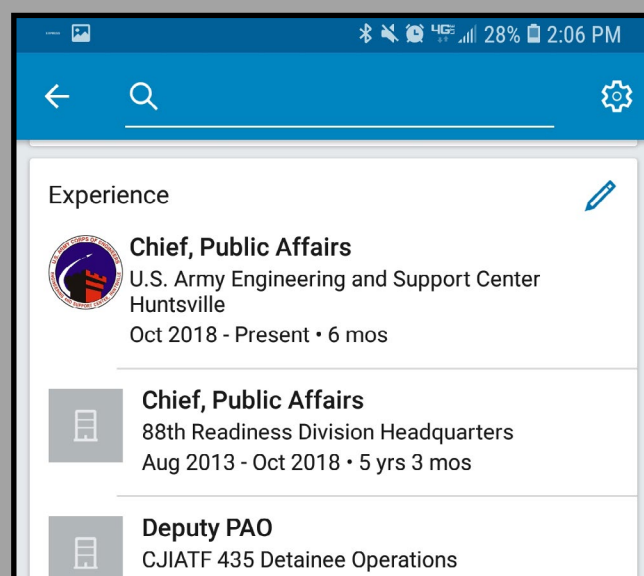
LinkedIn

**Make sure you link to the U.S. Army Engineering and Support Center, Huntsville page when listing your experience on your LinkedIn page!**

We want to promote your career highlights and accomplishments on LinkedIn! Good news stories about you and your projects can become a part of your LinkedIn profile for other to see by engaging with the Huntsville Center LinkedIn page.

In the Experience Section, you can choose Huntsville Center as your current place of employment in your LinkedIn profile. This helps build our brand presence and gives Huntsville Center greater reach to share your professional accomplishments.

Follow our page and share Huntsville Center news, contract proposals, project updates and position announcements with stakeholders and professional contacts.



Get Linked In at: <https://www.linkedin.com/company/huntsvillecenter/>

For the latest news, information and points of contact go to Huntsville Center's official website



**Find us at:**

<https://www.hnc.usace.army.mil/Library/Huntsville-Center-Bulletin/>

## Public Affairs

The [Huntsville Center Public Affairs Office](#)

is your source for information, resources

and guidance on [social media](#)

use, awareness and guidelines.

We are here to help get

you connected and

stay current on the latest

news and information!



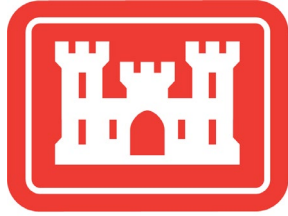
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**Learn more:**

Army Social Media Handbook  
<https://www.army.mil/info/institution/publicAffairs/>

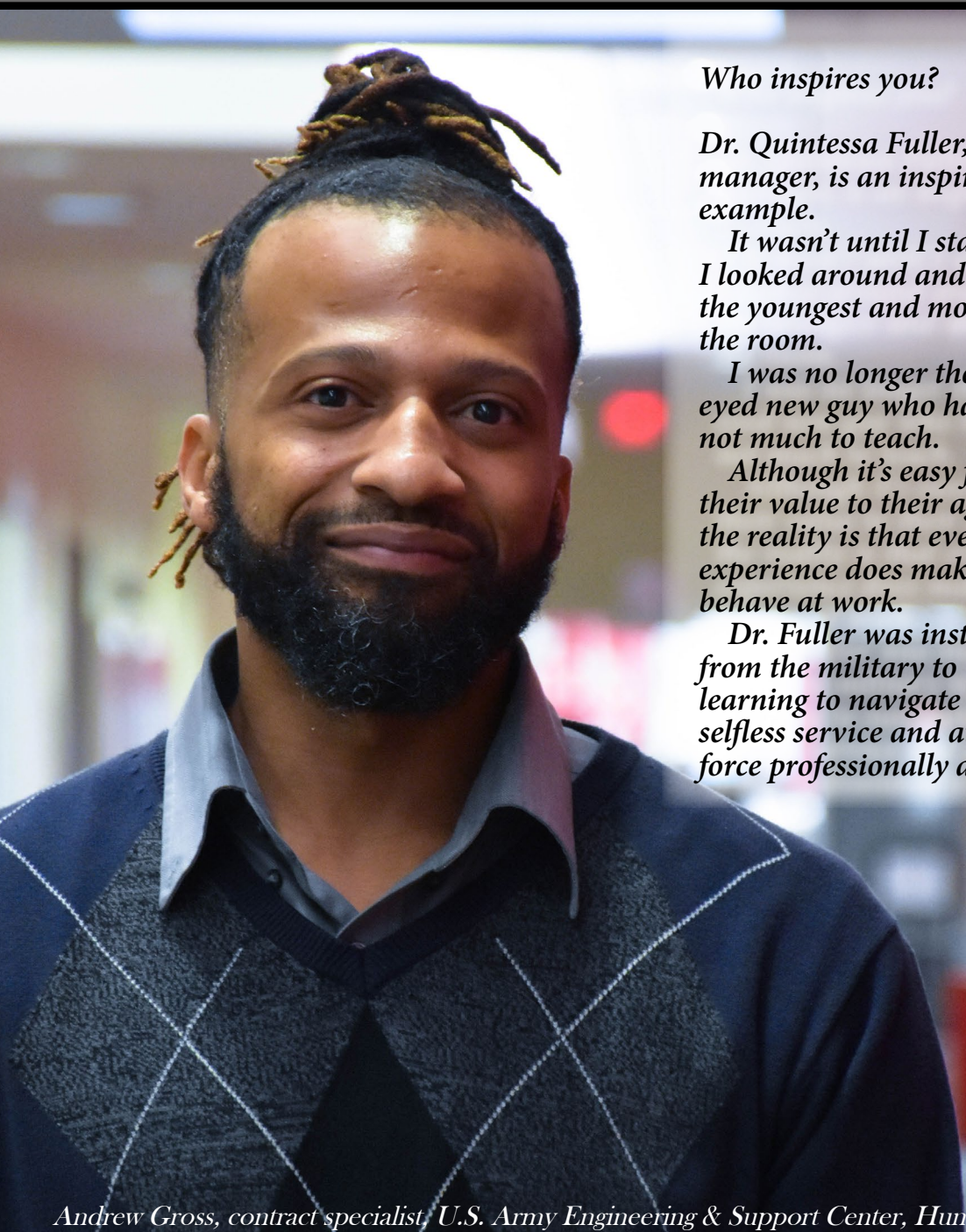




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Editor  
Focus on the Workforce  
U.S. Army Engineering  
and Support Center, Huntsville, Public Affairs  
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## Throughout March, HNC Celebrated National Women's History Month



*Who inspires you?*

*Dr. Quintessa Fuller, Huntsville Center resource manager, is an inspiration to me by setting an example.*

*It wasn't until I started my first agency job that I looked around and realized that I was no longer the youngest and most inexperienced person in the room.*

*I was no longer the fresh-out-of-college, wide-eyed new guy who had everything to learn and not much to teach.*

*Although it's easy for young professionals to link their value to their age or junior-level position, the reality is that even a few years of work experience does make a difference in how you behave at work.*

*Dr. Fuller was instrumental in my transition from the military to the civilian world, whilst learning to navigate the Corps of Engineers. Her selfless service and attitude toward growing the force professionally are unparalleled.*

*Andrew Gross, contract specialist, U.S. Army Engineering & Support Center, Huntsville*

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