



MANPOWER AND FORCE MANAGEMENT CAREER PROGRAM BULLETIN

VOLUME 12 ISSUE I WINTER 2005

A Note from Our Functional Chief Representative:



MR. MARK R. LEWIS
ASSISTANT G-1

Everyday in my role as the Assistant Deputy Chief of Staff, G-1 and your Functional Chief Representative, I see the results of the hard work accomplished by manpower and force managers across the Army. Our manpower and force management community is taking on increasingly important roles to support our Army, to include building deploying force packages, fielding new modular units, designing future organizational constructs, and providing direct force management support to the war fighters in Iraq and Afghanistan. In our field, the pace of operations, accelerated institutional processes, and the quick turnaround time for solutions is and will continue to be the norm. We, as professionals, must remain 100% ready to continue to meet these challenges.

The increased reliance on our manpower and force management professionals requires that we maintain our proficiency through obtaining the proper experience, training, and education credentials. To help, there are significant opportunities open to you ranging from Senior

Service College attendance, advanced academic training, rotational assignments, and intern programs that will help develop and enhance your leadership and technical confidence and skills. Please take some time to evaluate your professional goals and outline your future career path. Ask yourself the question, "Am I professionally ready to meet the needs of the Army in the future?" Find a mentor, contact the CP 26 Proponency Office, or just talk to a supervisor or colleague for guidance and assistance in developing a personal plan to achieve your goals.

I personally challenge each of you to enhance your leadership and technical credentials by seeking opportunities to become a multi-functional, energetic professional that welcomes innovation, pursues improved business practices, and actively seeks new responsibilities. Be ready for the challenges ahead in 2005!

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SPOTLIGHT ON OUR FUNCTIONALCHIEF



LIEUTENANT GENERAL
FRANKLIN L. HAGENBECK
DEPUTY CHIEF OF STAFF, G-1

LTG Hagenbeck currently serves as the Deputy Chief of Staff, G-1. General Hagenbeck was commissioned in 1971 from the U.S. Military Academy. He earned a Masters of Science Degree in Exercise Physiology from Florida State University and a Masters of Business Administration from Long Island University. His military education includes the Army War College, Army Command and General Staff College, and the Infantry Advanced Course.

General Hagenbeck has commanded at every level from company through division, to include service in the 25th Infantry Division, 10th Mountain Division, 101st and 82nd Airborne Divisions and TRADOC, culminating as Commanding General of the 10th Mountain Division. He has served in numerous Joint assignments, most recently as Commander, Coalition Joint Task Force Mountain, Operations Enduring Freedom/Anaconda and Deputy Commanding General, Combined Joint Task Force 180 in Afghanistan.

General Hagenbeck assumed responsibility as the Functional Chief (FC) for CP 26 in November 2003. In this capacity, General Hagenbeck is responsible for monitoring and evaluating Manpower and Force Management civilian career program management plans and programs.

GUEST COLUMNIST



We are the Army's Visionary Leaders of Change...the Soldier is our passion; his success is our hallmark!

Functional Area 50 is more relevant today than ever before in our short six-year history. We are consistently making improvements in both the operational and tactical relevance of the community in both the Army and Joint forces. As the Army moves closer to realizing the Modular Army, the Force Management Officer becomes increasingly more important to managing, integrating, articulating, and leading change. I am frequently asked what makes the Force Management functional area different from any other in the Army. The Force Management functional area provides to the Army, DoD and the Joint forces a distinctively skilled officer who is the leader of change, understands Army integration across the five pillars of force management, and is integrated in all echelons of command.

Force Management officers are trained and educated in every aspect of the force management process to create a campaign quality expeditionary force for the Combatant Commander. Force Management officers are responsible for combat developments, material developments, force design, and translating strategic plans and concepts into capabilities (units and structure). Force Management officers are involved in the organization, integration, decision-making and execution of the full spectrum of activities encompassing requirements definition, structuring, combat develops, material

developments, as well as analytics and resourcing at the tactical, operational and strategic levels of the Army. The single characteristic unique to the Force Management officer is his/her independent and objective nature. Our officers are not tied to programs or branch proponenty; they are tied to what is feasible, suitable, and acceptable for the Army as a whole.

We train our officer corps to think past programmatic stovepipes and look at the second and third order of affects and how they relate to the Army's efforts in transformation. Army Chief of Staff Gen. Peter Schoomaker in January 2004 told a Congressional hearing the Army's current rate of evolution is historic: "This is the biggest internal Army ... restructuring we've done in 50 years. But it must be done to make us relevant and ready to meet the strategy and the real threat to United States as we know it today."

The CSA has compared current force restructuring to the complexity of aligning colors on a Rubik's Cube. Force Management Officers do not see this as a hyperbole. What we see every time you move a cube on a Rubik's Cube is that it has a second- and third-order effect. In our role as the Army's Integrators and leaders of change, we anticipate those effects and set it up so that when the Chief twists the Rubik's Cube, everything falls into place.

Patrick Kirk
LTC, GS
Chief, FA 50 Proponenty Ofc

MANPOWER AND FORCE MANAGEMENT CIVILIAN CAREER PROGRAM PLANNING BOARD

On October 13-15, 2004, MACOM Manpower and Force Management Career Program Managers were welcomed to the annual Manpower and Force Management Career Program Planning Board in Rosslyn, VA. (MACOM Managers are listed on www.cp26.army.mil)

Mr. Lewis, the FCR, stressed the dual purposes for this planning board conference to provide a forum to obtain updates on key manpower and force management issues and to provide an opportunity to evaluate and adapt new processes to prepare civilian manpower and force management professionals for the challenges ahead.

Our next planning board is scheduled for early summer 2005.



MG RALSTON, kick starts 2004 MFM Planning Board with a discussion on Army Transformation.



Planning Board Members in functional discussions

A copy of the agenda and the minutes from the Planning Board can be found at the Manpower and Force Management Civilian Career Program Knowledge Center on AKO, under the Personnel Group.



SECRETARY OF THE ARMY AWARDS

2003

Awards

Annually, the Secretary of the Army recognizes excellence in our profession through the approval of awards for improving Manpower and Force Management. Congratulations to the Awardees of the 2003 Manpower and Force Management Secretary of the Army Awards pictured below with Mr. Mark Lewis, CP 26 Functional Chief Representative.



Ms. Deborah K. Eames
HQ TRADOC, FT Monroe, VA
Superior Performance Award
in Manpower and Force Management



Ms. Dolores J. Harper
USAFMSA, FT. Leavenworth, KS
Distinguished Service Award
in Manpower and Force Management



Ms. Megan McKeon
AMC, CECOM, Ft. Monmouth, NJ
General Mark Clark Award for the Outstanding
Manpower and Force Management Intern
Graduate



Mr. Mark Wernowsky
USAFMSA, Ft. Lee, VA
General Mark Clark Award for the Outstanding
Manpower and Force Management Intern
Graduate



UNITED STATES ARMY FORCE MANAGEMENT SUPPORT AGENCY

Organizational Excellence Award in Manpower
and Force Management

THE MANPOWER AND FORCE MANAGEMENT CAREERIST

TRAINING, DEVELOPING AND EDUCATING OUR PROFESSIONALS !

COMPETITIVE PROFESSIONAL DEVELOPMENT

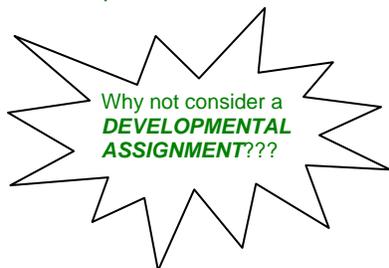
Maintaining leadership and technical proficiencies through continuing professional development is critical as we adapt to meet the future challenges facing manpower and force management professionals. University undergraduate and graduate studies, professional certificate programs, and on-the-job developmental assignments provide CP26

careerists with opportunities to increase technical knowledge capabilities and maintain a competitive edge.

Additional information, including specific application guidelines, is available on the Manpower and Force Management Civilian Career Program Proponency website, <http://www.cp26.army.mil>.

DEVELOPMENTAL OPPORTUNITIES

- ...Need updated credentials?
-Bored in your current job?
- ...Want to gain new skills?
-Eager to explore other career competencies?



Professional development assignments are structured, on-the-job training events that enhance job knowledges and skills by working at a different operating location, a different level, or in a different competency area. The assignments provide an opportunity for career enhancement by expanding your skill set while also providing an excellent opportunity to network with other professionals in the field. Our developmental assignments are of a temporary nature, usually 90 days to 6 months. Developmental Assignment opportunities exist at the following locations:

- HQs Installation Management Agency (Crystal City, VA)
- HQDA G-1, Manpower Policy, Plans and Programs (Pentagon, VA)
- HQDA G-8, FA 50 Proponency Office (Crystal City, VA)

Additional details are available at the CP 26 website. Check it out!

TRAINING OPPORTUNITIES

Manpower and Force Management Course (10 days)

February 2005: U.S. Army Pacific, Fort Shafter, Hawaii
 March 2005: Fort Lee, Virginia
 April 2005: Fort Huachuca, Arizona
 May 2005: Fort Lee, Virginia
 June 2005: U.S. Army Europe, Heidelberg, Germany
 July 2005: Fort Lee, Virginia
 August 2005: U.S. Army Forces Command (Location TBD)
 September 2005: Fort Lee, Virginia

Army Force Management Course (4 weeks) Fort Belvoir, Virginia

10 Jan – 4 Feb 05	2 - 30 Jun 05
7 Feb – 4 Mar 05	11 Jul – 5 Aug 05
7 Mar – 1 Apr 05	8 Aug – 1 Sep 05
4 Apr – 29 Apr 05	12 Sep – 7 Oct 05
2-26 May 05	17 Oct - 10 Nov 05

Other Training Dates

Course	HQ DA Suspense	Class Dates
Sustaining Base Leadership and Management Program	9 Feb 05	16 May – 5 Aug 05
	17 May 05	12 Sep – 7 Dec 05
Professional Resource Management Course	28 Jan 05	21 Feb – 17 Mar 05
Professional Military Comptrollership School	11 Feb 05	28 Mar – 6 May 05
	29 Apr 05	13 Jun – 22 Jul 05
	24 Jun 05	8 Aug – 16 Sep 05

More information on training opportunities can be found at www.cpol.army.mil or in the CP 26 Army Civilian Training, Development and Education System Plan at www.cp26.army.mil.

THE MANPOWER AND FORCE MANAGEMENT CAREERIST

CAREERIST SPOTLIGHT ON TRAINING

FA 50 Qualification Course. *In June 04, the Army Force Management School developed and instructed the initial FA 50 Qualification Course. The course incorporated the 4-week Army Force Management School with 10 additional weeks of more indepth study of Strategy, PPBE, Combat Development, Materiel Development and Force Development. Mr. Harris Bently, a civilian careerist at the US Army Force Management Support Agency, was the only civilian to attend and graduate from the inaugural course. His feedback and comments on the course are provided below:*

“The Pilot of the FA 50 qualification course was designed to give every student the knowledge and experience needed to be successful in a Force Management position. The target group is Army Majors or young Lieutenant Colonels assigned to an FA 50 position. I must admit as a civilian being a little uncomfortable at the start of the course with all uniformed personnel surrounding me. However, that only lasted a short period, because the instructors/staff put me at ease and taught a superb course. I recommend that all civilians in the CP-26 career field be afforded the opportunity to attend the FA 50 course, it is well worth the investment. With the increased demand on civilians to fill positions in the generating force, I find this course right on target. The course gave me the knowledge and confidence to go into any Force Management job and be successful. We need this type of training to support the Combat Commanders. The course is designed around graduate level work, many research and independent/group studies. I found all areas of instruction interesting. However, a few that stood out more than others were, National Security Strategy, Planning Programming Budget Execution (PPBE), Joint Capabilities Integration and Development System (JCIDS), and Force Development. I challenge all CP-26 careerists to attend the course.”

The next FA 50 Qualification (Q) Course is scheduled for Summer 2005. The CP 26 Proponency Office is currently working with the FA 50 Proponency Office to identify seats for civilian manpower and force managers to attend this technical training. Are you interested in this training? If so, talk to your supervisor and contact the CP 26 Proponency Office for more details.

Army Comptrollership Program (ACP). *The ACP is a a 14-month graduate course of study available as a cooperative endeavor between Syracuse University, Syracuse, N.Y. and the Department of the Army. The program is delivered in two semesters and two summer sessions addressing Army Comptroller and Financial Management educational needs. The 60-hour graduate curriculum combines business and public administration theories, principles, and concepts with Defense and Army resource management processes and practices. Mr. John Kinley of US Army Test and Evaluation is a recent graduate of the program. His comments on the course are provided below:*

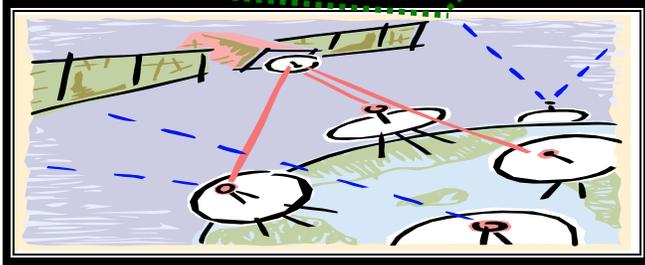
“My experience at Syracuse was one of the highlights of my governmental career. Imagine...the Army paid me to go to school for a year and get a Master's Degree, while also paying for the school and books as well - not many employers do that. From a personal note, it was a challenge to be 50 and sitting in class and competing with “kids” young enough to be my son. NO—it wasn't easy! I nearly failed Economics that first summer and thought I'd die in the “remedial math” class. Remedial math—5 weeks to cover 10 chapters with Chapter 3 was differential calculus. It went down hill from there. I was a liberal arts undergraduate and my one math class was “Math for the Non-Math Major”. Our final exam was an essay, for pete's sake. But with the help of the professors, classmates, and lots of burned out brain cells, I got through all the classes. If I can do it, you can too. Syracuse and specifically the MBA program opened my eyes to new possibilities and made possible, through the education and exposure to new ideas, several opportunities that I would not have otherwise had.”

The Comptroller (CP 11) Proponency Office is the proponent for this educational opportunity. Please visit their website: <http://www.asafm.army.mil/proponency/POWBT/index.html> for more information.

Do you have feedback on training that you want to share with other professionals?

If so, please send your comments to cp26@hqda.army.mil

INTERN CORNER



The *Intern Corner* creates a forum for our Interns to share information and gain valuable knowledge of the career field they have chosen. This column will serve as a worldwide resource to maintain appropriate linkage at all levels within the CP-26 community. I encourage you to contribute to this column and welcome any ideas you might have to improve or enhance its purpose.

NEWS & INITIATIVES

Current Demographics:

- 46 Manpower and Force Management Interns currently onboard at various commands
- 12 newly hired Manpower and Force Management Interns reporting by February 2005

Stay tuned as intern vacancies are announced on both the OPM website www.usajobs.opm.gov and through career program channels!

Administrative Updates

▪ The CP26 Master Intern Training Plan (MITP) is currently under review. Our goal is to develop a revised training plan that reflects the core skills, knowledges, and abilities for an intern and provides a mechanism to monitor intern development to ensure core skills and training are obtained prior to graduation and placement. ***Anyone interested in participating in this effort, please contact Sehree M. Mickel.***

To All Intern Supervisors:

We welcome your feedback on various challenges you encounter as you manage the training and career development of interns. Please use this forum to share your experience through articles, career related discussions, etc. Send via email to www.cp26.army.mil subject: Intern Corner or please contact Mrs. Sehree Mickel at commercial (703) 695-5439 or DSN 225

▪ Manpower and Force Management CP26 Reference Guide for Interns and Supervisors is being updated and is scheduled to be published by early spring.

Many thanks to the following interns for an outstanding job in kick starting this project: Ms. Carmen Mayo, CECOM; Mr. Timothy Miller, USACE; Mr. Albert Rix, USAEUR; Ms. Joni Smith, AMC; Ms. Kristy Zip, OCAR; Mr. Nathan Hengst, AMC Ms. Tara Wirsing, AMC

The current draft is available for review on the AKO - MFM Career Program 26 Knowledge Center by logging onto (www.us.army.mil). We welcome your comments.



▪ Resource Allocation Selection System (RASS), is under repair and currently unavailable. Additional details are available by logging onto: <http://www.cpol.army.mil/library/rass>,

An Intern's Perspective

Since September 2003, I have been in the CP26 Intern Program at HQ US Army Forces Command (FORSCOM). I can definitely state that this has been a challenging and rewarding experience for me. Army orientation began with a tremendous amount of reading and familiarization with Army terminology. Various levels of assignment based training and rotational training opportunities followed. I am confident that my choice in careers was most appropriate for me, the Manpower Community and the United States Army. This has been a very challenging 12+ months of learning and training; however, I feel I conquered all with great success. I have a great support group here at my training command; my Supervisor, John Williams is very supportive and believes that interns are the future of the Army and my Training Coordinator, Beverly Barwick always gets me into those difficult to attain classes and she is a great resource for information. The Army will definitely gain a well-trained and confident Management Analyst at the end of this internship.

Angela F. Bradshaw

CAREER PROGRAM 26 PROPONENCY OFFICE INITIATIVES

YOUR PROPONENCY OFFICE – WORKING FOR YOU!

WHAT IS ON THE HORIZON?

Our goal is to help you maintain your professional proficiency and credentials through developing and identifying training opportunities, highlighting new job possibilities, and improving professional communication channels. In support of this effort, we are working several major initiatives, identified below:

1. CAREERIST REGISTRATION

Have you registered as a member of the Manpower and Force Management Civilian Career Program (CP26)?

We established this registration site for Army manpower and force management careerists and personnel working within the career field, to form a more cohesive and direct alliance within our professionals. Registration with the CP26 Proponency Website provides an invaluable opportunity to communicate with fellow careerists, learn about available job opportunities, as well as competitive professional development programs, training schedules and developmental assignments. As Army Transformation continues to modify our Army work environment and culture, it is imperative that our workforce continues to enhance our

knowledge, retain our competencies, and remain an *informed* workforce. This initiative will also help us refine our future career program plans and justify program resources allocated based on the demographics of our career program and field. We are also working to establish a LISTSERVE capability for interested, registered careerists that will facilitate the immediate sharing of job or training opportunities. We hope to have this capability up within the next month.

Registration is voluntary. The Registration Site is on our home page: www.cp26.army.mil. At the bottom of the page, click on the red flashing statement "Click Here To Register As A Member of The Manpower And Force Management Career Program"

2. STRATEGIC PLANNING AND STRATEGIC COMMUNICATION

We are in the process of developing a new Strategic Plan for the Manpower and Force Management Civilian Career Program. As many of you know, we published our first Strategic Plan in 2000. It outlined our professional goals, visions, and objectives for the time period of 2000-2005. (You can see the current plan on the www.cp26.army.mil website). The time has come to evaluate our goals and objectives to ensure that they are synchronized with our current operating environment requirements. Our primary focus areas for the new plan are:

- Leadership Development
- Train, Develop and Recognize
- Recruit and Retain
- Strategic Communication and Partnerships

The development of the plan is being accomplished through integrated working groups comprised of all of the MACOM Career Program Managers. Our goal is to have an approved plan for dissemination by June 2005. *Any ideas, comments, or questions you have on the plan can be sent to cp26@hqda.army.mil*

3. DOCUMENT UPDATES.

Over the next year, our goal is to update many of the documents that we rely on to train, develop and inform careerists. We have three plans that we will update: The Manpower and Force Management Civilian Career Program Army Civilian Training, Education and Development System (ACTEDS) plan; The Manpower and Force Management Career Program (CP26) Reference Guide For Interns and Supervisors; and The Master Intern Training Plan.

To do this – we need your help! Please provide us your thoughts, ideas and advice on training, developmental assignments, or other considerations that you would like to see considered for inclusion in the plans. Additionally, we always welcome volunteers to assist in working these updates. *If you are interested in assisting or have ideas, comments, or questions please send those to: cp26@hqda.army.mil.*



CP 26 Careerists On the Move



Promotions:

To GS-15: AMC, Connie Jones; FORSCOM, Barry Barth; USAMAA: Jay Aronowitz

To GS-12: EUSA: James Lawson, Deborah Myers, Hyongkwon Pak; FORSCOM: Anthony Paskvan; NETCOM: Vernon Beck, Keith Caudle, Barry Delaney; TRADOC: Linda Hilleren, Kristy Rudy, Linda Saunders, Tary Seifert, Barbara Sherman; USAREUR: Tekeyiah Richardson

To GS-14: HQDA G-1, Don Allison; HQDA G-3, Michael Bush; IMA: Marche Coleman, Anne Graham, Nieta Scott-Dunmore; MDW, Deborah Eames; NETCOM: George Gernert; NGB: David Phelps; TRADOC: Clifton Jackson

To GS-11: EUSA: Eddie Finney; NETCOM: Donna Hewit; TRADOC: Nancy Garret, Steve Morgan

To GS-13: EUSA: Melvin Sugahara; HQDA G-1: Sehree Mickel, Stephana Miles; IMA: Vincent Brown, Josephine Gay; NETCOM: Norma Beaudry, Peter Criscuolo, Gloria Hood-Duck, Martin Sindelar, Ron Suwa; TRADOC: Shelly Antle, Brenda Conner, Mark Ganley, Gary Hammond; USAMAA: Harold Johnson, Susan Powers

To GS-09: HQDA Interns: Norma Brandon, Angela Brandshaw, Lorelei Clair, Thomas Clanton, John Dubois, Jessica Dunaway; Brian Durham, Deborah Kirby, Kara Metcalf, Anita Reason, Tawana Rauls, Jill Shiraishi, Fitzgerald Smith, Norma Thomas, Annelle Watson-Crosby, Tara Wirsing; TRADOC: Debbie Pike

Our best wishes to the following careerists on their retirement: John McHugh, AMC; Cathy Mullins, AMC; Mike Kroger, HQDA G-3; Monica Graber, IMA; Richard Cusack, NETCOM; Patricia Gorecki, NETCOM; Deborah Lerch, NETCOM, Larry McKenzie: NETCOM; John Enright: TRADOC, Lillian Pobiak, TRADOC, Rueben Rosario, TRADOC, Wayne Skaggs, TRADOC; Samuel Crumpler, USAMAA; Michael Farabaugh, USAMAA; Walter Hill, USAFMSA; Alyce Kirby, USAFMSA; Gertraud Alexander, USAREUR

This section of the bulletin is dedicated to providing information regarding promotions, retirements, deaths, etc., of those in our manpower and force management community. If you have information of this nature you would like included, please contact the editor.

CP 26 PROPENSITY OFFICE

We are here to serve you. Please feel free to contact us with your questions, comments, and ideas!

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Manpower and Force Management (CP 26) Bulletin

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Bulletin Articles. The Manpower and Force Management community are invited to submit articles for publication or to suggest articles or features you would like to see included in this Bulletin. Please submit your input to the CP26 mailbox: CP26@hqda.army.mil

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Editorial Policy. The information in the Manpower and Force Management Bulletin represents the professional opinions of the authors and does not reflect official Army position, nor does it change or supercede any official Army regulations. The distinct purpose of this newsletter is to discuss manpower and force management career program issues and exchange ideas on ways to better serve our community. This bulletin is published under the provisions of AR 25-30 as a functional bulletin.