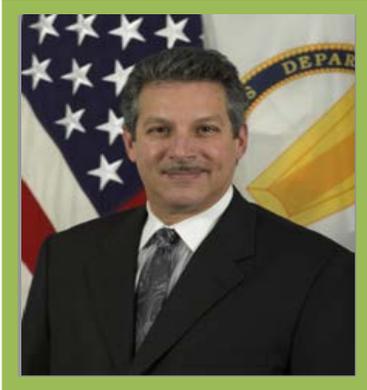


# Civilian Human Resource Management Career Program 10 Bulletin

1<sup>st</sup> Quarter, January 2015



Jay D. Aronowitz,  
Assistant G1, Civilian Personnel

## From the Career Program (CP) 10 Functional Chief Representative

As we start the New Year I want to say a sincere thank you for the work you do every day to support the Warfighter as a member of the Army Civilian Corps. I am excited about 2015 and initiatives in support of building the best CP 10 cohort possible. I want to share some of the work we are doing on your behalf:

**Building the CP 10 Bench:** Last year, the ACTEDS Intern Executive Resource Board held its inaugural annual meeting to distribute ACTEDS Intern allocations to Commands. This year, Functional Chief Representatives and their Career Program Proponency Offices (CPPO) play a major role in selecting, training and placing interns in partnership with Commands. Our Interns are managed by the CP 10 CPPO located in the Assistant G1, Civilian Personnel. Over the last couple of years, we have not utilized ACTEDS or Presidential Management Fellows to build our bench – this year we are hiring twenty CP 10 Interns for the graduating class of 2017 and one Presidential Management Fellow!

### Inside This Issue:

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**Career Program 10 Strategic Work Groups:** In an effort to continue to develop our Career Program and ensure we have the most relevant education and training for both Interns and Journeyman level Human Resource Specialists, I have established four Work Groups that will review problem statements and make recommendations so I am able to make informed decisions on developing training requirements before promotions are made through formal training programs or through merit promotion opportunities. The four work groups are currently reviewing the following issues:

- 1) Prior to CP 10 Intern graduation to journeyman level GS11, what are the training and work experience requirements?
- 2) Should we incorporate Human Resource Analytics as part of the journeyman level Human Resource Specialist training requirements?
- 3) What should be the required leadership and functional training requirements before selection to CP 10 leader positions?
- 4) Should CP 10 have a “School House?”

The work groups consist of senior level Human Resource CP 10 professionals who will work through each of these issues and deliver recommendations back to me and other CP 10 Senior Executives. All of their hard work will ensure we are able to make informed decisions on the future of CP 10 training, development, education and promotion.

**Competitive Developmental Assignments:** In partnership with commands, I have authorized twenty-one CP 10 Competitive Developmental Assignments. As of this newsletter, eighteen have been announced, with some selections made – announcements of who and where of those that are final are found in the Careerist Corner of this newsletter. Congratulations!

### HR Certification:

Watch for the opportunity to compete for selection for 3 day TDY study program in preparation for CP 10 Careerists to sit for the Senior Professional Human Resource (SPHR) and Professional Human Resource (PHR) Certification. This opportunity will be announced within the next couple of weeks!

I look forward to more successes this year, and will continue to keep you informed of our progress in Civilian Human Resources, Career Program 10!



# Army Human Resource Professionals

1<sup>st</sup> Quarter, January 2015

## William H. Kushnick, John W. Macy, Jr. and Nick Hoge Award

**Did you know that the Secretary of the Army recognizes the best in Army who are engaged in Civilian human resource administration every year in May? The three esteemed awards are described below:**

The *William H. Kushnick Award* was established in 1968 by a group of prominent citizens who had served on the staff of the Secretary of War during World War II. This annual award recognizes the most outstanding singular achievement of an Army employee in Civilian Human Resources and is used to encourage greater achievement among all employees in the career field.

The *John W. Macy, Jr. Award* recognizes demonstrated excellence in the leadership of Civilians by an Army military or civilian supervisor. It exemplifies the highest traditions established by Mr. Macy during his long and distinguished career of public service and the Army's philosophy that leaders are responsible for Civilian personnel management.

The *Nick Hoge Award* recognizes Army personnel who author and submit papers on matters relating to civilian personnel administration and management that are judged professionally significant and of value to Army.

**Nominations are due by 12 Feb 15! Nominations can come from anyone with knowledge of the nominee's accomplishment – must be command endorsed. More specifics on eligibility criteria and nomination procedures are outlined on the [cpol.army.mil](http://cpol.army.mil) website. Invest the time in recognizing those that word hard, and have given much of their time and talent to the Army HR community.**



## US Army Corps of Engineer (USACE) - HR Strategic Advisors

The Army Corps of Engineers Human Resources Director, Ms. Sue Engelhardt, SES, sees her HR team as HR Strategic Advisors. The HR staff partners with the USACE Leadership in strategically assessing, managing and executing the Corps personnel program. To accent this important relationship, Ms. Engelhardt has announced a Command-wide title change for the HR Professionals to "HR Strategic Advisor". The name change moves the HR focus towards a strategic assembly of skills, expertise and proficiency in assessing a more global look at trends and processes used to achieve organizational goals.

In order to meet the many diverse and transforming requirements, the Corps of Engineers has a unique team of HR professionals deliberately positioned throughout the Corp footprint from the Pacific to the East Coast. This team of HR professionals, continuously monitors, develops and reviews current and long-term USACE HR policies and trends in order to maximize flexibility in managing world-wide talent throughout the Corps. The new title is truly a more fitting name for those HR professionals advising and assisting USACE with the strategic and long-term forecasting of current and future HR initiatives.

***"STRATEGIC PLANNING IS AN HR COMPETENCY. WE LOOK AT FUTURE ARMY MISSIONS AND ENSURE HUMAN CAPITAL PLANNING IS A KEY COMPONENT."***

RONNA ROWE GARRETT, SPHR, MSHRM  
DEPUTY, ASSISTANT G-1, CIVILIAN PERSONNEL

# HR Professionals – Careerist Corner

1<sup>st</sup> Quarter, January 2015

## Senior Service College:

David Clay, TRADOC, G1/G4

## Promotions:

### GS-15

Thomas Dimitri, HQ AMC.

### GS-14

Stephanie Jonas Sullivan, HQ FORSCOM

Daphne Jordan, HQ FORSCOM

Angela Richardson, HQDA, G1

Ruby Shepherd, CHRA

Marion Solonch, MEDCOM

Thomas Williams, Eighth Army

### GS-13

Tina Combs, CHRA

Kenneth Dowell, CHRA

Teena Figueroa, CHR

Dietrich Glover, CHRA

Ventura Gomez, CHRA

Felicia Griffin, CHRA

Christine Morris, CHRA

Antonio Peebles, CHRA

Theresa Philogene, CHRA

Rosalind Smith, CHRA

Angelina Sreves, CHRA

Theodis Sumler, CHRA

David Williams, CHRA

Brenda Wright, CHRA

## Senior Enterprise Talent Management

Lisa Rycroft, HQDA, G3/5/7, Civilian Leader  
Development

## Developmental Assignments

\* **Debra Kelley**, CHRA assigned to AG1-CP, Plans, Analysis and Evaluation Division will work on Program Evaluation

\* **Margaret Perry-Rodriguez**, MEDCOM assigned to AG1-CP, Employment Policy Division will work on Worker's Compensation Program

\* **Susan Stewart**, CHRA, assigned to AG1CP, Plans, Analysis and Division will work on Program Evaluation

## Retirements

Congratulations to the following careerists who have recently retired; thank you from a grateful nation for your years of dedication and service.

**Bernice Skiles**, CHRA – 40 years

**Barbara Walker**, Asst G1-CP – 21 years



*Ms. Anna Miller, GS-201-15, Senior Civilian in Career Program 10 currently serves as Chief, Employment Policy Division in the Assistant G1, Civilian Personnel, HQDA, G1. Anna currently has program and policy oversight for Employment, Position Management and Classification, Compensation and Benefits, and Civilian Expeditionary Workforce.*

*Ms. Miller currently encumbers one of the key positions in Career Program 10. Her career began over 30 years ago, as a Navy Human Resources Intern! Since then, she has worked in the human resources career field for the Executive Office of the President, Department of Justice, Civilian Human Resources Agency, with current assignment on the Army staff.*

*Anna's formal education includes a Bachelor of Art in Business Administration from the University of Mississippi and graduate work in Organizational Management at Central Michigan University. Ms. Miller is certified in Lean Six Sigma, Black Belt.*

*Ms. Miller credits her career success in Human Resources as having a love for taking care of people. She says that "Being successful in HR comes from building a foundation of functional expertise and leadership skills. It is about building relationships and taking care of each other and the workforce!"*

*Anna credits her success to federal executives and HR professionals who have mentored her over her career. We are proud to call Anna one of our senior careerists in CP 10.*



# HR Analytics

1<sup>ST</sup> Quarter, January 2015

## HR Analytics – The Roadshow!

Beginning in August AG1-CP sent an analytic team on the road to visit numerous Commands and share the importance of CHR analytics and how developing the right kinds of tools and practices in our “CHR Toolbox” can give us the capabilities to conduct meaningful and targeted analysis for our decision makers. Additionally, the team asked the Command representatives to share their challenges in managing and executing their role in CHR, and what kinds of tools they would want to see in *their* analytic “tool box”.

AG1-CP recognizes that our community needs a better way to present CHR metrics that is easy to understand, useful and usable to everyone, is based on a common authoritative data set, and will provide decision makers an immediate understanding of historic trends and ongoing changes in the Civilian workforce. As a result, we have delivered Commanders a Civilian Workforce Dashboard. The simplicity of its structure and presentation provides users with the ability to quickly see changes in workforce demographics, performance management practices, and retention and recruitment behavior. Having the ability to quickly spot what could be interpreted as “points of concern” allows analysts to further provide insights to decision makers on possible reasons for workforce metrics behavior, whether changes are driven by a policy or a political issue, or even if a change in business practice or establishment of a new mandate is warranted.

AG1-CP’s Command visits are still ongoing, and the return on investment to date has been great! Commands have been very open and transparent during discussions, resulting in a growing list of what capabilities Commands need in the field to do their jobs more efficiently. The key to success in CHR analytics is follow through, and AG1-CP remains committed to ensure that a robust and useful set of tools and practices will be made available to you, best supporting our decision makers in making key decisions that affect us all.

## HR Analytics – The New HR Competency?

We’ve all been hearing the latest buzz on analytics...how analytics has become a key capability in the workforce. So, why this sudden attention? I mean, haven’t we *been* doing analysis? The answer is YES, we use analysis on a daily basis! In fact, we’ve gotten pretty good at telling the story of “what happened” through trend charts and historic perspectives. And to make analysis even more applicable to our business, predictive analytics has now become increasingly popular. Predictive analytics is more about looking into the future and being able to see potential outcomes, like expected workforce turnover and future shifts in occupational strengths and talents. Though analysis has been an ongoing part of our business practice, three significant changes have made the desire for predictive analytics grow exponentially:

- Significant increases in computing power and its affordability
- Massive increase in digitalized HR data that can be accessed via the cloud for processing
- Global talent war that is sending company’s talent strategy into turmoil and threatening the long term integrity of inward talent streams

In an AG1-CP memo entitled “Human Resource Analytics in Strategic Human Capital Planning”, dated 8 August 2014, Mr. Aronowitz stated, “As the Army downsizes, it is critically important that Commanders have visibility of Civilian human capital data and utilize it in making resource-informed decisions.” In our business, what we tend to do is provide volumes of data to our decision makers in the form of charts and spreadsheets that, in most cases, require “fishing” by the decision maker to see what is most useful in making his or her decision. We have to better at using analytics to determine the *right* data to provide what BEST supports the DECISION that needs to be made. We can’t leave the analysis up to our decision makers—as HR professionals, we understand the data better than anyone. Use the data to inform your strategic plans, your recommendations on HR issues. HR Analytics just may be the next required HR competency!

Mr. Jay Aronowitz, Assistant G1, Civilian Personnel  
Functional Chief Representative

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