

NEWSLETTER The Oracle

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Creating Options in the Arctic

Read About It In
The Oracle

by MAJ Cecil E. Wolberton, U.S. Army

"We must create multiple dilemmas for the enemy, and multiple unpredictable options for leaders to provide temporary advantages" said General Robert Brown, Commanding General of US Army Pacific, at AUSA's LANPAC on 23 May 2017.

One region where the US Army may not be able to provide temporary advantages is in the Arctic Circle against a much more dominant Russia. In comparison, Russia has six active Army Arctic Brigades, whereas the Army has two. These Brigades are part of US Army Alaska (USARAK). "USARAK is the only Active Army organization that specifically modifies its vehicles, en masse, to operate in extreme cold weather conditions. There is a major difference between the lake-effect wet-cold of the Great Lakes region and the bitter dry-cold of the sub-Arctic and Arctic in Alaska" says Dusty Finley, USARAK G37 Chief of Force Management Division.¹

In addition to being outmanned six to two, the US Army units are not optimally equipped to conduct operations in Arctic and sub-Arctic conditions. For example, US Army Alaska uses the obsolete Small Unit Support Vehicles (SUSV). The SUSV is a tracked vehicle designed in the 1980s to maneuver across the unforgiving Arctic terrain, regardless of the time of year. After the close of the Cold War, the Department of Defense re-designated missions, and divested equipment for missions identified as less likely to occur.² The SUSV was part of this decision, and it was officially eliminated as an Army Program of Record in 1994.

¹ Finley, Dusty. USARAK G37FMD Chief. Interview. June 14th, 2017.

² General Raymond Odierno letter to Senator Murkowski. November 29th, 2012.

COVER STORY

Creating Options in the Arctic
by MAJ Cecil E. Wolberton

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FROM THE EXECUTIVE AGENT: - - - - -



**MG John A. George, Director
Director of Force Development
FA50 Executive Agent**

Fellow Force Management Officers,

We are well into summer here in the NCR. I am starting to see some different faces in G-8; some from before, some new. It certainly looks like PCS season is starting.

About a month ago, we finished our 2017 Senior Force Manager Seminar (SFMS). This event is always a good opportunity for the senior members of our force to get together and discuss items of importance. My office, the PDO and our HRC officers have some work to do this summer to address the ideas, initiatives and issues you brought to the table. We will provide an update in the next Oracle. One item I am very pleased to see is that the PDO and HRC are starting to use “talent management” in their repertoire of functions. The PDO has even proposed a talent management board for FA50s. Although

this is a somewhat new concept, it is a way we can manage officers by looking at qualifications, knowledge and skills that are not usually looked at by human resource personnel when making assignment decisions. You will be defined by things other than past assignments and what MOSs and ASIs you possess. This is a great thing for FA50 and for the Army.

Finally, I would like to personally congratulate Captain (CPT) Catherine E. Smith for being selected to receive the General MacArthur Leadership Award for 2017. CPT Smith recently joined our ranks in FA50 and is currently assigned to ARNORTH. This is a great honor and a great award. The award recognizes company grade officers who demonstrate the ideals for which General MacArthur stood - duty, honor, country. The award promotes and sustains effective junior officer leadership in the Army.

Thanks for all you do! Keep up all the good work.

MG John A. George

MG John George

Director of Force Development

Executive Agent for Functional Area 50

HOAAH!!!

SUSVs are currently maintained as TDA-authorized vehicles with no Army program support. The current available pool of SUSVs is shrinking because of limited repair parts.³ US Army Alaska has a validated requirement for a replacement vehicle called the Joint All-Terrain All-Weather Support Vehicle (JAASV). The JAASV will

However, Russia is the country with the best means to secure and extract it. Half of Russia's coastline is in the Arctic, and twenty percent of their GDP is produced in the region.⁵

Additionally, the Northern Sea Route is usually ice covered most of the year, but it is now

becoming more accessible with the warming global temperatures, and Russia's large fleet of icebreakers. In 2002 Russia signaled interest in the Polar Region by submitting a request to the United Nations for 463,000 square miles of sea shelf. Due to the complexity the claim was not resolved. Russia resubmitted their claim in 2016.⁶

Furthermore, Russia established an Arctic command in 2014 which

included a major military buildup and the creation of numerous airfields, ports, and radars in the northern most part of the earth.⁷ The last Soviet military buildup of this sort was in the western portion of Russia in 2014. The invasion of Ukraine and annexation of Crimea shortly followed. Not coincidentally, this occurred after the US reduced armored forces in Eastern Europe. Russia could



CPT Mariano J. Cannone (L) and SFC Sergio M. Silva, Commander and First Sergeant, A Troop, 1-40th Cavalry Regiment. Photo courtesy of US Army Alaska

compete for funding in POM 19-23 as a Program of Record, but with competing Army requirements, it is unlikely the vehicle will be fielded anytime soon. Without a replacement vehicle, Army units will have severely reduced capability, and capacity for ground maneuver and support in the Arctic.

Competition in the Arctic over oil and natural resources is now a very real possibility. It is estimated that a quarter of the planet's oil is contained in regions around the North Pole.⁴

³ Finley, Dusty. JAASV Information Paper. May 18, 2017.

⁴ Watson, Paul. Time. A Melting Arctic Could Spark a New Cold War. May 12th, 2017.

⁵ Gramer, Robbie. Foreign Policy. US Coast Guard Chief Warns of Russian Checkmate in Arctic. May 3rd, 2017.

⁶ Kramer, Andrew. New York Times. Russia Presents Revised Claim of Arctic Territory to the United Nations. February 9th, 2016.

⁷ Gramer, Robbie. Foreign Policy. Here's What Russia's Military Buildup in the Arctic Looks Like. January 25th, 2017.

MESSAGE FROM THE PDO CHIEF



LTC (P) Edwin Serrano
Chief, FA50 PDO

Fellow FA50s;

First, let me say thank you to all of the Force management Community for your outstanding support during the 2017 Senior Force Manager Seminar. As the hard work of our FA50 community continues to be recognized, the expectations and demands placed on force managers throughout our Army continues to increase.

After a little over two years, I am transitioning out of the FA50 PDO and I would like to take this opportunity to express my most sincere gratitude and appreciation to Dr. Ginette Braziel, CPT Patty DeViese and Mr. Sean Tuomey and other team members of the FD for their unconditional support, and incredible dedication during this time. It was absolutely my

honor and privilege to work alongside these great team of professionals. I also, would like to recognize members from the Army Force Management School. Mr. Ben Rivera, Mr. Wayne Chalupa, Mr. Pedro "Pete" Colon, and Ms. Larissa Ginty for their incredible support for the last two years. A true cadre of professionals! Thanks for everything you do for the force management community.

The new Chief, FA50 PDO is LTC Timothy O'Sullivan. As you know by now, we have a new Career Manager at HRC—MAJ Michael "Mike" Roe. MAJ Roe has hit the ground running. He is your principal POC for Captains', Majors' and LTCs' career and assignment matters. For the COLs, LTC Heather Jackson is the new Assignment Officer at the Senior Leadership Division.

As 3QFY17 draws to a close, I just want to highlight a few of these positive actions in the Proponency / career development business.

First, I want to welcome 13 new FA50 officers as a result of the Voluntary Transfer Incentive Program (VTIP) board.

I am glad to report that we continue to build our FA50 presence within Force Command HQs, ARCIC, Operational Test Command, and NORTHCOM. For most of FY17, we have had a total of 203 authorizations. For FY18, we currently have 208 authorizations documented and we are forecasting a total of 225 in a few months. I fully expect we'll get requests for even more "Architects of Change" when these officers demonstrate the value added that comes from having a cadre of Force Management professionals on hand.

We also recently graduated a new FA50 Qualification Course class of 29 officers and DA civilian force managers in April; and we are in the on our way of selecting officers for Advanced Civil Schooling , TWI and Fellowships in FY17. **This is our Functional Area. Your contributions are vitally important to the impact we have today, tomorrow, and for years to come.**

Ed Serrano

Chief, FA50 Personnel Development Office

ARMY STRONG!!!

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benefit greatly from seizing a large portion of the uncontested Arctic, and it is likely posturing for a land grab in the Polar Region.

Despite a shift of focus to the CENTCOM AOR over the past fifteen years, USARAK has

to conduct this training.⁸ Moreover, USARAK maintains organizational competence on Arctic warfare by training Soldiers and Leaders at the Northern Warfare Training Center in the Black Rapids Training Center located in the Central Alaska Range. At the February 2017 Extreme



Soldiers skijour behind a Small Unit Support Vehicle as part of U.S. Army Alaska's Winter Games at Fort Wainwright, Alaska, March 9, 2017. This year's events include downhill ski racing, live-fire biathlon range, stress shooting, land navigation, skijoring, setting up the Arctic 10-man tent and stove correctly, and evaluating and treating a casualty in the extreme cold. As America's Arctic Warriors and the U.S. Army's experts in surviving, operating, fighting and winning in extreme cold weather and high altitude environments, all the skills tested during the games are critical for all USARAK Soldier proficiency. (Army photo/John Pennell)

maintained its Arctic warfighter abilities. They've done this through rigorous operations and training. In February of 2017, 1-40th Cavalry Regiment conducted an airborne operation at -54°F during Exercise SPARTAN PEGASUS. USARAK has pushed the limits in the cold, and was forced to mitigate Extreme High Risk in order

Cold Weather and High Altitude Symposium, USARAK highlighted the challenges of operating in the Arctic. Fighting in -30°F to -60°F degrees is exponentially more complex than fighting in warmer conditions. The extreme climate causes

⁸ Finley, Dusty. USARAK G37FMD Chief. Interview. June 14th, 2017.

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a myriad of problems. Hardware becomes problematic, mission command systems fail to work properly, battery life becomes unpredictable, gas consumption is accelerated, cords and equipment break easier, and the risk for Soldier injuries is increased significantly



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www.fa50.army.mil



Soldiers use teamwork to drag an ahkio sled loaded with 300-plus pounds of gear during the USARAK Winter Games at Fort Wainwright's Jan. 27, 2016. As America's Arctic Warriors, USARAK Soldiers train hard to cultivate the knowledge and experience necessary to survive, train, operate, fight and win in extreme cold weather and high altitude environments. (Army photo/John Pennell)

because of frostbite, dehydration, hypothermia, and snow blindness.⁹ The difficulty of operating in this environment is exacerbated by logistical challenges and high costs which can take up to three times as long and cost three times the amount of normal operations.¹⁰

If acted upon now, the US has an opportunity to gain an operational and strategic advantage in the Arctic by investing in systems and training. However, allowing our abilities in this region to further degrade will put our Nation's military in a quagmire that could result in lost control of the hyperborean regions. DOD released an Arctic Strategy in December of 2016. This document, and the previous 2013 Strategy, are predicated on four enablers: Arctic Domain awareness, Arctic presence, communications, and infrastructure.¹¹ The document also specifies new criteria for

⁹ US Army Alaska. Extreme Cold Weather and High Altitude Symposium. Fairbanks, AK. February 2017.

¹⁰ Finley, Dusty. The Army in the Arctic White Paper. July 28th, 2015

¹¹ Finley, Dusty. USARAK G37FMD Chief. Interview. June 14th, 2017.



An AH-64D Armament/Electrical/Avionics Systems Repairer from 1-25th Attack Reconnaissance Battalion guides an Apache aviator off the Forward Area Rearing Point, FARP, April 4, 2016 at Yukon Training Area, Alaska. (Army photo/Sgt.Sean Callahan)

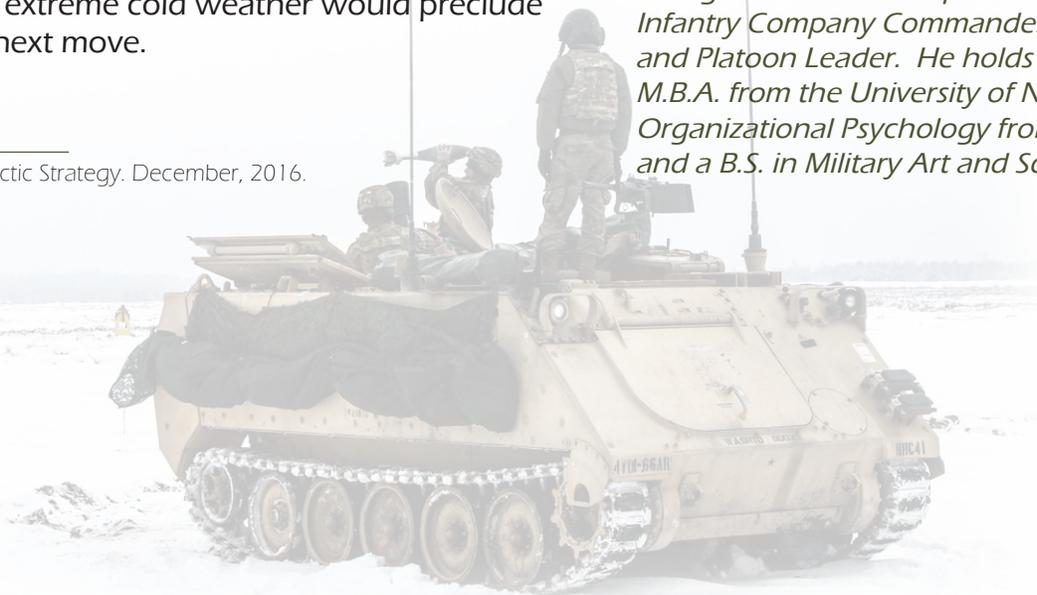
development of capabilities at -60 degrees, which was previously only required -30.¹²

It is paramount this strategy receives requisite funding and resources. An advantage in this environment would unequivocally create dilemmas for the enemy, and options for our leaders. If the war were a game of chess, being the first to conquer extreme cold weather would preclude Russia's next move.

MAJ Cecil E. Wolberton, U.S. Army, is a Force Management Officer at US Army Pacific. He served at West Point as a Company Tactical Officer, and an instructor in the Behavioral Science and Leadership department. He has deployments to Afghanistan and Iraq as an Infantry Company Commander and Platoon Leader. He holds an M.B.A. from the University of North Carolina, an M.A. in Organizational Psychology from Columbia University, and a B.S. in Military Art and Science from West Point.



¹² DoD. Arctic Strategy. December, 2016.



“TREF”

SERVICE HONORED AND RECOGNIZED

by Cory Hancock, U.S. Army Force Management Support Agency



Remembering and recognizing a lifetime of service was on the agenda during the dedication of the Lt. Gen. Richard G. Trefry Conference Room at the Army Force Management School (AFMS) at Fort Belvoir, May 16.

“In the first place I had no idea that they were doing something like this. In the second place I am probably a hell of a lot more thrilled than any of them,” said Lt. Gen. (Ret.) Richard G. Trefry. “This is a remarkable group of people. Anyone who can get these people interested in what they are doing has got to be really in top shape these people are really brilliant.” Trefry served in various roles in his more than 65 years of service to the Army and United States. He started his career in 1943 as an enlisted member of the U.S. Army Air Forces where he served as a weather observer, radiosonde operator and upper-air analyst both in the U.S. and in Greenland.

“Today was a great day to be part of establishing the Army legacy for a leader who has invested his life and caring for the Army

and mentoring people to really help the Army man and equip itself better,” said Brig. Gen. Brian J. Mennes, Director of Force Management, Army G-3. “Sometimes it’s hard to see how important the work is behind the scenes but Lt. Gen. Trefry helped us organize ourselves and better help our leadership create the Army as we ebb and flow in the size and structure we are and who we need to be to defend this great Nation.”

Trefry was commissioned in 1950 upon his graduation from the United States Military Academy. He went on to serve in numerous positions, Chief of the Joint United



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States Military Assistance Advisory group, such as the Defense and Army Attaché to Laos and as the Director of Management for the Office of the Army Chief of Staff.

“A big part of what we are trying to do is establish the legacy. Lt. Gen. Trefry has contributed so much to the



force management community and the army at large, we felt it necessary to establish and solidify his legacy as one of the founding members of the force management school,” said Col. Keith Rivers, Commandant of AFMS. “As Lt. Gen. Trefry mentioned many times the Army is in such influx and changes from year to year, force management is that process that will actually tell people how the Army runs so that they can make changes and adjustments which hopefully are a lot more

fluid and a lot easier on the force.”

Trefry finished his career as the 53rd Inspector General of the U.S. Army. During his tenure he was known for his order and discipline. Following his retirement from the Army in 1983, he served as the Military Assistant to President George H.W. Bush and the Director of the White House Military Office.

In 2009 the Lt. Gen. Richard G. Trefry Lifetime of Service Award was established as an honorary award of the U.S. Army. The award is made up of a

3 inch light bronze disk with a red, white and blue ribbon. Recipients of the award exemplify Lt. Gen. Trefry’s ethos and a lifetime of extraordinary and selfless service to the Army, consistently support and promote the professional advancement and development of military and/or civilian personnel and have had a broad and significant effect on the Army at large through a longstanding commitment to innovation and leadership.

“You can have a wonderful time in this business and you can really learn, what the hell is wrong. No one knows how the Army Runs. Never give up learning,” said Trefry. “You have to have people who really love the army and are willing to learn, not a day goes by that you can’t learn something”

AFMS was established in June 1994 by Gen. Dennis Reimer, 33rd



Chief of Staff of the Army. AFMS educates and enables leaders, Soldiers and Civilians to learn and ultimately manage Army and Department of Defense processes. The school graduated more than 37,000 students who execute the Army’s force management mission worldwide.

FROM A TWI FELLOW:

Training with Industry at FedEx Express

By MAJ Mike Roe, FA50

My time here at FedEx Express has been very interesting to say the least. Initially the tour was supposed to be a full year, but was cut a few months short in order to facilitate a smooth transition timeline at my new assignment at HRC (Yes, I am that guy at HRC...if you need anything, give me a call). Knowing the condensed timeline, I packed as much as possible into the nine months I had. Throughout this article I will focus on the people within the Military Fellows Program (MFP), the experiences we had during our tour at FedEx, some of the FedEx management we met with, and one of the projects I was a part of.



The 2016-2017 cohort of Military Fellows at FedEx consisted of 11 total service members; four Army, four Navy, two Air Force, and one Marine. Most of the Military fellows were some form of Logistics, as well as one Navy HR officer, one Naval Flight officer, one Air Force Health Care Administrator, one Navy Chief Petty Officer, and one Army FM Officer. By far, this assignment is probably the most 'Joint' a non-joint service job can be. I learned more about the Navy, Marines, and Air Force than I ever thought I would in my life. It was fascinating listening to the similarities and the differences between the services. I had no idea that something as simple as taking leave or writing an evaluation could be so drastically different for basically the same thing.



FedEx Military Fellows
(Front row L to R): Major Michael Johnson (USAF), Captain Jill Owings (USA), Captain Blanca Frazier (USA), Major Benjamin Lawless (USMC), Major Michael Roe (USA)
(Back row L to R): Chief Warrant Officer 3 William "Billy" Tyson (USA), Lieutenant Commander Curtis Ceaser (USN), Major Anthony "Tony" LaMagna (USAF), Lieutenant Commander Josh Bacca (USN), Commander Robert "Butch" Smith (USN), Chief Petty Officer David Gearhart (USN)

Training:

One of the first things you do when arriving at the fellowship at FedEx Express is enroll in several training classes...three levels of leadership courses (designed for initial, mid, and senior level managers), and a diversity class.

• **Leadership-Explored-Achieved-Delivered (LEAD) 1:** This 5-day course helps prepare new managers for successful leadership navigation. It provided

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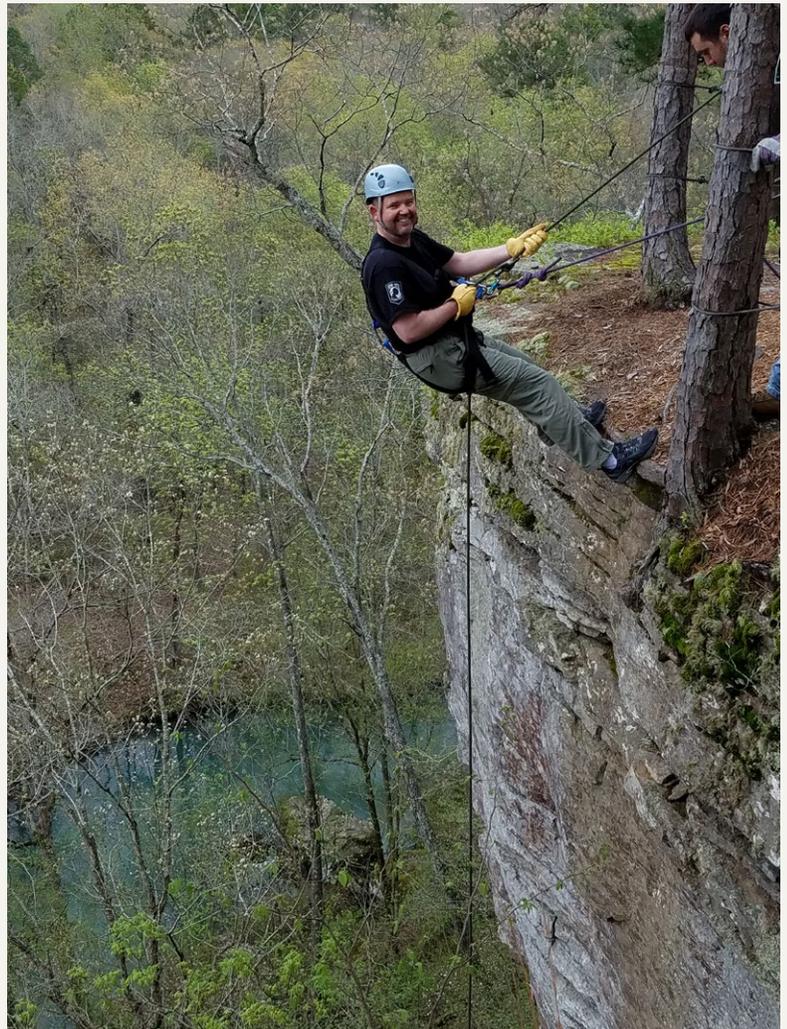
foundational principles, strengthening activities, and basic leadership concepts.

- **LEAD 2:** This 5-day course focused on team development by exploring emotional intelligence, communication styles, strength-based leadership, leadership styles, and strategic alignment. The overall theme of this course was sports, more particularly, rugby. Throughout the week the instructor examined the leadership style of Nelson Mandela using the 2009 film "Invictus".

- **LEADERSHIP PRINCIPLES III (LP3):** LP3 was a 5-day 'Corporate Camping' course at Tumbling Shoals, Arkansas with Team Trek (<http://www.teamtrek.com>). This course is designed for the more senior level managers and one of the course prerequisites is to read the book, 'Navigating Change'.

- **STATION ONE:** A 5-day course designed to teach Operations management & the Engineering teams about Best Practices (BP) as well as how to more efficiently schedule, plan, analyze, control & execute a FedEx Station. The FedEx trainers were able to shorten the course for us to two days because there is a lot that goes on at a FedEx station that wasn't relevant to us.

- **Diversity Training:** Diversity training was a two-day course that culminated with a self-paced tour of the National Civil Rights Museum (<https://www.civilrights museum.org/>). This course helps FedEx managers recruit, develop, and retain employees from all backgrounds, as well as identifying the importance and awareness of diversity in the workforce. This museum is worth a trip to Memphis alone. By far one of the most powerful and well thought out museums I have ever visited.



Tours and Experiences:

The tours were intended to give the fellows an overview of FedEx. The Military Fellows also set up several non-FedEx tours in order to broaden our depth of experience while in the Memphis area. It wasn't just BBQ and music while here.

- **FedEx Memphis Airport Hub Tour:**

I had the opportunity go on the Memphis Hub tour four times while here and picked up on new things each time. The tour is a glimpse into the night sort operations and really gives you a small look at the massive scope of the operation. The tour was from about 10:30pm- about 2am.

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- **FedEx Social Hub Tour:** We were given an overview of the FedEx Services Social Media Hub by the Social Media team. They discussed how they manage both the various social media accounts and the FedEx brand on social media.

- **FedEx Package Lab:** The FedEx Packaging Design and Development Lab provides FedEx customers a variety of complimentary package design, testing and informational services to help ensure FedEx customers get the most from FedEx services. The lab tests packaging across all industries that use the FedEx network – automotive, food and perishables, life sciences, electronics, materials for industrial applications. Yes, that is a picture of me on a chair made out of cardboard at the packaging lab lobby, pretty awesome!

- **FedEx flight simulator:** Flying the flight simulator was without a doubt the most fun I had during my time here (beside the BBO). I was fortunate to spend about an hour with a few other people exploring



the flight simulator and trying it out.

- **FedEx Cold Chain Center Facility:** The Cold Chain Center tour was very interesting and was a rather new facility. The overall goal of this facility to be empty or as close to empty as possible – meaning nothing that needs temperature control was delayed.

- **FedEx Express courier ride along:** The ride along was very interesting and I asked the FedEx courier I was teamed with, Ben, a lot of questions. He was very good at his job and finished the priority packages (delivered

before 10:30am) about 15 minutes early.

- **Mississippi State University:** The FedEx Military Fellows visited the Mississippi State Center for Advanced Vehicular Systems (CAVS) facility. Reuben Burch, Professor Industrial & Systems Engineering gave us an overview of the autonomous vehicle student project and asked us to discuss the military and the FedEx TWI program with his class of freshmen engineers.

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- **Memphis Port, U.S. Army Corps of Engineers (USACE):** We received an overview of the Memphis Port operations, previous flood damage reductions, and emergency operations. We also received a separate briefing from the USACE Commander, COL Michael C. Ellicott Jr, about their roles and responsibilities on the Mississippi river and in the Memphis area.
- **US Navy Selection Board Process:** We visited Naval Support Activity (NSA) Millington to receive a brief and tour overviewing the Navy's selection board process and selection criteria at the Navy Personnel Command Headquarters building.



Meetings:

The meetings are intended to give the Military Fellows a better understanding of the company and to help each of us shape the focus areas and projects to get involved in for each of us. We met with Senior Vice Presidents (SVP), Vice Presidents (VP), and Managing Directors (MD). The list below is just a few of the FedEx leaders the Military Fellows met with throughout the year:

- Shannon Brown - SVP Chief Human Resources & Diversity Officer
- Doug Cook - VP Global Planning & Engineering
- Frank LeRose - VP Global Network Planning & Business Analytics
- Bobbi Wells - VP Safety & Airworthiness (former FedEx TWI Army Officer)
- Lori Henri - VP Human Resources
- Michael Macyauski - VP Ops Planning & Engineering
- Sue Spence - VP of Sourcing
- Walter Mattei - MD Global Planning & Engineering
- Neil Gibson (yes there were 2 people named Neil Gibson) - MD, U.S. Vehicle Maintenance



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- Michael Mitchell - SVP Global Planning & Engineering and Global Trade Services
- Richard Smith - VP Global Trade Services
- Neil J. Gibson - VP Corporate Communications
- John Sowell - VP Solutions
- Paul Tronsor - VP Global Ops Ctrl & Svc QA
- John Dunavant - VP Global Vehicles
- Brent Mohair - MD Operations, FedEx Supply Chain
- Kirstin Knott - Director, Sales for DoD

Change Management Project:

FedEx Express Global Planning and Engineering (GP&E) is beginning a new program aimed at improving the successful adoption and ease of implementation of change in their operations. They created the Champion Corps, a collaborative team of high-potential managers each representing a single district. The Champions are made aware of coming changes long before they are announced. They will have the opportunity to give feedback and to plan early for coming change. All the Champions will regularly meet to learn about GP&E plans, communicate needs from the field, and exchange ideas and information with each other. This program and the overall concept closely ties to Army Force Management. Just as in our test & evaluation community and the New Equipment Training/New Equipment Fielding (NET/NEF) concept, we want to integrate new systems as smoothly as possible. Without proper training and illustrating the full capabilities of the new equipment and/or software, we run the risk of the units not using them as intended or only using a fraction of the full capabilities.

In Closing:

This time at FedEx Express was eye opening to the pace and scope of a Fortune 100 company that was recently rated one of the “best companies to work for” by Fortune as well. They have a global reach with over 400,000 employees and it is no coincidence that the overall corporate structure is very similar to the DoD... The founder, Fred Smith, was a Marine with two tours in Vietnam. I was very fortunate to have this opportunity and look forward to the next stage of my Army Force Management career.



MAJ Michael G. Roe is originally from Tacoma, Washington and received his commission through Eastern Washington University's ROTC program in 2001. He holds a bachelor of arts degree in business from EWU and a master's degree in logistics management from Florida Institute of Technology. He has served in the Infantry, Transportation Corps and Logistics Corps before becoming an FA50 in 2009. Since then he has served at HQDA G8 - FDR, 19th ESC in Korea, and 7th Infantry Division at JBLM, WA. He is currently serving as the FA50 Branch Manager at HRC, Ft. Knox, KY.

The author's affiliation with FedEx Express is provided for identification purposes only, and is not intended to convey or imply FedEx Express's concurrence with, or support for, the positions, opinions or viewpoints expressed by the author.



An FA50 Perspective...Current and Future

by

LTC Robert Jones, FA50

In 3rd quarter of fiscal year 2010, I was serving as an Army Research Fellow at the RAND Arroyo Center in Washington DC office. While at RAND, I wrote an Oracle article titled, "Leaders, FA50s as Leaders, Current and Future". The premise of my article was to communicate the challenges force managers would face during their development and remaining competitive for the Centralized Selection List (CSL). FA50 officer development regarding knowledge on force management related issues and being a key asset to their commands, and finally applying for those educational and broadening opportunities for critical thinking enhancement.

Now, fast forward seven years later to 2017. We are still having discussions within the force management community on the best positioning of our force management officers. Just recently there was an effort within the Army G-8 Force Development (FD) Directorate to formalize those comments and steps communicated back in 2010. I was invited to share my personal perspective with regard to those FD efforts and listen in on some of the conversations on the future positioning of FA50s being assigned within G-8 FD. As many senior and seasoned force managers know, I too understand that the formalized efforts that are ongoing within the FD are good, but the reality is that these efforts in carefully screening, managing, and grooming FA50s for key positions must be an Army wide event. In an effort to promote the force management branch, FA50s must be developed and managed in a way that sends the message to all commands that FA50s are the link between the

operational force and the institutional Army. In this article, I will speak on my perspective of moving FA50s forward into the future within four areas:

1. **The Millennials Mindset**
2. **Becoming a Critical Thinker**
3. **FA50s Education, Certifications versus Master's Degree**
4. **Fellowships and Training with Industry (TWI) partners**

The Millennial Mindset

As the Army Song states, "And the Army Goes Rolling Along", this is a true statement. As the matured or seasoned Soldiers move to a retired status, those young leaders are moving up in the ranks to continue the fight. Many of the Vietnam, Cold War era, and Desert Storm/Shield leaders have moved on and were the mentors and trainers of many senior to mid-level military leaders of today. Those young Soldiers who are in universities and the military academies or those who elected to come through the ranks as enlisted leaders at the Military Entrance Processing Stations (MEPS) in their hometown will be in a world that is faster and more complex than ever. The question becomes, "How do we mentor, educate, train and embrace the mindset of the youth coming behind us to carry the fight as leaders, the millennials"?

The Pew Research Center defines the millennial generation as those born after 1980 and the first

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generation to come of age in the new millennium (2017, p.1). The Pew Research study also shows that millennials are:

- **Less likely than previous generations of young adults to be married, so that should give them more flexibility than earlier generations.**
- **Less likely to be tied down by owning a house. It is presumably less disruptive and potentially less costly to move from a rental unit than it is to sell a house, so one would expect renters to be more mobile than homeowners. Older generations appear to be significantly more likely to have been tied down with a house when they were young adults than Millennials are today.**
- **More likely to migrate if there are no children present in the household.**

Writer Bruce N. Pfau of the Harvard Business Review wrote in his article, "What Do Millennials Really Want at Work?", that conventional wisdom holds that Millennials are entitled, easily distracted, impatient, self-absorbed, lazy, and unlikely to stay in any job for long. On the positive side, they're also looking for purpose, feedback, and personal life balance in their work. Companies of all kinds are obsessed with understanding them better (2015, p.1).

Millennials will bring a new dynamic to problem solving and to how they want to accomplish tasks while serving in the Army. Many millennials will say they want things fast, they like their freedom, and are looking for the next new techno gadget to exploit, one that is hot off the assembly line. In many ways, millennials can bring a positive outlook for those new capabilities on the horizon that can be utilized by our military to build readiness. But this can also be dangerous in the event those future millennial senior leaders do not understand balance and do not explore the avenue in offsetting potential risks and those costs associated with exploring "every" new toy that comes out.

We as FA50s must prepare for the future as well as the present. We must teach ourselves as FA50s to understand what those who will be our future bring to the table. We must develop our future millennial leaders to have patience and have the understanding to mitigate risks by exploring all potential solutions in building Army readiness and not just reaching for the first new shiny capability. We should not completely try to modify the millennial mindset, but we should provide them with the challenges we faced as FA50s and attempt to incorporate the millennial energy, techno savvy trends, and the millennial's need for gratification on projects for the best possible results. Not only is this a challenge for FA50s, but for our entire military and commercial sectors to entertain exploiting the full potential of the millennial generation for our future existence and successes. The next topics are potential avenues that can be used to develop future millennial leaders.

Becoming a Critical Thinker

Just recently I had the pleasure of having a conversation with my senior rater and the former Director of Joint and Integration (DJI), Brigadier General Brian Mennes. BG Mennes told me of an analogy of when he had encountered an instructor who was set on making a group of students think critically by shouting to them, "You must think critically!" By the instructors' actions, one would think that thinking critically can come by osmosis until you stop listening to someone shout at you during a course or class.

In their book, "Current Issues and Enduring Questions: A Guide to Critical Thinking and Argument", authors Sylvan Barnet and Hugo Bedau propose that critical thinking means questioning not only the assumptions of others but also questioning your own assumptions (2013, p.5). I believe critical thinking also develops based on your experiences, your ability to evaluate situations and to give a substantial recommendation on a potential solution. Through my FA50 experiences, I have witnessed many of my FA50 peers (young and old) becoming complacent in their current status and not willing to explore new and challenging opportunities that may be afforded to them. Some of the reasons why many of these FA50s become comfortable in their

current status can be centered on family situations, their lack of drive for increased responsibility, not wanting to leave a particular geographical area, comfort in being among those who will take care of professionally or by favoritism, and comfort in being the subject matter expert in “one” professional area or job within the force management arena. Critical thinking can be derived by your ability to speak and argue a point based on diversity of your experiences and ability to understand the critical issue in question. FA50s must be well rounded in our craft in order to give commands different perspectives in meeting their operational mission requirements. FA50s should be knowledgeable in the areas of force structure, force integration and equipping, capabilities development, understand the joint global force management process and understand programing and budgeting. Staying in one geographical area for a long amount of time or not being willing to move outside of your comfort zone to gain experiences is a requirement for being successful and a well-seasoned FA50. An officer that doesn’t have a diverse assignment history, could very well lack perspective towards critical Army problems. In this case, the ability to think critically is hampered.

FA50s Education, Certifications versus Master’s Degree

I am currently working as a Battlespace Awareness Joint Requirements Analyst in the Army G-8 Joint/Army Requirements and Assessments Division (FDJ). One day while participating in one of my many Joint Requirements Oversight Council (JROC) Functional Capability Board (FCB) working groups, the FCB received a briefing from one of our FCB members on the future of the National Geospatial-Intelligence Agency (NGA). After the briefing, I had a conversation with the briefer regarding the NGA’s approach in hiring and looking at future personnel to work in NGA. The discussion was centered on whether NGA needed a Data Scientist versus an Analyst. NGA’s workforce consists of 12,790 personnel. Out of the 12,790, 12,350 are composed of government civilians and contractors who operate as analysts with most having a master’s degree in a variety of educational fields.

NGA is focused on the complexity of the world today and how our intelligence community continues to become competitive and more complex in intelligence data gathering and sharing. Just being an analyst is becoming a thing of the past and the requirement for data scientists with Science, Technology, Engineering and Mathematics (STEM) backgrounds is the future of the NGA workforce.

After the NGA conversation, I started thinking: what if this similar approach was applied to force management FA50s? A potential solution would be to target those aspirants who would like to become FA50s that have degrees from their undergrad or graduate schools that align with what FA50s experience while performing their jobs. Another solution is the possible revision of the FA50 School curriculum that include possibly STEM approaches to force development and force management initiatives in the Army. I feel that FA50s can gain many of the STEM conceptual skills through our Advanced Civil Schooling (ACS) program by selecting degree programs that would be utilized in the way the Army looks at enhancing and developing better capabilities for our warfighters.

This conversation with NGA also jarred my thinking of how we educate our FA50s through the Advanced Civil Schooling (ACS) option. As we all know, ACS provides officers with professional development at a higher academic level which intent is to enhance skills in analytical thinking, research presentation, and organizational business skills. I think the ACS program is a wonderful opportunity allowing those who fully qualify to gain an advanced degree from an institution of their choice. Yet I question if we are truly targeting the right degree programs, are certifications better than obtaining a master’s degree, and how much vested return is the Army receiving by sending FA50s to a master’s program versus a certification degree program? I would recommend that we maintain the ACS program, but also include business management and technical certifications programs options that FA50s may want to attend. The majority of business certifications are current and up to date as for the

business world accreditation requirements whereas going to a 2 year master's program, by the time FA50s graduate most of the curriculum lessons taught would have become obsolete and would require additional training for the student.

Defense Acquisition University (DAU) has several certification programs which are more aligned with the workings of force management and force development than just getting a master's degree from an institution. Another plus is that DAU, from a fiscal approach, is more cost friendly and just as efficient as an FA50 officer attending a costly master's program. A study conducted at Capella University in 2015 by the Dean of Technology, Dr. Sue Talley, argued that the discussion about certifications versus a degree is becoming more of the norm. Getting a degree is, most of the time, a lengthy process. Certifications can provide an officer less time to get trained in an area on the most current challenges. As a safe bet, getting the certification and degree is the best case to excel in the military as FA50s or in the civilian sector.

Fellowships and Training with Industry (TWI) partners

We currently have the following as FA50 fellowship and TWI opportunities:

- **Rand Arroyo Fellowship program (for MAJ and LTC)**
- **MITRE (for MAJ and LTC)**
- **FEDEX, Memphis, TN**
- **Amazon Corporation, Seattle, WA**

All of these opportunities have been outstanding and have provided FA50s the ability to gain a different perspective and a rewarding skill set outside of the force management arena, but we should also look at the investment returned to the Army. The FA50s who have participated in these opportunities must apply their newly acquired skills to approach complex issues in mitigating readiness risks within force development and management and determining well

communicated recommendations for Army leaders' decision.

Although the FA50 community has done well in maintaining a positive relationship with our current fellowship and TWI partners, we must not become complacent and stop there in seeking broadening opportunities for FA50s. We should continue to seek those agencies that are open and willing to utilize our FA50s as well as develop our FA50s with the business and technical practices of a particular industry in efforts to build readiness within our military. With the complex environment our military must continue to operate in, and be successful, we FA50s along with our other service branches must be a part of leading the charge to ensure our military forces are tactically and technically structured, trained and equipped with the best capabilities. We must design and equip our forces with the best technology to remain ahead of our adversaries and countries that are competing to become closely aligned with America's technological advances. I would like to see us try to partner with more STEM type agencies and with defense contracting agencies like Lockheed Martin, Boeing, General Dynamics, Raytheon, Apple Inc., ROBOTICS, and Department of Defense (DoD) STEM considering many of these organizations develop capabilities that we field to our warfighters. We also should look at how and who we would select to compete for broadening opportunities and how those selected are keeping FA50 leaders and the force informed on what projects those selected FA50s are working while working in broadening assignments.

MLTC Robert L. Jones III is a Battlespace Awareness Joint Requirements Analyst in the Army G-8 Joint/Army Requirements and Assessments Division (FDJ) and the former Chief of Force Management of US Army Africa (USARAF). LTC Jones holds a bachelors in Biology from the University of Mississippi (Ole Miss) and a masters in Leadership and Management from Webster University. LTC Jones also has a Lean Six Sigma Green belt Lean certification. LTC Jones is a prior enlisted Army Soldier as a medic and has more than 25 years' of total service. He can be reached at 703-692-8212, or robert.l.jones734.mil@mail.mil.

CONGRATULATIONS TO THE FOLLOWING FA50 OFFICERS

PROMOTIONS to Lieutenant Colonel:

MAJ(P) Jason Barlett

MAJ(P) Stephen S. Brown

MAJ(P) Temarkus M. Brown

MAJ(P) Thomas W. Casey

MAJ(P) Michael A. DeCicco

MAJ(P) Timothy Friedrich

MAJ(P) Chevelle P. Malone

MAJ(P) James R. Mijares

MAJ(P) Alexander J. Musel

MAJ(P) Moises Ortiz

MAJ(P) Brian L. Parker

MAJ(P) Daniel J. Rogne

MAJ(P) Robert J. Woodruff

MAJ(P) Kenneth T. Woods

Congratulations to our FA50 officers who recently graduated from Senior Service College:

COL Christopher R. Reid

COL Langdon John Lucas

COL William Michael
Fairclough

COL Robb Clayton Mitchell

LTC William Wilson Horn

LTC Clay Lyle

COL Robert Hamilton Carr
(Completed KELLOGG
Fellowship)

.....
**Special Congratulations
to:**

BG John A. George on his
promotion to Major General ([click
to see photos](#))

BG(P) Brian J. Mennes on being
selected for Major General

**Congratulations to our FA50 officers selected for promotion to Lieutenant Colonel!
The entire FA50 family joins me in congratulating you. It is a pleasure to see our best
and brightest Soldiers succeed and excel. We wish you and your families the best of
luck in all your future endeavors.**

-vr EDWIN SERRANO, LTC, IN (FA50)

PROFILES IN FORCE MANAGEMENT NEW FA50S ARE INTRODUCED TO ARMY DESIGN

by CPTs David Burrier and Hugo Romero

Professional development in the officer corps is a key aspect to improving our strengths as leaders in our great Army. Many young officers would like to know their senior colleagues and leaders care about their growth and lay pathways toward decision points in their careers. But what happens when those officers decide one way or the other? The art of leadership and the science of decision-making should include some feedback mechanism, particularly in reference to the outcome of choosing a career field. Therefore we've arranged to issue some profiles of recent transfers to Force Management in order to articulate the reasons why an officer chose FA 50 and what it means to them.

Recently, US Army Forces Command (FORSCOM) G-3/5/7 began sponsoring new Force Management officers. The Force Integration



Directorate and its staff took the responsibility to integrate these officers into the professional path for the next phase of their career. This responsibility commenced with a six week in-house training program examining many of the

Force Management topics a student expects to receive during the official courses. With oversight by the Director of G-37 Force Integration, COL James McFadden, each Force Management Officer team chief sponsored several knowledge areas, i.e., Global Force Management, Force Design, Force Modernization, and led designated classes. After six weeks, we assessed our goal as complete in that each new FA 50 Captain had a sufficient amount of new knowledge to begin their daily staff analysis into Force Management matters. In this article, we'd like to highlight two of these officers to provide a glimpse of their paths and examine what drove them towards Force Management. We hope their experiences can be examples for other officers debating what career path they would like to choose.

The FVC CoC reviews all aspects of manning, equipping, funding, training, and stationing to ensure that the



The newly formed Cyber Electromagnetic Activities section of 2nd Armored Brigade Combat Team, 1st Infantry Division, poses for a photo during decisive action rotation 17-06 at the National Training Center on Fort Irwin, California, in May. (Photo Courtesy DoD)

organizations attain a readiness category of level C-3 or better upon activation or conversion in order to assist ARNG Senior Leaders in shaping the most cost-effective force, while emphasizing readiness, modernization and capability.

CPT David Burrier

"I was commissioned from The Citadel in 2008 as an Engineer Officer and became a platoon leader in the 27th Engineer Battalion at Fort Bragg, NC. My route clearance company deployed to Afghanistan in 2010. Half way through the deployment, I transitioned to the Company Executive Officer position for an Engineer Support Company. Upon redeployment to Fort Bragg, I relocated to the Louisville District and became a project engineer on the Olmsted Lock and Dam near Paducah, KY, where I was the only active duty personnel in an office of about 30 DA Civilians. Considering my current job as Requirements Synchronization Officer (RSO) at US Army Forces Command Headquarters (FORSCOM), this environment prepared me for future assignments. Following the assignment in Kentucky, I completed Engineer Captains' Career Course at Fort Leonard

Profiles continued on page 21

Profiles continued from page 20

Wood, MO, immediately after I relocated to the 82nd Airborne Division. My key positions were Assistant S-3, followed by Company Commander, and lastly, G-3 Deputy Division Chops.

"During my time in Division, I took part in multiple fieldings and tests on new equipment. I became intrigued by the aspect of taking an idea in a unit to operate better and turning that idea into a new piece of equipment for the Army. Following seven years on Fort Bragg, I assessed some personal considerations and learned I can improve serving the amazing Paratroopers I lead through the Force Management functional area (FA 50) career field. It seemed a valuable new way to assist the Paratroopers that I loved being around. The Volunteer Transfer Incentive Program accepted me into the FA50 branch in 2016 and I was assigned to FORSCOM G-3/5/7 Force Management.

"After spending three months at FORSCOM, I am beginning to understand what a FA 50 does. I attended the How the Army Runs and FA 50 qualification course from January to April 2017. The concept that struck me the most from both courses was how to translate strategy and requirements into new pieces of equipment or new formations. Since my return to FORSCOM, I have applied the skills that I learned into managing multiple requirements. I have leveraged my experiences as a light fighter to assist me in analyzing how best the Army can take advantage of capabilities of the Ground Maneuver Vehicle, Squad Multipurpose Equipment Transport, and Interim Combat Service Rifle. I have also taken the skills and networking I did at school to assist me in requirements that I did not have experience in such as Stryker Lethality and Synthetic Training Environment. I believe my time at FORSCOM as an RSO will assist me greatly in my 'one of one' assignment because of the different skills I have learned here."

CPT Hugo Romero

"I was commissioned from Officer Candidate School in June 2009 as a Military Police officer. My first officer assignment was to the 554th Military Police Company in Stuttgart, Germany. With credit towards my previous enlisted service, my commander assigned me as the

detachment Executive Officer, followed by Platoon Leader, and finally Company Executive Officer. In November 2011, I transferred to the First Army Division-East (1AE) where I served as Battle Captain in the Division Operations Center, and the Orders Officer-in-Charge position. I believe my time with First Army laid the groundwork for me to move on to staff positions and gave me the great experience to work side by side with former military personnel and civilians overall. After nearly three years with First Army, I attended the Adjutant General (AG) Captains' Career Course (CCC) at Fort Jackson, South Carolina. Upon completion I reported to Fort Hood, TX, where I became Squadron S-1 for 3rd Cavalry, 8th Regiment.

"As S-1, I oversaw numerous personnel actions and processes. I continuously sought the right duty positions for assigned Soldiers, and in-lieu of solutions for vacant positions. After two years in this position, I assessed that my career path was ready to carry forward onto larger scale enterprises. I initially considered myself a solid candidate for the FA 50 Force Management career field because of my performance as an AG officer and my vision to serve in a field that provides professional development and understanding of key leadership positions.

"In 2016, I transferred in the FA 50 field and began my assignment as a Requirements Synchronization Officer with FORSCOM G3/5/7 – Force Integration at US Army Forces Command (FORSCOM) on Fort Bragg, NC. The directorate's leadership sponsored my attendance at the How the Army Runs and FA 50 Qualification courses. Considering my coursework and time in position, I realize that the FA 50 field requires more than just experienced human resource management skills. It needs adaptable officers to continuously shape force structures and organizations. The colleagues around me take every opportunity to build and improve our Army. Being an FA 50 means understanding strategy so that one can identify capability shortfalls and derive the requirements needed to field ready units, re-align personnel, and ensure Soldiers get the modernized equipment needed to complete their missions."

The General MacArthur Leadership Award

by Dr. Ginette Braziel

"Duty, Honor, Country - those three hallowed words reverently dictate what you ought to be, what you can be, what you will be. They are your rallying point to build courage when courage seems to fail, to regain faith when there seems to be little cause for faith, to create hope when hope becomes forlorn."

15 June 2017



Congratulations

are in Order! The FA50

Team would like to recognize CPT Catherine E. Smith for her outstanding achievement in receiving The General MacArthur Leadership Award while serving at U.S. Army North, San Antonio, TX. She was selected along with a group of 28 officers who epitomize the ideals for which General Douglas MacArthur stood. This award and recognition is IAW Army Regulation 600-89, The Douglas MacArthur Leadership Award Program dated 20 September 2007.

The General MacArthur Leadership award recognizes company grade officers and warrant officers who demonstrate the ideals for which

GEN MacArthur Leadership continued on page 23

General MacArthur stood: Duty, Honor, and Country; and it also promotes and sustains effective Junior Officer Leadership in the Army.

The awardee selection is based on an eligibility and selection criteria process IAW with AR 600-89. This includes overall leadership performance during the calendar year of consideration, and existing information about the officer. There were several key criteria considered in the selection;

Leadership performance, the ability to Influence others, Proficiency being technically and tactically competent, Values committed to the Army, Team building developing a cohesive team while carrying out

the commanders intent, and Personal skills the ability to relate to people, interpersonal communication skills and the ability to understand human nature. The attributes that CPT Smith exhibited set her apart from her peers and earned her the recognition and achievement of this award.



FA50

Senior Force Manager Seminar

Recap 16-18 May 2017

This year's Senior Force Manager Seminar was held on 16-18 May 2017 at the Pentagon in the Pentagon Conference Center, Washington DC. The Conference was hosted by MG John George, Director of Force Development, HODA-G8 and Co-hosted by BG Brian Mennes, Director of Force Management, HODA G3-5-7. As the senior FA50 in the Army, MG Dyess also participated and provided us a great deal of guidance and support

The Senior Force Manager Seminar (SFMS) is a professional growth opportunity for the senior members of the Army Force Management community to hear and discuss issues with Army Leadership and others in the field. FA50 COLs, LTC (P) of all compos, and select senior Force Management DA civilians are



“Resource – Rebuild, Rethink, Maintain”



SFMS Recap continued from page 24

invited to participate. In addition, officers recently selected for promotion or for CSL positions are strongly encouraged to attend.

This year's theme was, **"Resource - Rebuild, Rethink, and Maintain"** is in accordance with the CSA's strategic priorities

Our mission was to conduct a SFMS that would sharpen and reinvigorate the knowledge of the FA50 COL, LTC (P) and CSL officers. Mission accomplished! The intent of this SFMS was to establish an interactive Seminar environment that allows senior FA50 officers and civilians to hone in, be engaged and expand their current knowledge base in preparation for assignments as senior



force managers. The Seminar also provided a consciousness and increased level of awareness of the current state of the Army and issues that may effect and impact future actions. The exchange of information was priceless, it increased the ability of the attendees to be successful in their next level of assignment. The conversation and discussions

were intense and valuable. The wide variety of briefings given enhanced the knowledge of all who attended.

This year's Seminar went to the next level, we included a GO/SES luncheon with MG George hosting. The luncheon allowed the GOs time to socialize amongst themselves while enjoying fine dining in the Pentagon GOs Mess. We also included a social Hosted by MG George at his residence, which put the icing on the cake. This was a great time that allowed a meet and greet opportunity, an exchange of information and conversation with peers and a chance to speak with the FD informally.

The FA50 PDO would also like to thank the volunteers and the "voluntold" who assisted in making this year's Seminar a great success, your effort did not go unnoticed.

Dr. Ginette A. Braziel
Broadening Opportunities Program Manager
FA50 Proponency Office

"Resource - Rebuild, Rethink, Maintain"





FA50

Creative Managers of Change

FA 50 HRC Quarterly Update

FORCE MANAGEMENT FORCE MANAGEMENT FORCE MANAGEMENT FA50 FORCE MANAGEMENT

Greetings fellow Force Managers! I am extremely excited to be your new Career Manager and look forward to working with all of you over the next few years. The first month has been a tremendous experience for me and I am truly honored to serve in this role. It is a great time to be an Army Force Manager.

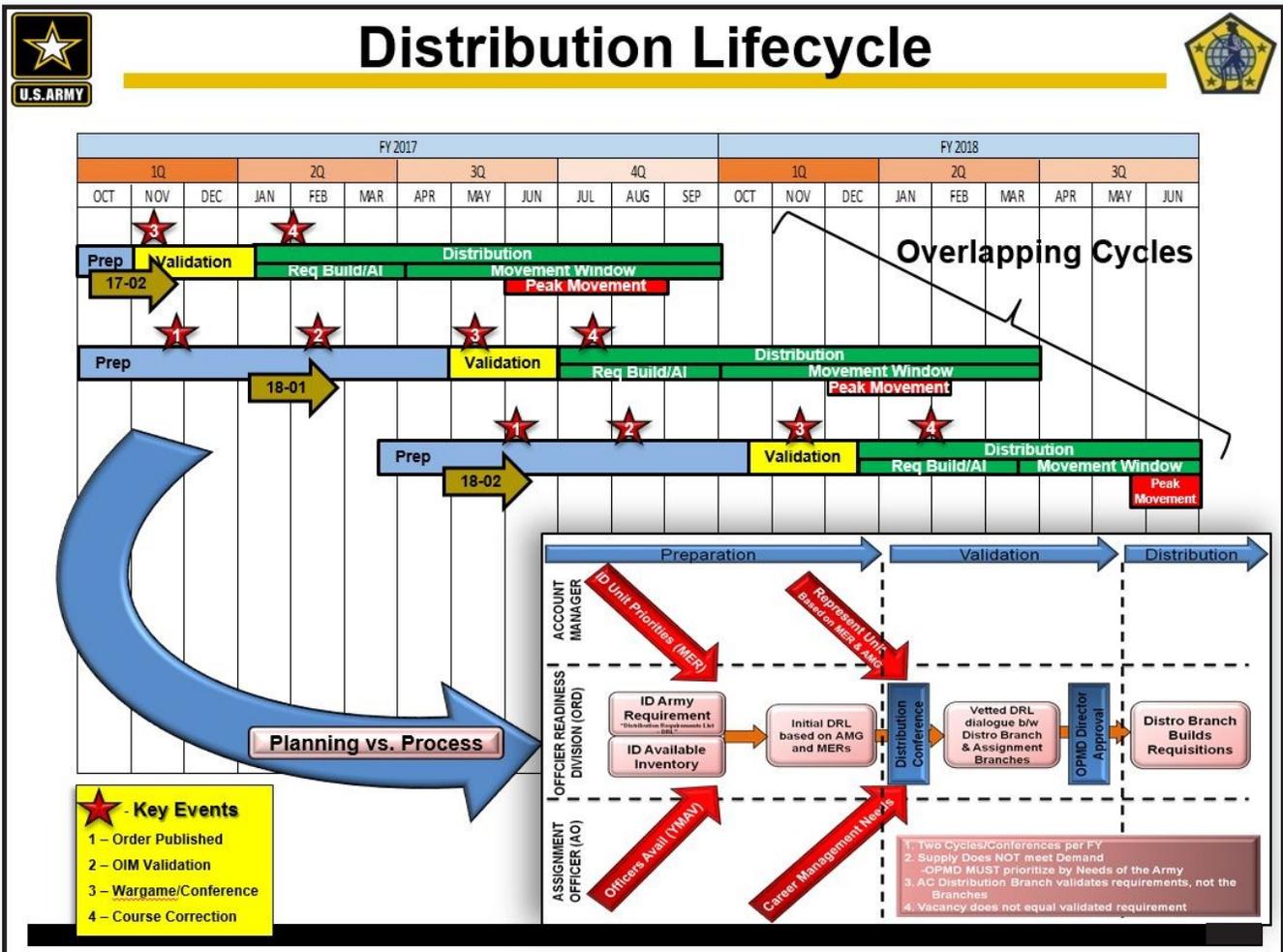
A little about me...I first enlisted in the Army in 1993 and was commissioned in 2001. I became an FA50 in 2009 and have served as an FA50 at the Pentagon in G8, FDR, 19th ESC in Korea, 7th ID at JBLM, WA, and I recently completed a TWI fellowship at FedEx.

As we move into the summer months many FA50's will be on the move to new assignments. During this transition time, please let me know if you need anything.

As you can see by the chart below there are several movement cycles overlapping (similar to the POM cycles for those who have served in HQDA, G8). The 18-02 Spring/ Summer movement cycle is in the prep phase and notifications will be sent out soon.



MAJ Michael G. Roe
FA50 HRC Career Manager
michael.g.roe.mil@mail.mil



HRC Quarterly continued on page 27



FA50

Creative Managers of Change

FA 50 HRC Quarterly Update

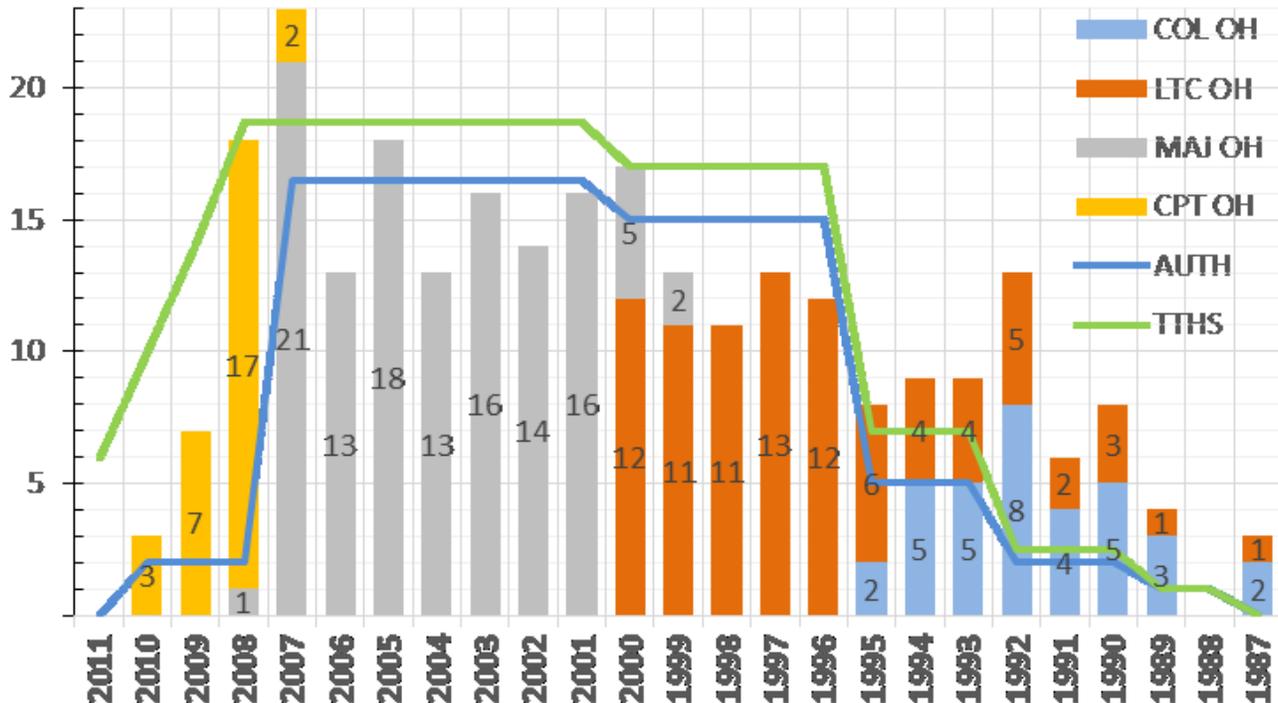
FORCE MANAGEMENT FORCE MANAGEMENT FORCE MANAGEMENT FA50 FORCE MANAGEMENT

Congratulations to the 3rd quarter 2017 VTIP officers.

Welcome to Force Management!

CPT ACOJEDO, JENNIFER G.
CPT (P) BOWEN JAMARCO L
CPT (P) CROWE MICHELLE L
CPT FULLER JON RAYMOND
CPT GEIGER RICHARD RANDELL
CPT HASSIN KELSEY NICOLE
CPT KOEHN STEPHEN MARK
CPT LOYNAZ SERGIO ANTONIO III
CPT MILLION CURTIS KENNETH
CPT MORRIS DEMETRIUS KEISHUN
CPT SWANSON EZRA E
CPT WILLIAMS BENJAMIN JR

FA 50 Year Groups



Does not includes the new 3rd quarter 2017 VTIP officers.



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FA 50 HRC Quarterly Update

FORCE MANAGEMENT

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FA50 Board Tracker

Board Name	My Board Dates	Start	End	Anticipated Release	MILPER
FY17					
FY18 LTC (OS) CMD / Key Billet	2SEP16-25OCT16	1-NOV-16	8-NOV-16	Released	16-213
LTC Army (OPS, OS, FS) PSB and MAJ SEL-CON	Complete	10-JAN-17	2-FEB-17	2JUN17(T)	16-275
COL Army (OPS, OS, FS) PSB	17FEB-11APR17	18-APR-17	5-MAY-17	2SEP17(T)	17-010
MAJ Army PSB / ACC ILE	12 MAY-4 JUL 17	11-JUL-17	3-AUG-17	1DEC17(T)	17-114/17-150
Senior Service College ACC	TBD	15-AUG-17	29-AUG-17	27DEC17(T)	17-149
FY 19 LTC (OS) CMD / Key Billet	TBD	11-SEP-17	19-SEP-17	TBD	

The next Board that will affect FA50s is the MAJ PSB; the board file is open now.

Board Prep To Do List:

1. Discuss your next board at every rater / senior rater counseling session for OER timing. Once your board MILPER is released discuss your options for Complete the record OERs with your rater / senior rater.
2. Once the MILPER message for your board is released read it **twice!** The majority of questions that HRC receives about boards are already answered in the MILPER.
3. Check your OMPF early. Get with your local G1 to get any missing documents in your OMPF.
4. Check your ORB. Coordinate with your local G1 to fix any errors.
5. Update your photo. The Regulation says 5 years but 2 is better. Less than 2 years if anything significant has changed. New awards, weight, rank, etc...

HRC Board Prep Resources

[HRC Promotion Board Pre-Combat Checklist](#)

[HRC Officer Selection Board Process OPD](#) (47 Min.)

[HRC My Board File Official Facebook Site](#)

[Officer Board Preparation Checklist](#) (login required)

[Updating Board Documents](#)

[HRC Board Information](#) (board schedules, board prep, and board results)



FA50

Creative Managers of Change

FA 50 HRC Quarterly Update

FORCE MANAGEMENT FORCE MANAGEMENT FORCE MANAGEMENT FA50 FORCE MANAGEMENT

FY18 HQDA BOARD SCHEDULE — FOR PUBLIC RELEASE

1st Quarter			
	CONVENE DATE	RECESS DATE	TOTAL DAYS
FY19 COL (OS) CMD/KEY BILLET	16-Oct-17	20-Oct-17	5
FY19 COL (FS) CMD/KEY BILLET	16-Oct-17	20-Oct-17	5
FY19 SMU CMD/KEY BILLET	17-Oct-17	20-Oct-17	4
FY19 COL (ID) CMD/KEY BILLET	17-Oct-17	20-Oct-17	4
FY19 COL (OPS) CMD/KEY BILLET	18-Oct-17	27-Oct-17	10
FY18 ARNG GO FEDERAL RECOGNITION	23-Oct-17	23-Oct-17	1
FY18 USAR GOPSB/GOAAB	24-Oct-17	31-Oct-17	8
RA-USAR (AGR) BDE / BN CSM CSL and ARSOF/SMU CSM CSL	24-Oct-17	9-Nov-17	17
FY18 USAR AGR REFRAD	25-Oct-17	26-Oct-17	2
FY19 COL/GS15 ARMY ACQUISITION CORPS CMD/KEY BILLET	30-Oct-17	3-Nov-17	5
FY19 COL AMEDD CMD/KEY BILLET	30-Oct-17	3-Nov-17	5
FY19 LTC/GS14 ARMY ACQUISITION CORPS CMD/KEY BILLET	31-Oct-17	3-Nov-17	4
FY19 LTC AMEDD CMD/KEY BILLET	14-Nov-17	21-Nov-17	8
MG ARMY PSB	14-Nov-17	15-Nov-17	2
BG AMEDD PSB / CHIEF OF DENTAL CORPS	16-Nov-17	17-Nov-17	2
RESERVE COMPONENTS LTC CH PSB and MAJ CH SELCON	28-Nov-17	1-Dec-17	4
RESERVE COMPONENTS COL CH PSB	28-Nov-17	1-Dec-17	4
RESERVE COMPONENTS COL APL PSB	28-Nov-17	15-Dec-17	18
2nd Quarter			
	CONVENE DATE	RECESS DATE	TOTAL DAYS
LTC MC/DC PSBs and MAJ MC/DC SELCON	9-Jan-18	18-Jan-18	10
COL AMEDD PSBs	17-Jan-18	25-Jan-18	9
BG ARMY PSB	23-Jan-18	29-Jan-18	7
LTC ARMY (OPS, OS, FS, ID) PSBs and MAJ SELCON	24-Jan-18	16-Feb-18	24
RESERVE COMPONENTS LTC APL PSBs and MAJ APL SELCON	30-Jan-18	16-Feb-18	18
RA-USAR (AGR) MSG PROMOTION / SFC QSP	6-Feb-18	2-Mar-18	25
COL ARMY (OPS, OS, FS, ID) PSBs	13-Feb-18	2-Mar-18	18
MAJ MC/DC PSBs and CPT MC/DC SELCON	26-Feb-18	2-Mar-18	5
RESERVE COMPONENTS MAJ CH PSBs and CPT CH SELCON	27-Feb-18	2-Mar-18	4
MAJ CH PSB	5-Mar-18	9-Mar-18	5
CH ILE	5-Mar-18	9-Mar-18	5
USAR MAJ JAG PSB	6-Mar-18	9-Mar-18	4
RESERVE COMPONENTS MAJ APL PSBs and CPT APL SELCON	7-Mar-18	28-Mar-18	22
LTC AMEDD PSBs and MAJ AMEDD SELCON	13-Mar-18	20-Mar-18	8
RESERVE COMPONENTS COL AMEDD PSBs	13-Mar-18	30-Mar-18	18
RESERVE COMPONENTS LTC AMEDD PSBs and MAJ AMEDD SELCON	13-Mar-18	30-Mar-18	18
SENIOR SERVICE COLLEGE SPECIAL BRANCHES (JAGC)	12-Mar-18	13-Mar-18	2
SENIOR SERVICE COLLEGE SPECIAL BRANCHES (CH)	14-Mar-18	15-Mar-18	2
COL CH PSB	20-Mar-18	22-Mar-18	3
CPT AMEDD PSBs	20-Mar-18	30-Mar-18	11

HRC Quarterly continued on page 30



FA50

Creative Managers of Change

FA 50 HRC Quarterly Update

FORCE MANAGEMENT

FORCE MANAGEMENT

FORCE MANAGEMENT

FA50

FORCE MANAGEMENT

FY18 HQDA BOARD SCHEDULE — FOR PUBLIC RELEASE

3rd Quarter			
	CONVENE DATE	RECESS DATE	TOTAL DAYS
LTC CH PSB	3-Apr-18	6-Apr-18	4
MAJ AMEDD PSBs and CPT AMEDD SELCON	10-Apr-18	20-Apr-18	11
CPT ARMY PSB	17-Apr-18	4-May-18	18
USAR CHIEF WARRANT OFFICER 3/4/5 PSBs	24-Apr-18	4-May-18	11
CHIEF WARRANT OFFICER 3/4/5 PSBs	25-Apr-18	10-May-18	16
RESERVE COMPONENTS CPT APL PSBs	30-Apr-18	11-May-18	12
RESERVE COMPONENTS CPT AMEDD PSBs	1-May-18	18-May-18	18
RESERVE COMPONENTS MAJ AMEDD PSBs and CPT AMEDD SELCON	1-May-18	18-May-18	18
RA CSM/SGM NOMINATIVE and RA-USAR (AGR) CSM-SGM QSP	14-May-18	18-May-18	5
RA-USAR (AGR) SFC PROMOTION / SSG QSP	30-May-18	26-Jun-18	28
USAR POSITION VACANCY BOARD	4-Jun-18	8-Jun-18	5
FY20 COL AMEDD CMD/KEY BILLET	11-Jun-18	15-Jun-18	5

4th Quarter			
	CONVENE DATE	RECESS DATE	TOTAL DAYS
MAJ ARMY (OPS, OS, FS, ID) PSBs and CPT ACC SELCON / ACC ILE	10-Jul-18	2-Aug-18	24
COL JAG PSB	10-Jul-18	12-Jul-18	3
CY19 USAR AGR / NON-AGR LTC CMD ASSIGNMENT	11-Jul-18	25-Jul-18	15
USAR LTC JAG PSB	17-Jul-18	27-Jul-18	11
USAR COL JAG PSB	17-Jul-18	27-Jul-18	11
USAR SSC / ILE	24-Jul-18	9-Aug-18	17
MAJ JAG PSB	31-Jul-18	3-Aug-17	4
FY20 COL/GS15 ARMY ACQUISITION CORPS CMD/KEY BILLET	6-Aug-18	10-Aug-18	5
FY20 COL (OS) CMD/KEY BILLET	6-Aug-18	10-Aug-18	5
FY20 COL (FS) CMD/KEY BILLET	6-Aug-18	10-Aug-18	5
FY20 COL (ID) CMD/KEY BILLET	7-Aug-18	10-Aug-18	4
FY20 COL (OPS) CMD/KEY BILLET	7-Aug-18	16-Aug-18	10
CY19 USAR AGR / NON-AGR COL CMD ASSIGNMENT	14-Aug-18	23-Aug-18	10
SENIOR SERVICE COLLEGE - ACC	15-Aug-18	29-Aug-18	15
ROTC PROFESSOR of MILITARY SCIENCE	20-Aug-18	24-Aug-18	5
LTC JAG PSB and MAJ JAG SELCON	20-Aug-18	24-Aug-18	5
JAG ILE	20-Aug-18	24-Aug-18	5
USAR AGR REFRAD	21-Aug-18	24-Aug-18	4
RA-USAR (AGR) SGM TRAINING & SELECTION / 1SG-MSG QSP / TPU-DIMA CSM SELECTION / USAR DIMA SFC-SGM SELECTION	28-Aug-18	14-Sep-18	18
AMEDD ILE	5-Sep-18	14-Sep-18	10
SENIOR SERVICE COLLEGE - AMEDD	10-Sep-18	14-Sep-18	5
MG AMEDD PSBs	20-Sep-18	20-Sep-18	1

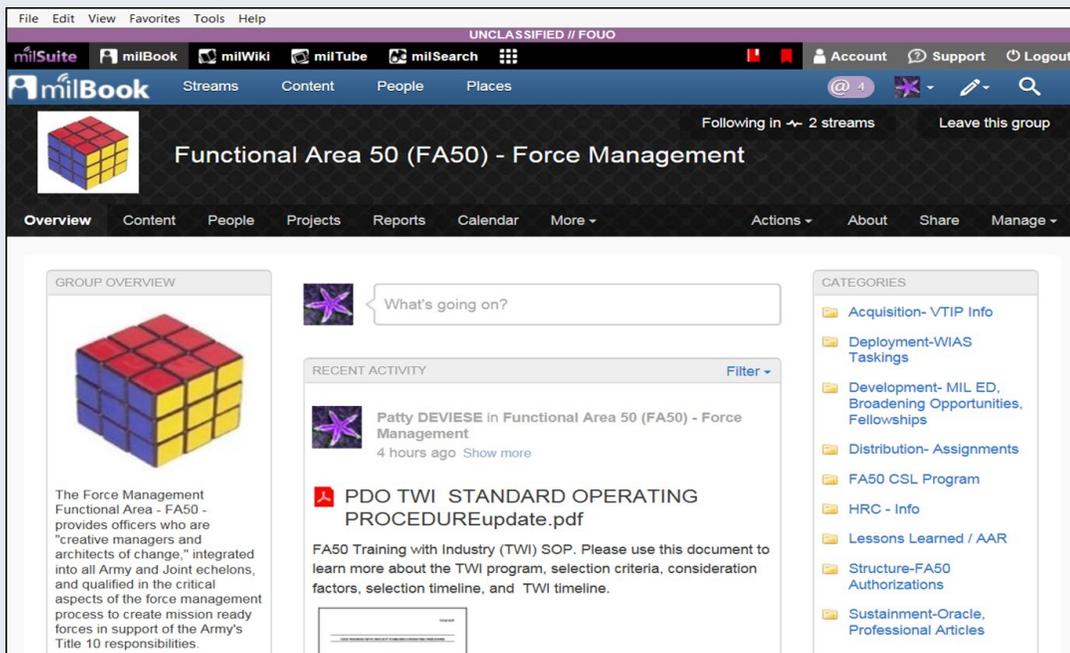


FA50 milSuite Page



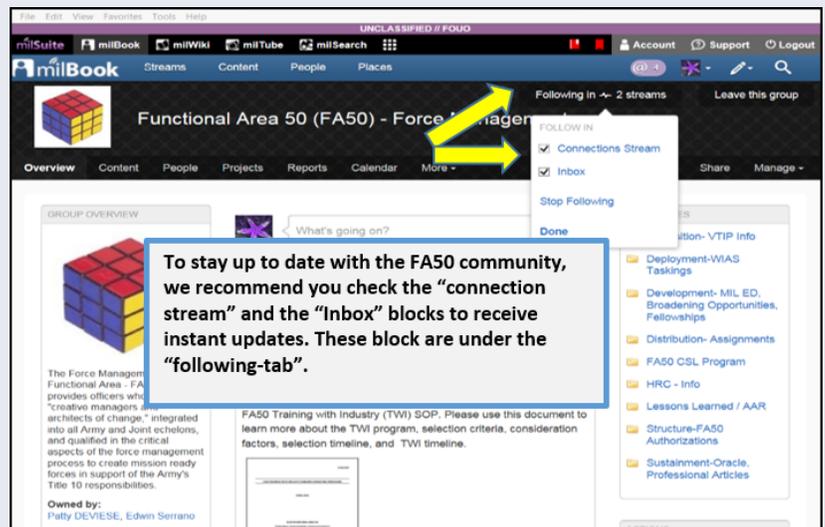
Welcome to our FA50 milSuite page! The Personnel Development Office (PDO) is excited to launch this page in order to stay connected with the entire FA50 community. We want this forum to serve as a collaborative platform for everyone to provide insightful information or lessons learned from your previous or current assignments. We encourage all FA50's to share professional documents, initiate blogs and participate in discussions and posts pertaining to our career field. Additionally, you will find additional information pertaining to the Voluntary Transfer Incentive Program (VTIP), broadening opportunities, career development, professional articles, and force structure. We look forward to reading your posts!

milSuite FA50 page link: <https://www.milsuite.mil/book/groups/fa50>



Additional Guidelines:

You must join the group in order to share documents, post discussion topics, and start blogs. You can simply join the group by clicking the "follow" tab at the top of this page. If you want to share a document with the FA50 community, please ensure you tag it appropriately to one of the categories (folders) in the right side of the page. Please remember to remain professional in all of your posts and shared documents. Additionally, you have the option to receive immediate notifications by checking the "connection streams" and "Inbox" blocks.



FA50 - FYs 17 & 18 Education and Training

The purpose of the Army's Intermediate Level Education (ILE) program is to provide mid-grade officers a basic foundation in professional military education and leadership development training. This program develops leaders preparing them to execute full spectrum operations; it trains and educates leaders in the practice and values of the profession of arms; and prepares leaders to operate in joint, multi-national and interagency environments. ILE prepares officers for duty as field grade commanders and staff officers throughout the Army primarily at brigade and higher echelons.

FA50 Qualification Course																
Phase I		HOW THE ARMY RUNS COURSE (4-week course)			Phase II		HOW THE ARMY RUNS COURSE (10-week course)									
	Course Num	Start Date	End Date			Course Num	Start Date	End Date								
FY 17	01-17	11-Oct-16	4-Nov-16	}	}	01-17	6-Feb-17	14-Apr-17	}							
	02-17	9-Jan-16	3-Feb-17			}										
	03-17	13-Feb-17	10-Mar-17				}									
	04-17	20-Mar-17	14-Apr-17					}								
	05-17	17-Apr-17	12-May-17							}						
	06-17	22-May-17	16-Jun-17								}					
	07-17	10-Jul-17	4-Aug-17									}				
	08-17	7-Aug-17	1-Sep-17										}			
	09-17	5-Sep-17	29-Sep-17											}		
FY 18	01-18	10-Oct-17	3-Nov-17	}	}				02-17						19-Jun-17	25-Aug-17
	02-18	8-Jan-18	2-Feb-18			}										
	03-18	5-Feb-18	2-Mar-18				}									
	04-18	5-Mar-18	30-Mar-18					}								
	05-18	9-Apr-18	4-May-18						}							
	06-18	7-May-18	1-Jun-18							}						
	07-18	2-Jul-18	27-Jul-18								}					
	08-18	30-Jul-18	24-Aug-18									}				
	09-18	4-Sep-18	28-Sep-18										}			
					01-19											

INTERMEDIATE LEVEL EDUCATION (CORE) FY2017					
CGSS SATELLITE CAMPUS , FORT BELVOIR, VA 22060					
Class	Report Date	Start Date	End Date	Capacity	Class Type
1	4-Jan-17	5-Jan-17	20-Apr-17	128	Resident
2	3-May-17	4-May-17	17-Aug-17	128	Resident
3	28-Aug-17	29-Aug-17	14-Dec-17	128	Resident
CGSS SATELLITE CAMPUS, FORT LEE, VA 23801					
Class	Report Date	Start Date	End Date	Capacity	Class Type
1	3-Jan-17	4-Jan-17	19-Apr-17	64	Resident
2	2-May-17	3-May-17	16-Aug-17	64	Resident
3	27-Aug-17	28-Aug-17	13-Dec-17	64	Resident
CGSS SATELLITE CAMPUS, FORT GORDON, GA 30905					
Class	Report Date	Start Date	End Date	Capacity	Class Type
1	30-Oct-16	31-Oct-16	2-Mar-17	64	Resident
2	9-Mar-17	10-Mar-17	22-Jun-17	64	Resident
3	5-Jul-17	6-Jul-17	19-Oct-17	64	Resident
CGSS SATELLITE CAMPUS, REDSTONE ARSENAL, AL 35898					
Class	Report Date	Start Date	End Date	Capacity	Class Type
1	5-Jan-17	6-Jan-17	21-Apr-17	64	Resident
2	4-May-17	5-May-17	18-Aug-17	64	Resident
3	29-Aug-17	30-Aug-17	15-Dec-17	64	Resident

INTERMEDIATE LEVEL EDUCATION (CORE) FY2018					
CGSS SATELLITE CAMPUS, FORT BELVOIR, VA 22060					
Class	Report Date	Start Date	End Date	Capacity	Class Type
1	4-Jan-18	5-Jan-18	20-Apr-18	128	Resident
2	2-May-18	3-May-18	16-Aug-18	128	Resident
3	27-Aug-18	28-Aug-18	13-Dec-18	128	Resident
CGSS SATELLITE CAMPUS, FORT LEE, VA 23801					
Class	Report Date	Start Date	End Date	Capacity	Class Type
1	3-Jan-18	4-Jan-18	19-Apr-18	64	Resident
2	1-May-18	2-May-18	15-Aug-18	64	Resident
3	26-Aug-18	27-Aug-18	12-Dec-18	64	Resident
CGSS SATELLITE CAMPUS, FORT GORDON, GA 30905					
Class	Report Date	Start Date	End Date	Capacity	Class Type
1	30-Oct-17	31-Oct-17	1-Mar-18	64	Resident
2	15-Mar-18	16-Mar-18	28-Jun-18	64	Resident
3	11-Jul-18	12-Jul-18	25-Oct-18	64	Resident
CGSS SATELLITE CAMPUS, REDSTONE ARSENAL, AL 35898					
Class	Report Date	Start Date	End Date	Capacity	Class Type
1	4-Jan-18	5-Jan-18	20-Apr-18	64	Resident
2	3-May-18	4-May-18	17-Aug-18	64	Resident
3	28-Aug-18	28-Aug-18	14-Dec-18	64	Resident



HEADS UP!



FA50 Broadening Opportunities Selection Process

The FA 50 Personnel Development Office (PDO), in coordination with the FA 50 Human Resources Command (HRC) Career Manager, manage the FA 50 Broadening Opportunity Programs. The programs provide opportunities for officers to broaden their experience through continued education and experience with industry. Selected FA 50 officers can expect to experience proven practices that will enhance the skills, knowledge, tools and attributes to successfully articulate, manage and lead change in Force Development and the Force Integration field. Applications for ACS, TWI (FEDEX and Amazon Corporations), and Army Fellowship programs (RAND and MITRE) are accepted annually. Guidance and selection procedures are formalized to assure transparency, objectivity and equal opportunity.

This year, in order to give officers ample time to submit their application, the initial call for applications was issued by the FA 50 PDO via email, posted online at the FA50 website and milSuite on 20 April 2017. The application suspense is 22 September 2017. In addition, the call for applications email and online message also included the Professional Opportunities Guidelines. The FA 50 PDO will source 5x ACS, 1x RAND, 2x MITRE, 1x FEDEX and 1x Amazon candidate.

Each Broadening Opportunity Candidate will incur an Army Duty Service Obligation (ADSO), follow on assignment, approved by the FA 50 PDO and the HRC Assignment Officer.

- Army Fellowship Program - minimum of 3 year ADSO
- Training with Industry - minimum of 3 year ADSO
- Army Civilian Schooling - minimum of 2 year ADSO

The FA 50 PDO has added two additional documents to the application packet. The Letter of Intent and a Memorandum of Agreement.

- The Letter of Intent is required before the applicant submits a packet. The letter of intent notifies the immediate supervisor of the applicant's intent to submit an application for the Broadening Opportunities Program. The letter of intent must be signed by the officer's first O6/COL in the supervisory chain of command or a GS-15.
- The Memorandum of Agreement is required upon selection into the Broadening Opportunities Program. This Memorandum of Agreement will be signed notifying the Officer of his/her agreement to serve an Army Duty Service Obligation IAW AR350-1, AR 621-7 and AR 621-1, which states that officers will incur an obligation.

Timeline:

After the application process window is closed, the Selection Panel will convene on 16 November 2017. The timeline below will give you an idea of how the Broadening Opportunities process works once the application packets are received.

1. No later than close of business on 22 September 2017 all applicants' packets must be submitted to the FA 50 PDO POC Dr. Ginette Braziel for content review.
2. 16 November 2017 the selection panel will assemble to review all applications and establish an Order of Merit List.
3. 17 November 2017 the Order of Merit List is reviewed by FA 50 PDO Chief and the HRC assignment Officer.
4. December 2017 FA 50 PDO Chief and the HRC Assignment Officer will brief the results to the Executive Agent for approval and selectees will be notified.
5. Once the selectees are notified they must begin assembling all required documents requested by HRC, this includes engaging and communicating with the University/College for all necessary documents prior to the HRC suspense date. Failure to meet the suspense dates provided can result in a disqualification from the program.
6. January thru May 2018, the HRC assignment Officer will work on final details with the selectees in order to provide an RFO.
7. June thru August 2018, all selectees will report to their respective programs.

If you have any questions your, POCs are, FA 50 PDO Broadening Opportunities Program Manager: Dr. Ginette A. Braziel, ginette.a.braziel.civ@mail.mil, and the alternate POC, HRC Assignment Manager MAJ Michael (Mike) Roe, michael.g.roe.mil@mail.mil.

Dr. Ginette A. Braziel
Broadening Opportunities Program Manager
FA50 Proponency Office

PROCESS OF CENTRALIZED SELECTIONS

Centralized Selection List – Command and Key Billet (CSL-CMD/KB)

The centralized command and key billet selection system encompasses all aspects of the process for selection, slating, and assignment of officers to COL and LTC level commands and key billets. This system is a Chief of Staff of the Army (CSA) program that places the best qualified officers in command and key billets who will best serve the Nation, the Army, and its Soldiers. The system, a year-round process, includes the pre-board, board, pre-slate, slate, and post slate phases. The command/key billet slate is dynamic and changes throughout the year due to changes in unit and officer status (Centralized Selection List (CSL) unit inactivations, declinations, extensions and curtailments). Each year, three HODA selection boards convene to consider eligible Army Competitive Category (ACC) COLs and LTC(P)s for assignment to CSL–command and key billet designated positions. The selection boards convene according to the three officer personnel management functional categories of Maneuver, Fires, and Effects (MFE), Operations Support (OS), and Force Sustainment (FS). Board dates are announced by MILPER message. Officers provide their input by submitting preferences via an Army Knowledge Online (AKO) command/key billet Command Preference Designation (CPD) site. Each board selects officers by subcategories (Operations, Strategic Support, Recruiting and Training, Installation, and Key Billet). The Colonels Management Office slates the officers into specific units within each subcategory (based on CSA slating guidance). **The CSA is the approval authority for all CSL command/key billet slates.**

Declinations

An officer may decline to compete, without prejudice, prior to the convening of the HODA CSL – Command and Key Billet Board. **Post-board declinations are considered “with prejudice.”** Formal declination of CSL command/key billet will be submitted to the officer’s Human Resource Manager (HRM) in writing through the officer’s first GO/SES in their chain of command.

Deferments

There are three types of deferments (Operational, Personal, and Administrative). Officers must submit requests for deferment of command/key billet to Colonels Management Office within 60 calendar days of the official slate release date to receive “deferred principal” status if their request is approved. **The VCSA is the approval authority for all deferments.**

Selection to Centralized Selection List (CSL) Command and Key Billets at any level, any location, and of any unit across the Army is an extraordinary privilege and revered honor. The Army needs competent and innovative CSL leaders of character who are committed. Our Soldiers deserve no less. Every CSL officer directly impacts the lives of our Soldiers and determines the readiness of our Army. –GEN Milley (CSA)

Extensions/Curtailments

Approval authority for COL level CSL extensions/curtailments:

- Commanders, MG and above – up to 30 days
- Commanders, ACOM, ASCC, or DRU – up to 60 days
- Requests for extensions/curtailments greater than 60 days must be approved by the VCSA
- All requests must be coordinated through chain of command and the Colonels Management Office,

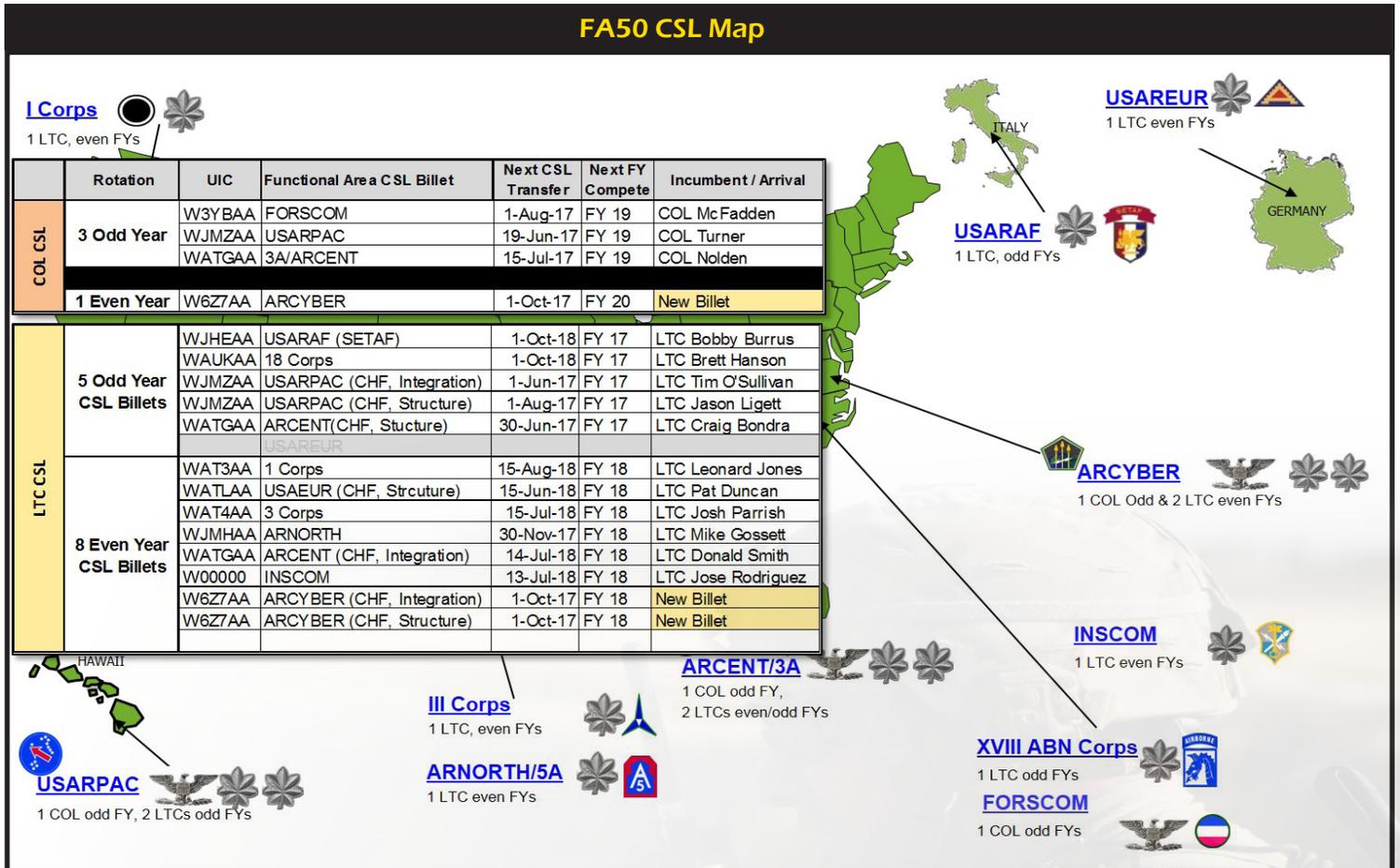
CSL Constructive Credit – Command/Key Billet Tours

Officer submits request for constructive credit through

PROCESS OF CENTRALIZED SELECTIONS

current chain of command to the Director, SLD (sample request at link below). Officer must be listed as a "Primary" or "Alternate" on a current or future valid CSL for commands/key billets. The minimum

tour length for an officer to receive constructive credit for a command/key billet tour is completion of one-half of the normal key billet tour in CONUS and long tour areas, or 5/6 of a one year short tour.



ASSIGNMENT CONSIDERATIONS

High School Senior (HSS) Program: The High School Senior (HSS) Program provides assignment consideration to officers with children in high school. It is important for you to communicate the status of your family members to HRC as soon as possible in order to provide the maximum amount of planning time during the assignment process. Requests for high school senior consideration must be received at Senior Leader Development Office (SLD) during the summer between a child's sophomore and junior school years. While HRC will consider all HSS requests, the needs of the Army may dictate that the officer execute deployment or a short tour assignment in order to stabilize the family members. To apply officers must request enrollment in the high school senior program through their chain of command to the Chief, Senior Leader Development Division.

Exceptional Family Member Program (EFMP): Soldiers are responsible for keeping their EFMP enrollment current as exceptional family member conditions change or at least every three years, whichever comes first. The Exceptional Family Member Program (EFMP) is a mandatory enrollment program that works with other military and civilian agencies to provide comprehensive and coordinated community support, housing, educational, medical, and personnel services to families with special needs. Soldiers on active duty enroll in the program when they have a family member with a physical, emotional, developmental, or intellectual disorder requiring specialized services so their needs can be considered in the military personnel assignment process. Deletion from assignment instructions is not granted solely because of a soldier's enrollment in the EFMP.

Ref: AR 608-75, Exceptional Family Member Program

Married Army Couples Program (MACP): The Married Army Couples Program (MACP) provides regular Army service members married to other regular Army service members the opportunity to establish a joint domicile while fulfilling the Army's mission. The career management office will coordinate with the two officers, the appropriate gaining commands and the Human Resources Command (HRC) as appropriate. If joint domicile cannot be accomplished, special instructions in the RFO will state that "a married Army couple assignment was considered but could not be accommodated". Army service members married to a member of the Reserve component or a member of another branch of the U.S. military may not enroll in the program, but may request re-assignment to join their spouse. (If married to a member of the Reserve component, the spouse must have been called to active duty for one year or more for joint-domicile consideration.) Readiness remains the number one priority, but we will strive to accommodate joint domicile assignments whenever possible. *Ref: AR 614-100, Officer Assignments Policies, Details, and Transfers, Paragraph 5-3a*

Snippets...

SECURITY FORCES ASSISTANCE BRIGADE (SFAB) Update

The Secretary of the Army approved the development of security force assistance (SFA) structure to meet combatant command theater security cooperation requirements, to restore Army readiness by relieving regular Army brigade combat teams (BCTs) of these missions, and to serve as the foundation for regeneration of BCTs, as required. Two RA SFA brigades and one Army National Guard (ARNG) SFA brigade (500 Soldiers each, 1,500 Soldiers total) are approved and programmed for activation in fiscal year (FY) 2018 and 2019.

- SFAB #1 Effective date is 1 OCT 2017, Station at - FT Benning, GA
- SFAB #2 Effective date is 1 OCT 2018, Station at - TBD
- HRC is in the process of assigning soldiers now; we expect the FA50 to arrive on the ground by NLT 18-02 (summer assignment cycle).

New Requirement is for 1 x FA50 MAJOR

1. FA50 Officer "should not be the first FA50 job"
2. The selected officer for SFABs must have a prior "one of one - like experience"
3. Solid background in Force Structure and all aspects of equipping
4. Working knowledge of Global Force Management

If you think you are the right person for the job, please contact [HRC MAJ Mike Roe](#).

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FA50 Website:

www.fa50.army.mil

AKO: <https://www.us.army.mil/suite/page/194547>

AFMS Online: <http://www.afms1.belvoir.army.mil>

FA50 Website:

www.fa50.army.mil

FA50 on Facebook:

<https://www.facebook.com/Army.FA50>

HRC on-line: <https://www.hrc.army.mil>

Milper Messages:

<https://persomnd04.army.mil/milpermsgs.nof>

milSuite:

<https://www.milsuite.mil/book/groups/fa50>

FA50s' DVIDS:

<https://www.hrc.army.mil/milper>

Where can I find information about FA50? You can find information about FA50 in DA PAM 600-3 Chapter 30 and at <http://www.fa50.army.mil/>. If you have an AKO account, you can also check out <https://www.us.army.mil/suite/page/194547>. You can also email questions to usarmy.pentagon.hqda-dcs-g-8.mbx.fa50-personnelproponent@mail.mil.