



DIRECTOR'S MESSAGE

Spring: Revival and Growth

It is appropriate that, in this season of revival and growth we discuss our ongoing effort to renew and grow our agency.

By now, I'm sure you've heard something about our human capital solutions initiative. What is it? Basically, it is our effort to manage the recruitment and growth of a strong corps of acquisition and contracting professionals for the future. In his recent testimony to Congress, Secretary of Defense Robert Gates recognized DCMA's need to increase its acquisition workforce and we are stepping out to do just that.

I have tasked our human resources folks with managing this rebuilding and growth effort through the human capital solutions initiative. It is well underway. Many of you are participating in this effort by expressing your ideas, experiences and opinions about how to make DCMA an employer of choice for the future through focus groups and survey participation. Thank you for this critical support.

This human capital initiative is broad and represents a soup-to-nuts effort to shore up our agency human capital needs. An important part of our human capital strategy will be a diversity strategy.

Why diversity?

Leveraging the diversity of our people makes us more capable by cultivating all our differences ... helps us make better decisions ... decisions that, in turn, make us more flexible and more effective. Equal opportunity and diversity are absolute necessities for the future if we are to remain highly competitive with the private sector in recruiting talented and competent professionals for our workforce. Every individual — military or civilian — must be encouraged and enabled to reach his or her full potential.

Future empowerment comes from an active commitment to attracting and recruiting the very best. We will foster an environment that respects an individual's worth based on his or her performance regardless of ethnicity, gender, handicap or creed. Accordingly, we will support a culture of professional and personal development, ensuring our people receive training and

education for accomplishing our mission, with opportunities available to all in an equal manner.

I need each of you to focus on growing our workforce to meet the Department's needs for the future. We must anticipate and embrace the demographic changes of tomorrow, and build a workforce reflective of our nation's talent pool. We must lead in ways that will continue to draw men and women to service to our country, to our Department and to DCMA.

Diversity of thoughts, ideas and competencies of our people keeps DCMA strong and empowers us to help protect the very freedoms and opportunities we enjoy each day. The vast talent, diversity and experience of our citizens will continue to be our strength and will ensure DCMA's relevance and our nation's security and prosperity.

Sincerely,



Charlie Williams, Jr.

Director
DCMA

DCMA Director
Charlie Williams, Jr.

Office of Congressional and Public Affairs

Director
Jackie Noble

Chief, Public Affairs
Richard Cole

Editor in Chief
Dianne Ryder

Associate Editor
Mark Woodbury

Editorial, Layout and Design
Katherine Crawford, Laura Tansill & Michael Kaplun, BRTRC Technology

Research Corporation, 8260 Willow Oaks Corporate Drive, Suite 800, Fairfax, VA. 22031
phone: (703) 204-9777

Printed By
Quintessential Color Group
7915 Penn Randall Place
Upper Marlboro, MD 20772
phone: (301) 736-3390
fax: (301) 736-3395

Communicator is published quarterly from appropriated funds by authority of the director, Defense Contract Management Agency. The director has determined that this publication is necessary in the transaction of business required by law and the Department of Defense.

Contents are not necessarily the official views of, or endorsed by, the U.S. government, DoD or DCMA. Controlled circulation. Periodicals postage paid at Upper Marlboro, Md., and additional mailing offices.

Subscriptions: Private subscriptions and rates are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 or (202) 512-1800. POSTMASTER: Send address changes to DEFENSE CONTRACT MANAGEMENT AGENCY, OFFICE OF PUBLIC AFFAIRS, 6350 WALKER LANE, ALEXANDRIA, VA 22310-3241.