

# Meet *the* DCMA



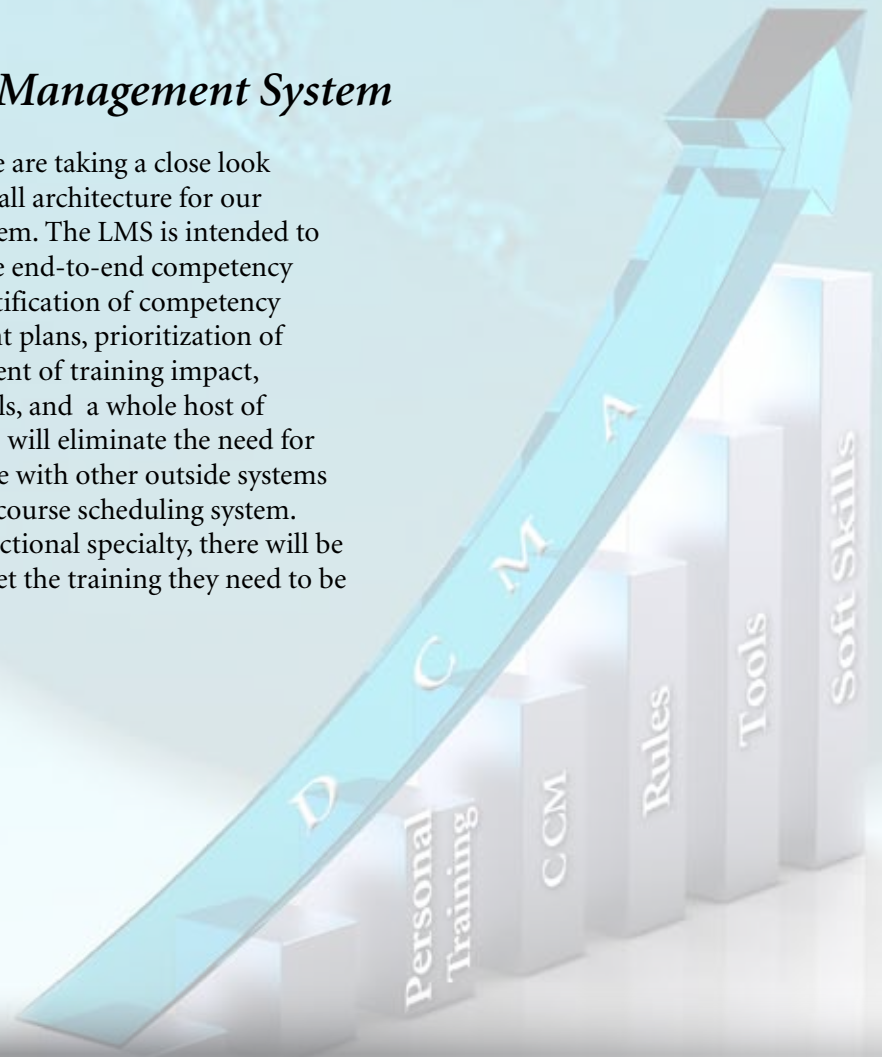
**JIM RUSSELL**  
Deputy Director, DCMA

## *Standing up the College of Contract Management*

**T**he agency has entered into a long term partnership with the Defense Acquisition University to revitalize our functional training programs. Training course development and delivery are not core competencies for the agency. DAU has tremendous internal capability and a network of established relationships with colleges, universities, and training development firms to develop and deliver accredited course curriculum focused on measurable improvements in workforce skills. We will work closely with DAU to identify needed competencies, provide subject matter experts to ensure course content has technical relevance to the agency and determine the right mix of courses and delivery techniques to meet our needs.

## *Strengthening the Learning Management System*

**A**s a key part of our year of training, we are taking a close look at our development strategy and overall architecture for our proposed Learning Management System. The LMS is intended to be a common architecture to facilitate end-to-end competency and training management. This includes identification of competency needs, development of individual development plans, prioritization of requirements, scheduling of training, assessment of training impact, monitoring certification and competency levels, and a whole host of workforce competency related tools. The LMS will eliminate the need for separate stand-alone systems and will interface with other outside systems like the Defense Acquisition University's new course scheduling system. Most importantly, regardless of a person's functional specialty, there will be a single approach and system to ensure they get the training they need to be most effective.



# champions -



**MARIE GREENING**  
Chief Operations Officer  
Operations Directorate

## *Identifying, validating and prioritizing agency training requirements*

I am champion of the focus area designed to establish an Agency framework to facilitate identification, validation, and prioritization of training requirements, so we don't lose sight of our immediate ongoing training obligations. The thrust of this process will be to harness information gleaned from our annual employee review and individual development plan processes to be able to anticipate near-year and out-year training requirements. We will then tie in a training requirement factor based on new employees who will fill slots vacated by attrition. All of these requirements will then be incorporated into a near-year execution plan as well as a future-year training plan tied to our budget submission request. I am very excited about being a part of this process. It provides me with a wonderful opportunity to influence our ability to better prepare our employees to execute the DCMA mission.



**PAMELA F. CONKLIN**  
Executive Director  
Financial and Business Operations

## *Leadership*

As the agency's comptroller, I am all about ensuring we are good stewards of the taxpayers' dollars — investing in our future through the agency's Leadership Development Initiative is a perfect illustration of that. In today's resource constrained environment it is more important than ever we get the most bang for our training buck. As the champion for leadership development, I am helping our agency develop formal strategies to strengthen current supervisors and managers, as well as ways to develop future leaders. For example, we are developing new leadership courses targeting leadership competencies at appropriate levels for entry, journeyman and advanced leaders. Our goal is to build a foundation and clear path forward for anyone with leadership aspirations. I define success in this initiative as a clear road map for our agency employees to fulfill their leadership potential.



# Strengthening the acquisition workforce



**TIMOTHY CALLAHAN**  
Executive Director  
Contracts Directorate

## *Assessing the health and competency of the agency's workforce*

Cross-functional cooperation and collaboration is being used to develop an overarching process to assess our functional competencies. The foundation of my approach is best visualized as a four-sided pyramid. Each side of the pyramid is devoted to a primary area: competencies, career paths, training, and assessment. Results of this effort will include functional development maps, clearly defined roles and responsibilities, and competency assessment tools and processes. Ultimately, my goal is to provide the DCMA workforce the necessary tools to assess their strengths and weaknesses and provide a roadmap for improving skill sets. We'll link our competencies to our positions descriptions and clearly define career paths. Each path will have tailored training and assessments to ensure our workforce has the skills and abilities necessary to execute the agency's mission.



**KARRON E. SMALL**  
Executive Director  
Engineering and Analysis Directorate

## *Mentoring*

Our commitment is to re-invigorate an enterprise mentoring focus throughout the agency workforce. The mentoring process enriches both the mentor and mentee. Future steps will include soliciting volunteers for this very important focus within the agency. We have a very talented workforce and embracing the mentoring process will allow our agency to develop future leaders. I look forward to championing these efforts.