

HRFC NEWSLETTER

DEPARTMENT OF DEFENSE | HUMAN RESOURCES FUNCTIONAL COMMUNITY

VOLUME 1 | EDITION 3 | AUGUST 2020



Ms. Michelle LoweSolis
Human Resources Functional
Community Manager

Message from the Human Resources Functional Community Manager

Strategically Pressing Forward with Development and Modernization Initiatives

Welcome to the August issue of the HR Functional Community newsletter! I hope you are finding value in the articles we have been sharing with you over the past few months. We look forward to hearing what you would like us to cover in these newsletters. What would be value-add for **you**?

As I have been sitting in the DCPAS director seat for just over 16 months, I think it is important to share our DCPAS priorities with you. I think it will give you a sense of where we are going and why.

Strategic Planning – A wise person once told me “if you don’t know where you’re going, you won’t know when you get there.” That is particularly true for organizations. By now, I hope you have seen the FY20-21 Human Capital Operating Plan (HCOP) that we released in October 2019. It lays out three key objectives – Deliver Talent, Maximize Employee Performance and Transform HR – along with initiatives, key performance indicators and milestone activities. The DCPAS team, along with Ms. Anita Blair, Deputy Assistant Secretary of Defense for Civilian Personnel Policy, and the Civilian Personnel Policy Council, review progress of the HCOP quarterly to assess how we are achieving the plan. If you want to know what we are actively and regularly working and reporting on, I highly recommend you review our HCOP. You can find it on the [DCPAS website](#).

HR Functional Community (HRFC) development – As you can tell by this newsletter, HR functional community development is a critical priority for DCPAS. Our vision for our HR functional community is to first build depth, but also develop HR professionals that can be strategic advisors to commanders and directors. To that end, we have developed and implemented the Benefits Advisor credentialing program. Eighty-nine percent of Benefits Advisors are currently participating in this program. And we have 29 advisors who have achieved Level 3 certification! This is a huge accomplishment and we are so proud of their hard work. These great individuals are listed on page 4 of this newsletter...congratulations to you all! We are currently developing the credentialing program for Injury Compensation and expect to have the Level 1 test available in early 2021. Both Staffing and Labor Relations are following with Level 1 curricula currently being developed. The work you do for our Department really matters, and we want to invest in you, so you are better positioned to advise commanders on options that best meet the mission.

Going Digital – In 2020, we need to move the Civilian HR community toward integrated end-to-end processes. We have too many systems that do not share data and require manual updates. In a recent survey of our senior Civilian HR leaders, they validated this assessment. We are working toward digital modernization in a couple of different ways. First, we are moving our core HR functionality from DCPDS to the cloud. This cloud-based system is called the Defense Civilian Human Resources Management System or DCHRMS. Implementing DCHRMS is a necessary first step to integrating processes. Please visit our [DCHRMS website](#) to get the latest information, to include videos of how DCHRMS will work. Another aspect of digital modernization is developing analytic dashboards so you can see program status and trends. The goal is for you to have answers to your questions – right at your fingertips. We will be demonstrating a prototype capability at our upcoming virtual Worldwide HR Training Event in September. Join us if you can!

These are three of the six DCPAS priorities that we are actively working in support of the greater HR functional community.

**Stay tuned for my final three of six initiatives
in the October newsletter!**



Ms. Michelle LoweSolis
Human Resources Functional
Community Manager

In This Issue...

Message

from HRFC Manager

DOD Labor Relations

*A Community Unified
by Collaboration and an
Exceptional Professional
Network*

DOD HR Awards

Infographic

Navy Human Resources & EEO Community Awards for Excellence

Spotlights on Success

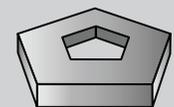
*Mr. David Pederson
Ms. Mary Kinney*

About the ELDP

*Executive Leadership
Development Program*

Stay in the Know

*HR Functional
Community milSuite Page*



U.S. DEPT OF
DEFENSE

DOD Labor Relations

A Community Unified by Collaboration and an Exceptional Professional Network



Ms. Laura "Lex" Stanley
Director, Labor Relations

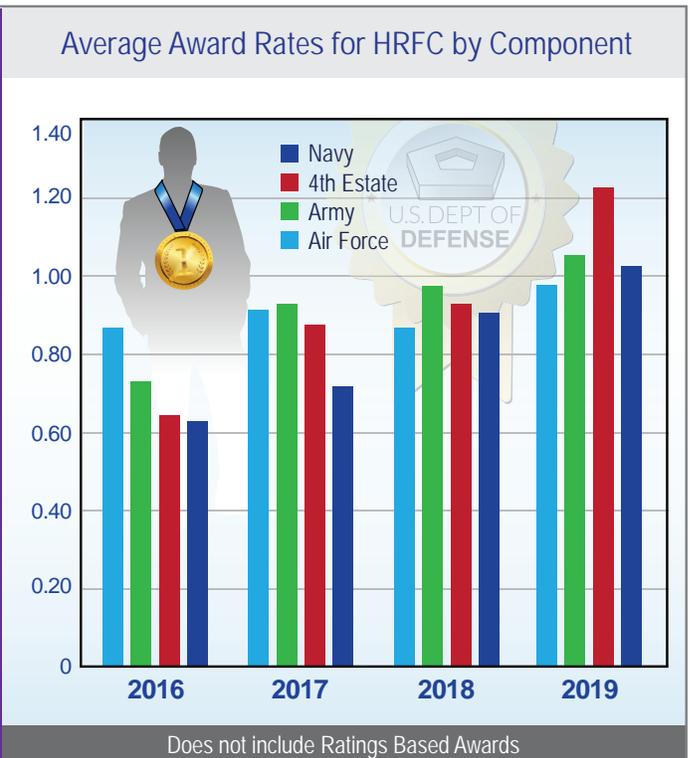
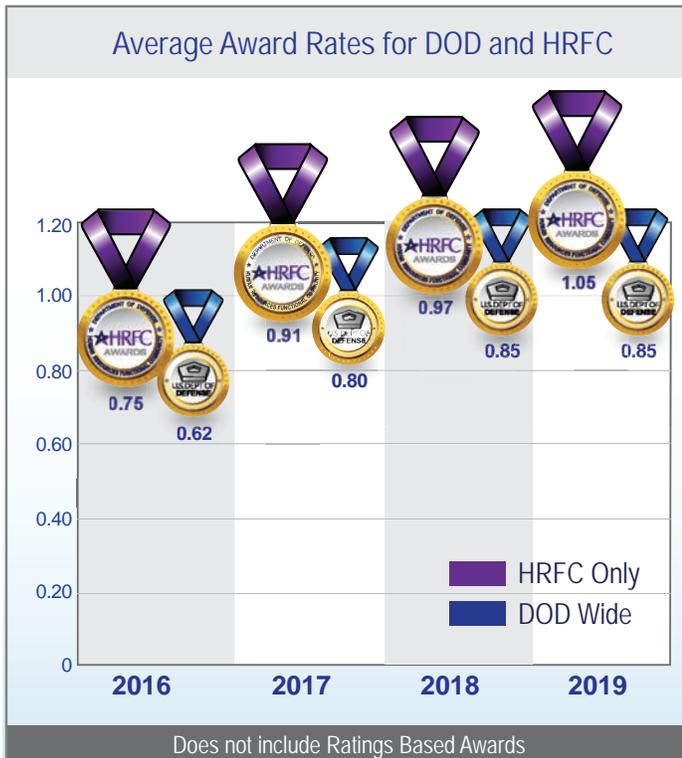
Labor Relations serves a vital role in DOD. The team of Labor Relations professionals establish and maintain effective relationships – including the use of non-traditional collaborative approaches – with labor organizations that represent Federal employees. Responsibilities include negotiating and administering labor agreements and providing guidance and consultation to management on a variety of labor relations matters.

“This is an exciting and challenging time to be in Labor Relations. The Labor Relations community is responsible for providing informed, authoritative advice to DOD leadership. We serve as enablers of the DOD mission and it is super critical that we are, at all times, positioned to step up and meet the needs of the Commanders,” said Ms. Laura “Lex” Stanley, Director, Labor and Employee Relations, Defense Civilian Personnel Advisory Service (DCPAS).

The Labor Relations function is widely dispersed across the DOD enterprise. While geography may separate, the DOD Labor Relations team maintains a cohesive community. The Labor Relations leadership, led by Ms. Stanley, emphasizes collaboration to promote unity and regular communications to create and maintain a strong professional network.

“We are a tight-knit group. We have very experienced professionals who obtained this stature by learning from the labor relations leaders who preceded them. The opportunity for career growth shared by the leaders from yesterday is being passed to the junior staff by the leaders of today,” explained Ms. Stanley. This commitment to continuing the legacy of Labor Relations professionals deliberately developing “up and coming” colleagues is but one example of how the Labor Relations team achieves growth from within its community. *(Continued on Page 3)*

HR Functional Community Professionals Outpace DoD in Awards and Recognition for Four Years Straight



Agency and organization award rates can be a good indicator of performance management initiatives. The illustrations above show interesting comparisons between DOD and the HRFC (left) as well as the HRFC broken down by Components (right).

DOD Labor Relations

A Community Unified by Collaboration and an Exceptional Professional Network (Continued from Page 2)

Promoting collaboration within the community is a high priority and it is achieved by actively employing numerous communications tools. Communications tools, like quarterly newsletters, the biannual Defense Labor and Employee Relations Symposium (DLERS), and training programs maintain ongoing outreach and encourage regular engagement.

DLERS is a three-day event attended by experienced and entry level Labor Relations practitioners from across the DOD enterprise. The biannual event features DOD and industry experts showcasing their best practices and lessons learned, training sessions, as well as the advantage of networking with other DOD Labor Relations specialists. DLERS has earned a reputation as an outstanding, must-attend event that appeals to HR professionals outside of the DOD.

Another example of a collaborative endeavor was initiated by the Labor Relations Community of Practice working group and focused on development of a competency model. Subject matter experts (SMEs) from across the DOD enterprise worked on developing and validating the competency model.

“The Labor Relations competency model initiative called for support of the community and we received a large response from Component and Agency SMEs,” said Ms. Stanley. “We held lots of sessions to ensure that our collaboration resulted in an exceptional way forward for the future development of our community. We couldn’t have done that without the valuable contributions of the dedicated SMEs featured in the article (*listed below*), who devoted their time and energy to this effort.”

Leading a team of senior Human Resources Specialists, Ms. Laura “Lex” Stanley serves as the Director, Labor and Employee Relations for the Defense Civilian Personnel Advisory Service (DCPAS). Prior to DCPAS, she was Acting Director, Workforce Relations and Compensation Division, Civilian Human Resources for the Department of the Navy. Previous assignments include labor and employee relations positions with the Department of Transportation and the Department of the Air Force. She holds a graduate degree in Public Administration from the University of Alaska Southeast and an undergraduate degree in Criminal Justice from Youngstown State University. She is also certified as a mediator by multiple agencies. ■

Sincere Thanks to Our Labor Relations Experts Who Collaborated on the Labor Relations Competency Model



**U.S. DEPT OF
DEFENSE**

Anthony Garrett
Yolanda Celestain
Elvina Carter
Jun Kin
Michael Parker
Tony Tomlinson
Mike Sebastian



U.S. ARMY

Ella Sweezy
Donna Briggs
Shawn Kimble
Kevin Brackney
Courtney Landry
Rachel Sugrue
April Morning
Frank Roig



Meg McConnell
Harry Robinson
Eileen Gregury
Steve Stoer
Duane Lambert
Alisa Larsen
Obisia Rodriguez



U.S. AIR FORCE

Mario Figueroa
John Redfern
Johnna Proud
Kathy Owens
Nancy Klinitski



**Defense Finance and
Accounting Services**

Amber Kennedy Miller
John Burlingame
John Kern



**Washington Headquarters
Service**

Amy Stone
Jerald Richardson
Mary King



Defense Logistics Agency

Daniel Tedesco



Department of the Navy Human Resources and Equal Employment Opportunity Community Awards for Excellence

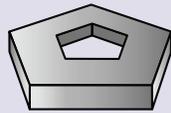
Valued employees often report higher job satisfaction and organizations that deliberately employ an employee value proposition realize enhanced job performance and mission readiness. An employee recognition program is often a central tenet of an **employee value proposition**. As Human Resources (HR) professionals focused on serving others, we can lead by example by implementing informal and formal recognition programs to demonstrate our appreciation to our own Human Resources (HR) and Equal Employment Opportunity (EEO) professionals.

A few years ago, the Department of the Navy's (DON) HR and EEO Advisory Committee unanimously sought to develop an enterprise-wide awards program to recognize the exceptional performance of their DON employees. An Advisory Committee sub-working group was established. The outcome was an awards program with an objective to recognize DON employees for their contributions and accomplishments that resulted in exceptional impact and improvement to services, processes, or practices for the DON HR and EEO Community. The program's annual recognition categories include:

- *Different levels of experience (e.g., Rising Star and Lifetime Achievement)*
- *Team and group accomplishments*
- *External (non-HR) partners who contribute to the collective mission*
- *Exceptional technical, problem solving, and leadership achievement aligned to Community priorities of the Deputy Assistant Secretary of the Navy for Civilian Human Resources (DASN (CHR)), Ms. Paige Hinkle-Bowles, priorities.*

During the first two years of this program, the overwhelming number of exceptional nominations received across all award categories demonstrate the remarkable and exceptional talent of our professionals. The DON is tremendously proud of the commitment and passion its employees display every day and is honored to offer an awards program to formally recognize and explicitly express our gratitude. **Bravo Zulu!** ■

Congratulations to Our Benefits Advisors Who Earned Level 3 Certifications!



U.S. DEPT OF
DEFENSE

Robin Johnson
Canary Scullark
Cynthia Wyche
Destin Hogue
Matthew Costello
Jamal McClain
Sera Hong
Michaëlle Theall
Patricia Sapol
Miller Hollinger
Meghan Mattoon
Anthony Schuck

Lynne Rice
Donnita Anderson
Valencia Bellfield
William Russo
Sean McKew
Stephon Chester Sr.
Nakia Algoo
Brigette Fitzgerald
Erica Moore
Katherine Pickar
Givon Lewis



Anita Elkins,
Michael Gooden
Gregory Buchanan



U.S. AIR FORCE

Joel Figueroa
Antonio Jaime
Sharon Mack

Spotlight *on Success*



David Pedersen

HR Redefined – A Model for the Future

Building a workforce that possess broad skillsets ready to meet future mission needs is a high priority for the Department of Defense. David Pedersen's uncharacteristic Human Resources background and perspective have proven to be assets to his successful HR career path

Mr. Pedersen, Human Resources Director and HR Advisor for Naval Engineering Facilities Command (NAVFAC), Hawaii, found his way into the HR field after following an unusual career path. Along this less conventional route, he gained non-traditional skillsets that embody desirable professional characteristics necessary for future HR professionals. "I believe the future of HR depends upon our ability to adapt and eliminate silos of practice where practicable to enable an agile workforce equipped to respond to and lead in an ever-changing environment.

"The field of HR has separate but related specialties and is continually evolving. Having these different positions and experiences has enabled me to bridge the gap between specialties, improving teamwork, collaboration, and organizational performance."

Originally intending to study engineering in college, Mr. Pederson's love of data shifted his focus. While in college, he began his career in Federal service as a student trainee in human resources/office automation with the Defense Logistics Agency (DLA). Demonstrating his technical skills, he collected, analyzed, organized, and diagrammed data for reports and presentations. His aptitude earned him a permanent position with DLA.

Since then, Mr. Pedersen has actively pursued professional development opportunities to expand his competencies including training in data analytics, continual process improvement, and policy development. When asked what positions were most valuable in his career thus far, he highlighted, "Serving as an HR Specialist (Information Systems) for the experience in data analytics and continual process improvement. Along with serving as the Compensation and Classification Program Manager for the Department of the Navy (DON) as it broadened my knowledge and understanding of human resource management and provided greater technical credibility."

Mr. Pedersen credits his continual process improvement experience for his success as a strategic HR Advisor. "It is quite possibly the biggest driver for my success. I am a firm believer in data-driven process improvement following the DMAIC approach (Define, Measure, Analyze, Improve, Control). I don't believe that advice can be given successfully without data, and decisions, especially those tied to policy, need to be based on data-backed evidence. As a strategic HR Advisor, I am able to help Command achieve mission success in the near term while also planning for the future."

Employing HR skills in performance of his human resources responsibilities has set him apart and, Mr. Pedersen believes, has enabled him to earn credibility with his employers and peers. "The HR community has a wealth of data that can be used to improve policies, hiring strategy, processes, and organizational decision making. By using data to recommend and implement hiring policies, I am able to drive organizational change. Then, applying continuous process improvement techniques, data is used to track and measure whether the hiring policies had the desired effect."

Mr. Pedersen emphasized that credibility is key to success as a strategic advisor. He says that prior to joining NAVFAC, "HR was not at the table and was more of an afterthought. Now HR is brought into discussions early at the planning stage."

To gain credibility, an HR practitioner must be "an expert in your role and use your knowledge to help management solve problems. It is vital to know the laws, regulations, and policies behind the advice you provide so that you can own your advice and help management effectively achieve their objectives. My current Commanding Officer says frequently that Ownership + Excellence = Relevance. This is very true for a strategic HR Advisor."

Reflecting on lessons learned along his career path, Mr. Pedersen quoted Mike Rowe who says, "Never follow your passion, but always bring it with you.' What we do as HR practitioners can be very challenging and equally rewarding. What we do is a reflection of who we are, and I encourage others to be passionate about what they do as they are having a direct impact

(Continued on Page 7)

Spotlight *on Success*



Ms. Mary Kinney

Preparation Leads to Endless Opportunities as a Successful DOD HR Advisor

Growth, self-development, and adventure equaled endless opportunities for Ms. Mary Kinney, a senior Department of Defense Human Resources (HR) Advisor. Her diverse career is a testament to her unwavering determination to stay prepared.

Ms. Kinney serves as the Chief of the Workforce Development Branch, Directorate of Manpower, Personnel, and Services, Air Force Materiel Command Headquarters, Wright Patterson Air Force Base, Ohio. Considering her transition from an enlisted career to the civilian side, she regards this phase of her professional life as "Take 2."

Q: How did your background lead to your current role?

A: *My civilian career is my "Take 2." Opportunities have been endless. Throughout my career, I have learned that if I am willing to grab hold of the opportunities that the military and the government afforded me, there are endless opportunities for growth, self-development, and adventure. Opportunities kept presenting themselves, but I had to make sure I had done the work. I performed well enough to be considered. When I look across my career as an enlisted, an officer, and now a civilian, I am grateful. I am the lucky one.*

Q: What are the most rewarding aspects of your workforce development role?

A: *Without a doubt, writing an award to highlight someone's accomplishment is most rewarding to me. I love being a supervisor and having the ability to highlight the achievements of others. I have my opportunity because someone tapped me on the shoulder – someone else saw my potential.*

Q: How has your experience in the military contributed to your success as an HR professional?

A: *HR encompasses a variety of niches. You can be a staffing specialist, classification specialist, and more. In the military, you are not considered HR. You are a "personnelist." My military time prepared me more for what I am doing now in workforce development. Even though I supervised civilians, I tended not to deep dive as a military personnelist. Then I started questioning, "What do I need to know to supervise civilians?" I promised myself that I would know civilian personnel. I made it a goal. Thankfully, my leaders allowed me to get that breadth. I had the opportunity to be an HR analyst, get into the hiring process, and the HR Chief allowed me to flourish.*

Q: In your past role as a Management Analyst, which skills did you learn that are valuable in your current role?

A: *I developed a better understanding of policy, Talent Management, Employee Management Relations, and Labor Management Relations. I obtained experience working with unions, and that has been eye-opening. I also learned to work by the rule of 70-20-10: I spend 70 percent of my time gaining experience by doing, 20 percent mentoring, and 10 percent obtaining formal training. This combination results in a successful professional.*

Q: What are some critical professional development opportunities you have taken advantage of in your career thus far?

A: *I love the Executive Leadership Development Program (ELDP). It was a game-changer. I had never heard of the Fourth Estate. (Fourth Estate entities are DOD organizations that are not in the military departments, Intelligence Community, or combatant commands. These include the Office of the Secretary of Defense, the Joint Staff, the Office of the Inspector General of DOD, the defense agencies, and DOD field activities.) I had a chance to interact with 64 other folks across DOD. I hear from fellow ELDP class participants regularly. The network is fantastic. I learned that DOD is big and yet small. We are all doing and struggling with some of the same problems and having some of the same successes. This program increased our commitment to find the why for everything we do. If it does not lead to something advantageous for our warfighter, we need to question why we are doing it. We learned from one another instead of recreating the wheel. For the first time, I had mentors. How powerful! I was also able to build my coaching skills and I use these techniques to help my*

(Continued on Page 7)

Spotlight on Success

David Pedersen

HR Redefined – A Model for the Future (Continued from Page 5)

on the lives of others and ultimately our warfighters. Lastly, we cannot be afraid to take risks and we cannot be afraid to fail - failure happens and that is okay as long as our efforts are focused on helping others, promoting the efficiency of service, and supporting the Warfighter.”

David Pedersen serves as the Human Resources Director for the Naval Facilities Engineering Command (NAVFAC), Hawaii. He is responsible for all the civilian personnel programs supporting a workforce of 1500 employees, including implementation and administration of all civilian human resources policy. Prior to this NAVFAC assignment in 2017, Mr. Pedersen was the Compensation and Classification Program Manager and Principal Classifier for the Department of the Navy (DON), Office of Civilian Human Resources-Headquarters, HR Policy and Programs Department following progressively more responsible roles with the Navy Installations Command. Mr. Pedersen began his Federal career in 2003 with the Defense Logistics Agency. He is a graduate of Messiah College with a Business Administration degree and holds a Lean Six Sigma Green Belt.” ■

Spotlight on Success

Ms. Mary Kinney

Preparation Leads to Endless Opportunities as a Successful DOD HR Advisor (Continued from Page 6)

team bring their own ideas and own reasons for doing something. This professional development opportunity also helped me become more engaged and understand that we can all be supervisors and leaders. I tell my team members that, "You are the subject matter expert (SME). I do not know what you know."

Q: What experiences and behaviors are noted by your leadership that make you a recognized leader?

A: *I am an agitator. I move things very quickly. This skill is the biggest game-changer that shaped who I am. One of my mentors, Chief Master Sergeant Susan Turner, always said, "If it falls in your lap, you own it until you either meet the objective or it is passed to its rightful owner."*

Q: How did you acquire these experiences and behaviors?

A: *I am committed to being a life-long learner. I am a curious person by nature. I was around some amazing mentors and great examples of leadership. I have learned from good and bad leaders. Also, I believe you should never turn down a job – nothing is beneath you. Never turn down an opportunity.*

Q: Any words of advice to up and coming HR practitioners?

A: *Make yourself ready. Be prepared through professional military education or an advanced degree early in your career. Then, when opportunities present themselves, you are ready to grab them. Manage your career. No one cares more than you. You have got to be ready!*

Ms. Kinney enlisted in the Air Force in July 1989 as a Security Police Specialist. While enlisted, she retrained into Personnel and later was hand-selected as an Airman Leadership School Instructor. She went on to earn a Commission through Officer Training School and graduated as a Second Lieutenant in February 1998. Her 23-year military career included nine different CONUS and OCONUS assignments with various positions at the Major Air Command, Wing, and Air Force ROTC Detachment levels. She culminated her military career in August 2009 at the rank of Major, serving as the Mission Support Commander at the Air Force Institute of Technology. She is now preparing to take on a new civilian role with the Air Force Security Assistance Cooperation Directorate, a lead organization for foreign military sales. Ms. Kinney will join the Director's Action Group as Deputy Division Chief. Ms. Kinney met her spouse Air Force Major (retired) Gary Kinney at Langley AFB while serving on active duty. They have two sons, Nathan and Ryan. ■

Executive Leadership Development Program



The **Executive Leadership Development Program (ELDP)**, established in 1985 with the approval of the Secretary of Defense, trains the Department's future leaders to recognize and respond to the issues facing DOD. It is open to DOD career civilians at the GS-12 through GS-14 (or equivalent) level, with limited participation from military O-3 through O-4 levels and other Federal Agencies. ELDP provides participants with an extensive exposure to the roles and missions of the DOD through intense, hands-on field experience, and allows participants to experience first-hand the challenges our military face

in carrying out their mission. ELDP is challenging both mentally and physically. During the ten months of training, participants travel to a variety of locations, within and outside of the Continental United States, to train with the warfighter. Participants of ELDP graduate from the program with an increased understanding and appreciation for today's warfighters and the complexity of leadership at higher-level echelons. ■

Visit <https://www.dcpas.osd.mil/CTD/Training> to learn more.

Recognizing Excellence



U.S. ARMY

The William H. Kushnick Award

Was established in 1968 by a group of prominent citizens who had served on the staff of the Secretary of War during World War II. It is now sponsored by the Army Civilian Personnel Alumni Association, an organization of former and current Army civilian personnelists.

- The winner of the 2019 William H. Kushnick Award is **Mr. Oscar Bocanegra**, assigned to Headquarters, U.S. Army Medical Command as the Director, Civilian Human Resources Directorate, G1/4/6.

The John W. Macy, Jr. Award

Recognizes demonstrated excellence in the leadership of civilians by an Army military or civilian supervisor. It exemplifies the highest traditions established by Mr. Macy during his long and distinguished career of public service and the Army's philosophy that leaders are responsible for civilian personnel management.

- The winner of the 2019 John W. Macy Jr. award is **Ms. Monica Vazquez**, assigned to the Office of the Administrative Assistant to the Secretary of the Army, as the Chief, Human Resources Management Division.

The Nick Hoge Award

Recognizes Department of the Army personnel who author and submit papers on matters relating to civilian personnel administration and management that are judged professionally significant and of value to the Department.

- The winner of the 2019 Nick Hoge Award is **Mr. Edward Woody**, assigned to the U.S. Army Training Center at Fort Jackson, South Carolina.

Department of the Navy

Human Resources (HR) and Equal Employment Opportunity (EEO) Community Awards

- **Rising Star (Specialist) - Ms. VirLynda Cantoral**, EEO Specialist, Naval Air Systems Command (NAVAIR) Fleet Readiness Center East, is recognized for her numerous contributions to NAVAIR's Fleet Readiness Center East.
- **Rising Star (Assistant) - Mr. Liam Egan**, HR Assistant, Office of Civilian Human Resources (OCHR) Philadelphia Operations Center, is recognized for his outstanding performance while serving as a Human Resources Assistant at the OCHR Philadelphia in support of the Office of Naval Intelligence.
- **Outstanding HR or EEO Assistant - Mr. James Crader**, HR Assistant, Naval Supply Systems Command (NAVSUP) Fleet Logistics Center Pearl Harbor, is recognized for his efforts in providing all military administrative support for the entire Command as well as for surge military support such as reservists and augmentees.
- **Leadership - Mr. David Pedersen**, Naval Facilities Engineering Command (NAVFAC) Hawaii, is recognized for his phenomenal leadership, drive, and strategic vision. (Continued on Page 9)



Recognizing Excellence *(Continued from Page 8)*

Department of the Navy

Human Resources (HR) and Equal Employment Opportunity (EEO) Community Awards

- **Innovation & Problem Solving - Mr. Jordan Broach**, OCHR San Diego Operations Center, is recognized for designing system enhancements that resulted in improved processes and significant cost savings.
- **Technical Excellence - Benefits – Ms. Sandy Gallop**, OCHR Norfolk Operations Center, Civilian Benefits Center, is recognized for exceptional, in-depth technical knowledge pertaining to the Federal Benefit and Retirement programs.
- **Technical Excellence – Workforce Development – Ms. Sherry Baker**, NAVAIR, is recognized for her exceptional technical expertise, critical thinking and problem-solving skills.
- **Technical Excellence – Employee/Labor Relations – Ms. Emily Tyler**, Naval Special Warfare Command (SPECWAR), is recognized for her technical expertise, and advisory, problem solving and collaboration skills.
- **Technical Excellence – Equal Employment Opportunity – Ms. Ava Drost**, Fleet Forces Command, is recognized for her unparalleled technical skill and expertise.
- **Technical Excellence – Staffing, Classification, Recruitment and Outreach – Ms. Karen Hulbert**, NAVSEA, Naval Surface Warfare Center (NSWC), Crane Division, is recognized for her proven technical excellence and leadership as an HR subject matter expert across all departments at Crane, within NAVSEA, and all levels of the organization to include DOD.
- **Technical Excellence – Planning, Policy, Analysis & Program Management – Ms. Bridget White**, NAVSEA, NSWC, Dahlgren Division (NSWCDD), is recognized for the superior technical excellence she applies to her programs and processes.
- **HR & EEO Community Support (Individual) – Mr. John Bings**, Naval Sea Systems Command (NAVSEA), NSWC, Crane Division, is recognized for continued contributions to NSWC Crane's recruiting mission as an Engineering subject-matter-expert (SME).
- **Lifetime Achievement – Ms. Mary Foley**, OCHR Norfolk Operations Center, Civilian Benefits Center, is recognized for her 38 years of dedicated federal service to the DON and most notably for her outstanding service while serving as the Department of the Navy's Benefits Officer from April 2003 to present.
- **HR & EEO Community Support (Team/Group) – NAVSUP Business Systems Center Workforce Management Team** is recognized for contributing to the DON Civilian HR and EEO Community through the development, execution, and sustainment of an aggressive and comprehensive Information Technology recruitment program.
- **Team Impact (Small) – The United States Pacific Fleet Human Resources Office Northwest Injury Compensation Program Team** is recognized for their commitment to reducing costs and creating a first-class model program.
- **Team Impact (Large) --The Naval Air Systems Command's Fleet Readiness Center South East (FRCSE) Human Resources Office (HRO)** is recognized for their success in establishing a formal apprenticeship program.
- **Organization Impact --The NAVAIR Mandatory Training Program Team** is recognized increasing organizational performance by streamlining the completion process for mandatory training, improving the delivery of content and reducing costs associated with end-of-the-year workload for the NAVAIR workforce.



Air Force Special Emphasis Program Management Category Award

- **Dr. Timothy S. Kroecker** is a Principal Operations Research Analyst at the Information Directorate of the Air Force Research Laboratory in Rome, New York. He won the Air Force Special Emphasis Program Management category award for FY 2019, October 1, 2018 to September 30, 2019. During that time, Dr. Kroecker led multiple outreach activities with diversity-based organizations; sponsored several intern programs for underrepresented groups in Science, Technology, Engineering and Mathematics; and co-sponsored three Centers of Excellence with Norfolk State University, North Carolina Agricultural and Technical State University, and Prairie View Agricultural and Mechanical University, all Historically Black Universities. ■

Do You Know Where to Go to Find the Latest News About the Human Resources Functional Community?



Be sure to check out milSuite and look for the DOD Human Resources Functional Community page (<https://www.milsuite.mil/book/community/spaces/dodhrfc>). This page is continually updated with the latest data decks, DCPAS messages, and other useful information. We hope you will visit soon, get to know your community, and join the conversation! ■



DEPARTMENT OF DEFENSE



WORLDWIDE HUMAN RESOURCES TRAINING EVENT



What hiring efforts and strategy improvements are being put into place to improve talent acquisition?

Noticing more customer requests for data?
How can you prepare (and why you should) for the HR data analytics tsunami?

Interested in learning more about (the first ever of its kind) DoD enterprise civilian branding and marketing strategy?

What training and certification opportunities are being added to the DOD HR Talent Development portfolio to enhance your job performance?

How will changing HR technology impact you?

See a demo the new Defense Civilian Human Resources Management System (DCHRMS), set to replace DCPDS and move our work "into the cloud".

The answers to these questions (& more!) are available at the **virtual**

2020 Human Resources Worldwide Training Event (WWHRTE)

This **Virtual** 2-day event is taking place **September 15-16**, and will provide you with an opportunity to learn first-hand about the "latest and greatest" from DOD's top civilian HR leaders and executives.

Ms. Anita Blair

Deputy Assistant Secretary of Defense for Civilian Personnel Policy, will share invaluable insights and perspectives on changes and improvements in civilian HR.

Ms. Michelle LoweSolis,

Director of Defense Civilian Personnel Advisory Service (DCPAS), and your **HR Functional Community Executive**, will speak about DoD's Human Capital Operating Plan and the priorities for HR in the near future.

Mr. Cyrus Salazar

Director of DOD's Office for Diversity, Equity, and Inclusion will explain how DoD is responding to the President's and the Secretary's expansion of diversity and inclusion.

Come one, come all!

Registration for your virtual seat is available at <https://www.milsuite.mil/book/events/80938> and open to DOD HR Practitioners and members of the HR Functional Community. Looking forward to seeing you there!