

School's In — Developing a Stronger Workforce



by Ms. Carolina M. Woods, Staff Writer

Imagine being able to complete a degree, obtain additional skills for career advancement or learn to be an effective leader without having to disrupt your current career path. The Defense Contract Management Agency's (DCMA) Centralized Development Program (CDP) offers you these opportunities ... all from within the comfort of your own job.

The CDP is an employee development program that encompasses leadership, management,

education and technical developmental opportunities. There are a large number of opportunities within each of these categories, and employees can base their selections on competencies upon which they need to improve. The CDP is comprised of three different types of opportunities: the education sabbatical program, which allows employees to complete a degree while employed by the Agency; leadership programs, which prepare employees to become future leaders; and education courses, which give employees additional skills to continue advancing in their careers within

the Agency and the government. Since these opportunities are independent of each other, employees do not have to complete one to be eligible for another.

In recent years the Agency has experienced a surge in interest for the CDP mainly due to the

advantages and flexibility the program offers. A good example is the education sabbatical program. As Mr. Dan Mielke, program manager, Leadership Development Programs, stated, "A lot of people would like to move into different areas within the Agency, but they realize that they need a higher degree or [more] education. So we have the education sabbatical, where all permanent employees of any grade can apply and complete a bachelor's degree, a master's degree, and this year we had our first employee selected to complete a Ph.D. program." The education sabbatical program is one of the most popular and competitive options; however, due to funding constraints, only a handful of employees are selected every year. Once accepted, employees have 18 months to complete their specific degree programs.

The leadership opportunities offered by the program are also popular options. For example, the Leadership Foundations Seminar gives employees an opportunity to assess their competencies in order to develop their individual development plans (IDP). The IDPs then serve as a roadmap they can use to achieve their career goals. "Part of the IDP process is sitting down and taking a look at where you are and where you want to go. The CDP is an excellent opportunity for all Agency employees to see what courses they would like to take over that next year to round themselves out," remarked Mr. Kendall Morgan, program manager, Educational Development Programs.

One of the greatest successes of the CDP last year was the addition of training opportunities for employees in general schedule (GS) grades

The CDP is an employee development program that encompasses leadership, management, education and technical developmental opportunities.

“Anywhere from nine – 12 months lead time [is needed] in order to pull together an excellent package.” – Ms. Clo Taylor

five through nine. “For the first time ... we offered a leadership foundation seminar for grades GS-5 through GS-9,” Mr. Mielke highlighted. “A lot of the employees at the lower grades look for opportunities to move up, and a lot of them really appreciated this opportunity because it gave them the chance to ... improve themselves ... [and have] opportunities down the road to make a move into a promotion,” added Mr. Morgan.

Employees who are interested in applying to the CDP are encouraged to do so early. Because it is a competitive program — there are only a certain number of seats available per opportunity — those employees with the best application packages are most likely to be selected. According to Ms. Clo Taylor, chief, Workforce Development, “Anywhere from nine – 12 months lead time [is needed] in order to pull together an excellent package.” Interested personnel can begin by contacting the training coordinators in their respective local contract management offices. These coordinators are very familiar with the CDP Web site, the different programs available and the selection process.

Employees should then go to the CDP Web site and choose

the opportunities for which they would like to apply and then proceed to get

endorsements from their supervisors. “It is crucial [for prospective applicants] to get their supervisors’ buy in ... because there are endorsements that must happen before the package is completed,” Ms. Taylor noted.

For programs that are six months or longer, employees are required to submit a post-utilization plan as part of the application package. “The plan basically tells us how they are planning to use that training after they complete it, what benefit they are going to derive from the training and what they are going to be able to provide to their supervisor,” Mr. Mielke said. “That’s part of the application process, and it’s also one of the primary things [looked at] when the individual is selected.”

Once the selections have been made, the program managers contact the selected employees directly and walk them through the entire process, from enrollment to funding. The program managers also inform selectees of whether their programs require additional levels of competition and, if so, assist them in the process.

Overall, the CDP has experienced great success. The program has had many repeat applicants since its inception, an indication of the interest generated among employees by the available opportunities. “People who enrolled for CDP opportunities last year got so much out of them that they were excited to apply again this year for a different program,”

Mr. Morgan remarked. “If they hadn’t had a good experience the first time, they wouldn’t have applied for a second time.”

This year more opportunities will be added, and the program managers are expecting to receive an even larger number of applications.

(Left) From left: Mr. Kendall Morgan, program manager, Educational Development Programs, and Mr. Dan Mielke, program manager, Leadership Development Programs (Photo by Ms. Katherine Crawford, BRTRC)

“People who enrolled for CDP opportunities last year got so much out of them that they were excited to apply again this year for a different program.”

— Mr. Kendall Morgan

The CDP is designed to give employees self-development opportunities and have them bring that added knowledge back to the Agency; therefore, managers should encourage employees to apply for developmental assignments. After all, as the Agency's workforce becomes stronger, it is able to better serve customers and improve its abilities.

The next request for education sabbatical applications will be released in July, while the CDP request will be released in August. If you would like more information about the program, please visit the CDP Web site at http://home.dcma.mil/dcma-hrw/Centralized_Dev_Pgms.htm.

2007 Centralized Development Program Selections

Center for Creative Leadership, Leadership Development Program

Ms. Denise Fucillo – DCMA Raytheon Integrated Defense Systems
 Mr. Michael Ludtka – DCMA Special Programs South
 Mr. David Paine – DCMA Denver
 Mr. Ian Patel – DCMA Palmdale
 Mr. Theodore Robinson – DCMA Special Programs Division
 Mr. Michael Sheridan – DCMA Space & Missiles Systems Division
 Ms. Anita Wiggans – DCMA Boeing Wichita

Center for Creative Leadership, Navigating Complex Problems

Ms. Linda Campbell – DCMA Special Programs South
 Mr. Robert Wilk – DCMA Aeronautical Systems Division

Darden Business School Executive Leadership Courses

Ms. Deborah Spade – DCMA Philadelphia
 Mr. Joseph Sweeney – DCMA Space Sensors & Communications Operations

Defense Resource Management Course

Mr. William Bringham – DCMA Denver
 Ms. Rosemarie Burnett – DCMA Philadelphia
 Ms. Christine Garland – DCMA Raytheon Tucson
 Ms. Mary Guida – DCMA Virginia
 Ms. Susan Li – DCMA Business Support Unit
 Mr. Robert Maki – DCMA Twin Cities
 Mr. Dan Mielke – DCMA Center D
 Mr. Neil Miller – DCMA Sikorsky
 Mr. Michael Morrissey – DCMA Centers
 Mr. Cordell Pfarr – DCMA Denver
 Ms. Kim Pham – DCMA Boeing C3 Networks Group
 Mr. Steve Sloboda – DCMA General Dynamics Pittsfield
 Mr. Clay Snaza – DCMA Palmdale
 Mr. Alfred Willis – DCMA Aircraft Integrated Maintenance Operations – Kelly
 Mr. Louis Zinkan – DCMA Aircraft Propulsion Operations – GE Cincinnati

Department of Defense Executive Leadership Development Program

Mr. Hayward Exposé – DCMA Marshall Stennis Support Center
 Ms. Ericka Jordan – DCMA San Diego

Department of Defense Legislative Fellows Program through Brookings Institute:

Mr. Robert Burdsal – DCMA Special Programs Division

Federal Executive Institute Leadership in a Democratic Society

Mr. James Norris – DCMA Special Programs South
 Mr. Brian Reilly – DCMA Space & Missiles Systems Division

The Center of Excellence in Logistics & Technology Program in Advanced Logistics and Technology

Mr. Frank Johnson – DCMA Naval Sea Systems Operations

Office of Personnel Management Leadership Foundations Seminar

Ms. Gladys Broyles – DCMA Aircraft Propulsion Operations – GE Cincinnati
 Ms. Sandra Buford – DCMA Boeing St. Charles
 Ms. Diane Cofield – DCMA Center D
 Ms. Pamela Coleman – DCMA Boeing St. Louis
 Ms. Marla Gardner – DCMA San Diego
 Mr. Jon Geppert – DCMA Sikorsky
 Ms. Debra Green – DCMA Aircraft Integrated Maintenance Operations – Melbourne
 Mr. George Ilse – DCMA Sikorsky
 Ms. Laura Jenkins – DCMA Naval Sea Systems Operations
 Ms. Kara Koziol – DCMA Syracuse
 Mr. James Lawrence – DCMA Boeing St. Louis
 Ms. Deborah McAlexander – DCMA Denver
 Ms. Lolitha McKinney – DCMA Southern Virginia
 Ms. Diane Pecht – DCMA Aircraft Integrated Maintenance Operations – Greenville
 Ms. Rebecca Raish – DCMA Denver
 Ms. Amanda Zimmerman – DCMA Phoenix

Office of Personnel Management Leadership Potential Seminar

Ms. Cheryl Albertson – DCMA Aircraft Integrated Maintenance Operations – St. Augustine
 Mr. Donald Argus – DCMA Aircraft Propulsion Operations – GE Cincinnati
 Mr. Brad Atkinson – DCMA ATKThiokol
 Mr. Richard Baringer – DCMA Lockheed Martin Orlando
 Mr. John Bitner – DCMA Aircraft Integrated Maintenance Operations – Kelly
 Mr. James Capoccitti – DCMA Sikorsky

2007 Centralized Development Program Selections

Ms. Patricia Coyle – DCMA Navy Special
Emphasis Operations
Ms. Karen Crumley – DCMA Boeing Seattle
Mr. Robert D'Antuono – DCMA Naval Sea
Systems Operations
Ms. Linda Dilliplane – DCMA Lockheed Martin Ft. Worth
Ms. Sarah Downs – DCMA Maryland
Mr. Michael Fox – DCMA Boeing Wichita
Ms. Judith Gines – DCMA Twin Cities
Ms. Joyce Grant – DCMA Special Programs Division
Ms. Christine Griffin – DCMA Sikorsky
Ms. Anita Harvey – DCMA Huntsville
Mr. Kim Hatch – DCMA ATK Thiokol
Mr. Brock Hine – DCMA Lockheed Martin Ft. Worth
Ms. Patricia Janik – DCMA Northern Europe
(United Kingdom)
Mr. James A. Jones – DCMA Kennedy Space Center
Ms. Nancy Kohlhafer – DCMA Maryland
Mr. Kevin Kresl – DCMA Twin Cities
Ms. Carla Lansing – DCMA Twin Cities
Ms. Jami Loader – DCMA Denver
Ms. Suzanne Michalski – DCMA Lockheed Martin
Ft. Worth
Mr. David A. Miller – DCMA Dayton
Ms. Jessica Myers – DCMA Boston
Mr. Jorge Oliveras – DCMA Centers
Ms. Barbara Osterkamp – DCMA Twin Cities
Ms. Erma Peacock – DCMA Lockheed Martin Marietta
Ms. Greta Perry – DCMA Aircraft Propulsion Operations
– GE Cincinnati
Ms. Cathy Peterson – DCMA Long Island
Mr. Michael Pueblo – DCMA Boeing C3 Networks Group
Mr. Stanley Reed – DCMA Aircraft Integrated
Maintenance Operations – Enterprise
Mr. John Ricci – DCMA Lockheed Martin Denver
Ms. Armeda Ryder – DCMA Virginia
Ms. Tina Schwartz – DCMA Lockheed Martin Denver
Mr. Don Secrist – DCMA ATK Thiokol
Ms. Victoria Sienko – DCMA Boeing Seattle
Ms. Meghann Silverthorn – DCMA Lockheed Martin Denver
Mr. Jim Strother – DCMA Boeing Seattle
Mr. Jeffrey Tallmadge – DCMA Lockheed Martin Denver
Mr. James Testa – DCMA Virginia
Mr. Craig Thompson – DCMA Sikorsky
Ms. Penny Torrone – DCMA Hartford
Ms. Audra Tweed – DCMA Palmdale
Mr. Charles Walden – DCMA Kennedy Space Center
Ms. Claudia Wells – DCMA Aircraft Propulsion Operations
– Pratt & Whitney
Ms. Lisa Wolfe – DCMA Special Programs Division
Mr. Richard Woodland – DCMA ATK Thiokol
Ms. Sharon Worgan – DCMA Marshall Stennis
Support Center

PMT 401 (Program Manager's Course)

Mr. Steve Costa – DCMA International Division

PMT 402 (Executive Program Manager's Course)

Ms. Lisa Marie Clark – DCMA Aeronautical
Systems Division

Professional Enhancement Program

Ms. Linda Perretta – DCMA Naval Sea
Systems Operations
Ms. Patricia Verica – DCMA Orlando

Senior Executive Fellows Program through Harvard University

Mr. Anthony Carr – DCMA Space & Missile
Systems Division
Mr. Art Forster – DCMA Headquarters
Mr. Timothy J. Kelly – DCMA Special Programs East
Mr. James Wade – DCMA Cleveland
Ms. Stephanie Zimmt Mack – DCMA Aeronautical
Systems Division

U.S. Department of Agriculture Executive Leadership Program

Ms. Dawn Hickman – DCMA Boeing Seattle
Mr. Dan Kline – DCMA Twin Cities
Mr. Stephen Kovalscik – DCMA Denver
Mr. Omar Mahmoud – Boeing Network & Space Systems
Mr. David Miller – DCMA Boston
Mr. Joseph Reyes – DCMA Bell Helicopter Textron

Graduate School, U.S. Department of Agriculture Executive Potential Program

Ms. Nancy Adams – DCMA Business Support Unit
Ms. Cathy Bella – DCMA Headquarters

Graduate School, U.S. Department of Agriculture New Leader Program

Mr. Niclas Chavez – DCMA Boeing Long Beach
Mr. Howard Drexler – DCMA Southern Virginia
Ms. Nicole Fils – DCMA Lockheed Martin Orlando
Ms. Stephanie Rocha – DCMA Boeing Long Beach

Education Sabbaticals

Mr. Stephen Bianco – DCMA Aircraft Propulsion
Operations – GE Lynn
Ms. Isabel Branch – DCMA Aircraft Propulsion
Operations – Kelly
Mr. Robert Collins – DCMA Centers
Ms. Mary Jane Costa – DCMA Naval Sea
Systems Division
Mr. Francesco Gentile – DCMA Bell Helicopter Textron
Mr. Shad Golightly – DCMA ATK Thiokol
Ms. Marian Green – DCMA Texas
Ms. Debra Hafert – DCMA
Boeing Seattle
Mr. Richard Kelley – DCMA
Headquarters
Ms. Julie McCoy – DCMA
Lockheed Martin Ft. Worth
Ms. Jenny Nguyen – DCMA
Boeing Seattle
Ms. Kathryn Parks – DCMA
Twin Cities
Ms. Mary Pleticha – DCMA
Chicago
Ms. Penny Vermie – DCMA
Twin Cities

(Right) Ms. Clo Taylor, chief, Workforce Development.
(Photo by Ms. Katherine Crawford, BRTRC)

