

# DCMA EAST WELCOMES NAVY CAPT. SIDNEY KIM AS NEW COMMANDER

By Ann Jensis-Dale, DCMA Public Affairs

Navy Capt. Sidney Kim is a relative newcomer to the Defense Contract Management Agency with less than one year as commander for DCMA Boston, but he is looking forward to his next assignment as DCMA East region commander.

Kim, along with Air Force Col. Aaron Clark and Army Col. Jeffrey Gabbert, is working to build on the DCMA realignment concept of operations and transition the former military service product divisions to geographic regions.

According to Kim, the workforce will play an instrumental part in getting the new geographic regions up and running.

“Many of the folks at DCMA are veterans from previous transitions ... they’ve been there and done that. I think people, in general, are positive thinkers, and they are not resistant to change as long as the changes are implemented in an orderly fashion, take care of our people, make good common sense and help them to do their jobs better to support the customers,” said Kim.

Back to the future is becoming a common theme for this realignment, but it has a new approach.

“Just going back to geographic regions would be considered ‘back to the future.’ But, the combination of functional and geographical



Navy Capt. Sidney Kim, Defense Contract Management Agency East commander, sits in his office overlooking the historic Boston Harbor.

alignment will help streamline the policy and execution throughout the agency. Also retaining some of the goodness from product divisions should enhance our customer focus and engagement efforts,” said Kim.

According to Kim, DCMA is one agency and needs to act that way. The product division alignment left a lot of seams in the organization, and the geographic dispersion of the contract management offices proved difficult to command, control and support. The geographic alignment with the Operations Directorate under the chief operations officer will give the primary CMOs greater face-to-face

interaction with streamlined CMOs and industry.

Another concern is the placement of the DCMA workforce that may have to transition with the geographic realignment.

“I am already in Boston, so that helps,” said Kim. “I believe the large majority of the East region staff will come from displaced product division staff already in the Boston area. The geographic regions are trying to reach [initial operation capability] as soon as possible. But the transfer is heavily dependent on the [Human Resources] placement timeline. For the East region, until the staffs are identified,

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I am trying to leverage the existing Naval Division backbone and some DCMA Boston staff to help stand up the East region.”

The current timeline for the completion of Phase V — the last phase — for the realignment transition is the end of August 2010 with staff member relocations to be completed by January 2013.

“We are at a critical juncture, and there are an awful lot of moving parts and variables. As we navigate through this ‘fog of transition,’ I sincerely believe our people are stretched to the limit and are doing the best they can to embrace changes that are happening fast and furious. I believe our current workforce is faced with greater complexity,

workload, changes and expectations. ... They are constantly shifting whenever possible, learning new skills and adapting,” said Kim.

Both Kim and Clark are in agreement and believe DCMA’s most valuable asset is its dedicated workforce. “The organization is only as good as the people who make it up,” concluded Kim. ☐

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