

DEFENSE ACQUISITION UNIVERSITY STRATEGIC PARTNERSHIPS

Through the years, the Defense Acquisition University has established strategic partnerships with universities and colleges, defense-sector corporations, professional associations, other government agencies, and international organizations. Such partnerships with academic institutions allow DoD Acquisition, Technology and Logistics (AT&L) workforce members to transfer DAU course work toward college and university degrees and certificates. Partnerships with industry, professional societies, government agencies, and international organizations focus on sharing training materials, tools, modules, and training opportunities. A complete database of DAU Strategic Partnerships can be found at www.dau.mil/about-dau/partnerships.aspx. In September 2008, two additional partnerships were added to the database:

Baker College of Auburn Hills and DAU validated their mutual long-term commitment to provide improved learning support and knowledge management to the overall AT&L community within the DAU Midwest Region with the signing of a Strategic Partnership Agreement. Baker College Director Dr. Sandra Kay Krug and DAU Midwest Region Dean Travis Stewart signed the agreement at the Baker College of Auburn Hills, Flint, Mich., campus on Sept. 25, 2008. The Baker College Strategic Partnership Agreement will ultimately facilitate the transfer of DAU course credits that have been certified by the American Council on Education toward a Baker College associate of business degree with concentration in management and other bachelor of business leadership degree programs.

Mott Community College and DAU also signed a Strategic Partnership Agreement for the benefit of the overall AT&L community within the DAU Midwest Region. Baker College of Auburn Hills Director Dr. Sandra Kay Krug, on behalf of Mott Community College, and DAU Midwest Region Dean Travis Stewart signed the agreement at Baker College of Auburn Hills, Flint, Mich., campus on Sept. 25, 2008. This Strategic Partnership Agreement will ultimately facilitate the transfer of DAU course credits that have been certified by the American Council on Education toward Mott Community College certificate of achievement and associate of applied science degree programs.

The Baker College Corporate Services (BCCS) campus of Auburn Hills was established in 1989 to service working adults at their place of employment. Currently, BCCS offers a variety of high-end corporate training and college degree programs at 32 corporate sites. Learn more about BCCS at <https://www.baker.edu/departments/admissions/buscorspser.cfm>.

Mott Community College, previously Flint Junior College, was established on Sept. 23, 1923. It currently serves the residents of the 21 school districts in Genessee County, Mich., welcoming over 10,000 students each year. Mott's mission is to provide high quality, accessible, and affordable educational opportunities and services—including programs focused on university transfer, technical and lifelong learning, as well as workforce and economic development—that promote student success, individual development, and improve the overall quality of life in a multicultural community. For more information on Mott degree programs, visit www.mcc.edu/2_about/about_index.shtml.

DAU's Midwest Campus in Kettering, Ohio, serves 12 states and holds strategic partnerships with more than 20 civilian universities as well as learning organization agreements with Department of Defense (DoD) and other federal organizations throughout the region. The faculty and staff members of the DAU Midwest Region focus on teaching, research, and performance support (targeted training, consulting, and partnering with agencies). Their agenda includes working with organizations within the region and staying current on major issues and needs of the AT&L workforce throughout the DoD, other federal agencies, and beyond. For more information, visit the Midwest Campus Web site at www.dau.mil/regions/dau_mw.asp.

DAU Announces New iCatalog

DAU is pleased to introduce the new Interactive Catalog, or *iCatalog*. The *iCatalog*, a Web-based version of the university's printed catalog, provides the most current information available to the workforce regarding DAU courses, the acquisition career fields, the Certification and Core Plus Development Guides, and other information traditionally found in the DAU printed catalog.

The *iCatalog* introduces an interactive-based platform for navigation of catalog information. It has been designed so you can easily find the information you're looking for in just one to three clicks of the mouse. Through the *iCatalog*, you can also access your component's course registration system and the browse feature of most distance learning (training and continuous learning) courses—a one-stop-shopping experience for all your acquisition career-long learning needs. Try it out at <<http://icatalog.dau.mil/>>. The *iCatalog* will continue to improve to meet your needs. If you have thoughts or comments, click on the comment link at the bottom of the *iCatalog* home page.

From the Office of the Assistant Secretary of the Army (Acquisition, Logistics and Technology)

All Army program executive officers/program and product managers are encouraged to take the Standard Study Number-Line Item Number Automated Management and Integrating System (SLAMIS) Continuous Learning Module (CLM) at <<http://clc.dau.mil/>>. SLAMIS is a Headquarters, Department of the Army, Web-based data mart with a proven track record of automating and integrating acquisition processes involving multiple functional organizations. It consolidates data from authoritative sources and provides visibility of key information across the life cycle of Army materiel. SLAMIS also provides "cradle to grave" visibility of equipment acquisition from approval of requirements through funding, authorizing, fielding, and sustainment to retirement.

The Defense Acquisition University's SLAMIS logistics module (CLL 034) consists of six modules. The modules may be taken for credit where, upon completion, a certificate will be awarded; or for those interested in an overall knowledge of the system, the browse function allows students to take only those modules in which they have a specific interest. For more information on SLAMIS, visit the SLAMIS Web site at <<https://www.slamis.army.pentagon.mil/>>.

DAU and NDIA to Sponsor Defense Systems Acquisition Management Course Offering for Industry Managers

DAU and the National Defense Industrial Association will sponsor an offering of the Defense Systems Acquisition Management (DSAM) course for interested industry managers March 2-6, 2009, at the MiraMonte Resort and Spa, Indian Wells, Calif. DSAM presents the same acquisition policy information provided to DoD students who attend the DAU courses for acquisition certification training. It is designed to meet the needs of defense industry acquisition managers in today's dynamic environment, providing the latest information related to:

- Defense acquisition policy for weapons and information technology systems, including discussion of the DoD 5000 series (directive and instruction), and the Defense Acquisition Guidebook.
- Defense acquisition reform and initiatives.
- Defense acquisition procedures and processes.
- The Planning, Programming, Budgeting, and Execution process, and the Congressional budget process.
- The relationship between capability needs determination, resource allocation, science and technology activities, and acquisition programs.

Beginning with the December 2008 DSAM, all course materials will be provided to students on CD ROM. It is highly recommended that you bring a laptop computer with you to the class. If you do not have access to a laptop, please contact the respective meeting planner as soon as possible. There will be a limited number of laptops available for use through NDIA, so please call early.

For further information see "Courses Offered" under "Meetings and Events" at <www.ndia.org>. Industry students contact Michael Dauth, mdauth@ndia.org or 703-247-2593. A limited number of experienced government students may be selected to attend each offering. Prospective government students must first contact Karen Byrd at 703-805-3728 or e-mail karen.byrd@dau.mil prior to registering with NDIA.

Strategic Goals Implementations Plan V2.0 2008

Under Secretary of Defense for Acquisition, Technology and Logistics John Young would like to draw everyone's attention to the AT&L Source Document. This document seeks to provide the acquisition team a foundational set of principles for how AT&L runs its business. You can review the entire AT&L Source Document at <https://akss.dau.mil/documents/policy/20080207_sgip.pdf>.

Young encourages everyone on the acquisition team to use the Source Document principles, approaches, and goals to

guide management and execution of defense acquisition programs.

Defense AT&L Author Wayne Turk Kicks off Speaking Series

Judith M. Greig

Defense AT&L magazine kicked off a projected series of lunchtime author speaking events on Oct. 22, 2008, at the Defense Acquisition University, Fort Belvoir, Va. The first speaker was Wayne Turk, a regular and popular contributor to the magazine since 2004 and the author of *Common Sense Project Management* (ASQ Quality Press, 2008).

Turk, a retired U.S. Air Force officer and management consultant, spoke to DAU faculty, staff, and contractors on "The Human Side of Management," covering a broad range of situations and scenarios. "What I am going to tell you isn't new," he said in opening. "It's common sense and it's based on my own experience."

As in his *Defense AT&L* and other writings, Turk stressed the importance of communication. "Studies show, over and over, that we are weak on communications," he told the audience. Illustrating his point, he said that a 2001 study of

some 20,000 exit interviews determined that the number one reason people leave jobs is "poor supervisory behavior," and one of the biggest factors cited in that poor supervisory behavior was poor communication skills. In a 2002 survey of 1,104 employees in American organizations, 86 percent said their bosses thought they were good communicators, but only 17 percent said their bosses actually did communicate effectively.

Turk also highlighted the issue of managing in a workplace populated by Baby Boomers, Generation X, and Generation Y. "Each group is motivated by different things, driven by different goals, and performs best in a very specific kind of work environment," said Turk. And beyond that, people are individuals, so even within the different groups, what is important to one member may not be important to another. Effectively motivating and managing a multigenerational workforce takes effort and a time commitment, Turk warned, since the key is to work one-on-one with employees or team members to determine their needs and how best to meet them so that individuals are motivated to support the mission to their fullest potential.

Expectations are a significant part of achieving success, Turk told attendees. People live up to expectations, and they also live down to them. Expectations are a self-fulfilling prophecy, he said, supporting his point with facts from a study of trainee welders of equal aptitude conducted by Dr. Albert King. In the study, higher expectations were set for a subset of the group, and sure enough, those welders outperformed their fellow trainees. [The example is discussed in more detail in Turk's article "Let's Go For Self-Fulfilling Prophecies" on page 56 of this issue.]

Turk took questions and comments both during and after his presentation, and there was lively audience participation.

Turk's *Defense AT&L* articles—which are hailed for their commonsense approach and readability—have been widely reprinted in other periodicals, textbooks, and online publications; and they have been used in the classroom at DAU and other teaching facilities. He is currently working on his second book.

Defense AT&L plans further author speaking events, which will be open to a wider audience.

Greig, the former managing editor and executive editor of Defense AT&L, is a contributing editor to the magazine.



Wayne Turk, a regular and popular *Defense AT&L* magazine contributor and the author of *Common Sense Project Management*, speaks on "The Human Side of Management" at a *Defense AT&L* Meet-the-Author speaking event.

Photo by SSgt. Andre Reynolds, USA