

SPECIAL ANNOUNCEMENT!

IT'S ABOUT THE PEOPLE

"I frequently view the work of the acquisition team as paving a path, one brick at a time, that will provide us with the means to strike anyone, anywhere, and at any time. You can't just lay one brick—and each member of the team has a chance each day to lay new bricks. You have to lay a lot of bricks—ships, planes, weapons, sensors, communications, and networks that connect everything, and more importantly, change how we do business. The result is we, together, pave a path that represents a superhighway to the future."

~JOHN YOUNG

Under Secretary of Defense for Acquisition, Technology and Logistics



Mr. Young identified four strategic thrusts that outline the direction the defense acquisition workforce needs to take. Strategic Thrust 3 is "Take Care of Our People." The guiding principal behind that thrust is that the AT&L team will operate as a neighborhood, collaborating and developing people to strengthen the community

A great deal is being expected of the AT&L team. The team must:

- Equip all with the skills they need to be successful and work together across the AT&L workforce
- Collaborate to achieve enduring results
- Provide a work environment that allows all to participate productively; one that is free from harassment, discrimination, and unethical behavior
- Ensure we act as unbiased government representatives in evaluating all courses of action and proposals
- Constantly attack regulations and bureaucratic impediments in order to more effectively and efficiently deliver value for the warfighter
- Recruit and hire the best and brightest to learn and lead in the future
- Reward people who make a difference and perform beyond their job description

How will the team do this?

- Establish the Defense Acquisition University Living Library to collect lectures on program management experiences and lessons learned
- Institute a comprehensive workforce analysis and decision-making capability
- Implement a rotational assignment plan for senior executives and developing leaders
- Apply executive coaching and 360° feedback processes to improve the organization
- Review and implement changes to our hiring practices to make the government hiring timely and competitive
- Seek to change things to more effectively and efficiently deliver value for the warfighter and the taxpayer

For further information, please see the USD(AT&L) Strategic Plan version 2.0, located at www.acq.osd.mil/goals/20080207_SGIP.pdf.