ARMY COMPTROLLER
CAREER PROGRAM (CP) 11

Proponency Office
Career Program 11
(CP-11) and
Branch Code/Career
Management Field 36

9 March 2017

http://www.asafm.army.mil
Agenda

- Comptroller Proponency Program Resources
- Human Dimension Strategic Effort
- ASMC 2017 National PDI
- CP11 Key Points of Contact
### Comptroller Proponency Program Resources

Five strategic resources impact the program’s vision, governance, and financial managers:

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<th>Resource</th>
<th>Impact</th>
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<tr>
<td><strong>Comptroller Senior Executive</strong></td>
<td>- Proponency oversight</td>
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<td>- Doctrinal development</td>
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<td>- Human Capital Management</td>
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<td>- Strategic Planning</td>
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<td><strong>Comptroller Junior Executive</strong></td>
<td>- Distribution of CP 11 information</td>
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<td>- Training application reviews</td>
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<td>- DoD FM Certification Guidance</td>
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<td><strong>ASA FM&amp;C Website</strong></td>
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<td>- Organizations</td>
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<td>- Internal/external links</td>
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<td>- General information</td>
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<td><strong>Comptroller Web Based Tool</strong></td>
<td>- Formal training and education</td>
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<td>- Professional Certification</td>
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<td>- What’s new?</td>
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<td>- Examples and role models</td>
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<td><strong>Quarterly RM Publication</strong></td>
<td>- Forward leaning, innovative technologies</td>
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<td>- Emerging FM initiatives</td>
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<td>- Professional development information</td>
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<td>- Coaching</td>
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The Army Human Dimension Strategy aims to “build cohesive teams to win in a complex world” with three strategic objectives:

1. **Build cognitive dominance:** Optimize human performance of every Soldier and Civilian in the Total Force

2. **Conduct realistic training:** Conduct training in complex environments to build teams who thrive in ambiguity and chaos

3. **Develop institutional agility:** Improve institutional agility to rapidly adapt, seize opportunities, and deliver innovative solutions

**Implication to Army Financial Management:**

- FM workforce development prepares the FM workforce to provide information to Commanders in a way that is easily understood and actionable
- FM training uses immersive, scenario-based exercises that emphasize team building, system use, and end-to-end FM processes
- FM teams/organizations possess the capability to rapidly surge and deploy to provide leaders with timely, cost-informed, data-driven decision support
Vision: For the FM community to have the right people, at the right place, with the right skills.

Accomplishing this Strategic Effort will achieve two AFMO Campaign Objectives (COs):

**CO 1**
Achieve and Sustain Auditability

**CO 2**
Deliver FM Operations Efficiently and Effectively

### Where are we today?
June 2016 – February 2017

- **Milestones:**
  - FM workforce assessed, using position data from G3 and USAFMSA and DCPDS data from CHRA (for Civilians)
  - Training research conducted on competencies, courses, certifications, and roles and responsibilities through interviews and document review

- **Deliverables:**
  - Update to PO and MILDEP on position data (Required, Authorized)
  - Update on Assigned data and FY12-17 workforce trends
  - Workforce “baseline” with identified structural, staffing, and training gaps for priority attention during future state planning

### Where do we want to be?
February 2017 – August 2017 *

- **Milestones:**
  - Future state FM mission and function requirements collected/developed
  - Future state training roles and responsibilities defined and agreed upon by training stakeholder groups, to include Army FM School, USAFMCOM, DASAs, Proponency
  - Gap analysis performed between current and future state on workforce, training
  - Deploy capability for training on business processes and cost management, to address immediate audit and cost management needs in interim

- **Deliverables:**
  - Army FM human capital strategy

### How do we get there?
August 2017 – 2018+ *

- **Milestones:**
  - Develop and issue policy to prioritize recruiting to fill critical structure and skill gaps
  - Issue updated career development guidance to grow an “inventory” of qualified workers in critical occupations
  - Develop and issue policy to update talent management systems of record (e.g. DCPDS, ACT) to enable more effective workforce planning
  - Develop and monitor performance metrics for FM individuals, teams, and organizations

- **Deliverables:**
  - Implementation of Army FM human capital strategy

* Proposed timelines

### Measuring Project Processes

- Workforce study conducted
- Training concept developed
- Future state workforce defined
- New development requirements integrated

### Measuring Outcomes

- Skills attainment
- Critical positions fill rate
- Workplace application
- Data quality

= metric under construction
ASMC 2017 NATIONAL PDI
“Audit Readiness- Making Waves”

PDI 2017
Army Service Day Brochure

ASMC PDI 2017
Logo
ASMC 2017 NATIONAL PDI
“Audit Readiness- Making Waves”

PDI 2017

Location: San Diego, Ca - 31 May – 2 June (31 May is Army Service Day)

Registration Fees
Prior to May 1: Members $595 / Non-members $700
After 1 May: Members $695 / Non-members $800

PDI 2016

- Army Participants Approved 710
  Attended 642

- Army PDI Projected Cost: $1,286,279
- Army PDI Actual Cost: $1,266,146

PDI 2017 Tentative Schedule

Mon, May 29 (Holiday) (0800-1700)
CDFM Module 1: Resource Management Environment Intense Coverage Mini-Workshop
CDFM Module 2: Budget and Cost Analysis Intense coverage Mini-Workshop
CDFM Module 4: Acquisition Business Management 2-Day Course
Fiscal Law: Purpose (31 USC 1301) Overview 2-day Course

Tues, May 30 (0800-1700)
CDFM Module 3: Accounting and Finance Intense Coverage Mini-Workshop
CDFM Module 2: Budget and Cost Analysis Intense Coverage Mini-Workshop
CDFM Module 4: Acquisition Business Management 2-Day Course
Fiscal Law: Purpose (31 USC 1301) Overview 2-day Course

“Day Zero” - AFMO Campaign Plan (0800-1130) Location Rm G1
“Day Zero” - CP-11 Senior Executive Council (1330-1800) Location Rm G1

Wed, May 31 ASMC Opening Session & Army Service Day
Thurs, June 1 General Session & ASMC PDI workshops
Fri, June 2 ASMC PDI workshops
Proponency Office Key Leaders

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Senior Enterprise Talent Management / Enterprise Talent Management Opportunities

A Talent Management Policy and Program for Career Army Civilians

Edmund Shaw
Div Chief, Civilian Senior Leader Development Division (CSLDD)
Civilian Senior Leader Management Office (CSLMO)
Assistant Secretary of the Army for Manpower and Reserve Affairs
SETM/ETM Programs

PURPOSE: SETM/ETM are the means by which the Army prepares Senior Civilians (GS-12/15 or equivalent) to assume positions of greater responsibility across the department.

POLICY:

• Army Directive 2015-24, “Department of the Army Senior Enterprise Talent Management (SETM) / Enterprise Talent Management (ETM) Program
• Complete copy located on SETM system under SETM/ETM Policy and can be assessed by clicking http://armypubs.army.mil/epubs/pdf/ad2015_24.pdf.
• Enhances the current SETM program and establishes the new ETM program

SELECTION PROCESS:

• Army Civilians must volunteer and apply via SETM automated system
• Commands/organizations conduct selection board and submit their Order-of-Merit-List (OML) to CSLMO
• HQDA Board Members (SESs/GOs/GS-15s/COLs) individually assess and assign utilization ratings to each applications
• Board Phase I – Board determines final utilization ratings and selects Phase II candidates
• Board Phase II – Board conducts individual interviews and establish an OML by modules
• Board Phase III – Board decides placements of DSLDP/SSC/ASCF/CGSOC graduating students based on commands/organizations’ input, needs of the Army and candidates’ requests
Defense Senior Leader Development Program (DSLDP)
- Open to Army senior Civilians **GS-14/15 (or equivalent)**
- 2-year program: Attend Senior Service College (SSC) at Air, Navy, National War College or Eisenhower School plus 4 to 6 month Developmental assignment
- Baccalaureate Degree required
- **Can earn a Masters’ Degree**
- Mobility and Continued Service Agreements required.
- TDY Status at 55% Flat Rate
- Graduate Placement/Reassignment worldwide

Army Senior Civilian Fellowship (ASCF)
- Open to Army senior Civilians **GS-14/15 (or equivalent)**.
- Part I - 12-month study at different types of organizations/agencies
- Part II - 12-month fellowship (i.e. Chief of Staff of the Army Strategic Study Group in Crystal City, VA)
- Phase III – Graduate Placement/Reassignment Worldwide
- Baccalaureate Degree required
- Reassigned to HQDA CPTA
- Mobility and Continued Service Agreements required
- PCS or TDY Status at 55% Flat Rate
Enterprise Placement Program (EPP) Option 1 - Reassignment

- Open to Army senior Civilians **GS-15 (or equivalent)**.
- Selected as an Enterprise Placement Employee (AEE)
- Considered for placement into an AEE positions worldwide for 3 – 5 years
- Continued Service Agreements required.
- Mobility Agreement are signed once you accept a reassignment.
- PCS cost paid by Gaining Organization
- Upon completion, another PCS is required.

Enterprise Placement Program (EPP) Option 2 – SES Detail

- Open to Army senior Civilians **GS-15 (or equivalent)**.
- Temporarily detailed to a command/organizational nominated SES position.
- Detail not to exceed one year.
- Baccalaureate Degree required
- Provide opportunity to develop ECQs
- Stay assigned to parent organization
- Continued Service Agreements required.
- TDY Status at 55% Flat Rate paid by host command
### SETM Program Modules

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<tr>
<th>Senior Service College (SSC)</th>
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<td><strong>Resident</strong></td>
<td><strong>Distance Education</strong></td>
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<tr>
<td>• Open to Army senior Civilians <strong>GS-14/15</strong> (or equivalent).</td>
<td>• Open to Army senior Civilians <strong>GS-14/15</strong> (or equivalent).</td>
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<tr>
<td>• 1-year program: Attend Army War College, Eisenhower School, National War College, iCollege or Naval War College (Senior Level Course)</td>
<td>• 2-year program: Attend Army War College (AWC) - (TDY twice to the AWC during the program)</td>
</tr>
<tr>
<td>• Reassigned to HQDA CPTA</td>
<td>• Mobility optional, if so Graduate Placement/Reassignment worldwide</td>
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<tr>
<td>• Mobility and Continued Service Agreements required.</td>
<td>• Continued Service Agreement required.</td>
</tr>
<tr>
<td>• PCS or TDY Status at 55% Flat Rate $2425.50</td>
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</tr>
<tr>
<td>• Graduate Placement/Reassignment Worldwide</td>
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### SETM – Temporary Duty (SETM – TDY)
- Open to Army senior Civilians **GS-14/15** (or equivalent).
- Detail not to exceed 179 days
- TDY Worldwide
- Stay assigned to parent organization
- Continued Service Agreement required
- TDY Status at 75% Flat Rate
SETM Execution Timeline

**1 March – 15 May 2017, SETM Application Period**

- **15 May 2017, SETM Application Closes**
- **16 – 31 May 2017, FCR Assess and Rank Applications**
- **1 – 30 June 2017, Command Boards SETM**
- **1 July 2017, SETM OMLs due to CSLMO**
- **May 2018 – July 2020, SETM SSC (Distance Education)**
- **June 2018 – June 2019, SETM-ASCF**
- **July 2018 – June 2018, SETM-SSC (Resident)**
- **January 2018 – April 2020 SETM-DSDLDP**
- **February 2019, HQDA SETM Phase III (Graduate Placement)**
- **February – September, 2018 SETM-TDY**
- **January 2018, SETM Results Published**
- **September 2017, Release SETM-EPP Option 2 Selections**
- **25 – 28 July 2017, HQDA SETM Phase I Board (Pre-Selection)**
- **21 – 25 August 2018, HQDA SETM Phase II Board (Interviews)**
- **January 2018, SETM Results Published**
- **2017 Application Period 1 Mar 17 – 15 May 17**
ETM Program Modules

PURPOSE: ETM is the means by which the Army prepares senior Civilians to assume positions of greater responsibility across the department.

Command and General Staff Officer College (CGSOC)

- Open to senior DACs GS-13 (GS-12 by exception) with 3+ years of Army service.
- Expands participants' knowledge of the operational and tactical Army.
- Completion of CES Advanced Course or equivalent/constructive credit required.
- Baccalaureate degree required.
- Can earn a Master’s degree.
- TDY funded at 55% Flat Rate per JTR.
- Attendance at CAC-Fort Leavenworth.
- CSA & Mobility Agreements required.
- Reassignment under GPP for PCS option (Utilization Plan required for TDY option).

Executive Leader Development Program (ELDP) DoD Level Program

- Open to senior Army DACs GS-12/13 (equiv) serving in a permanent position for at least 3 years before nomination is due to DoD.
- 10-month program of intense learning and training experiences across DoD Enterprise.
- Able to participate in rigorous physical activities at DoD Components’ locations.
- Have completed the CES Intermediate Course
- Have a Secret clearance as a minimum.
- Possess a valid Gov’t Travel card & passport.
- TDY funded at 100% per JTR.
- Must use 2017 ELDP application forms.
ETM Program Modules (Cont)

Naval War College Intermediate Level Course AY 2017-18

College of Naval Command & Staff (CNC&S) Program

- Open to Army DACs GS-13/equiv only.
- Have served 3 years in permanent Army position before reporting to Newport, RI.
- Possess a baccalaureate degree.
- Selection based on past performance, demonstrated potential and seniority.
- TDY funded at 55% Flat Rate per JTR.

- Considered for placement into positions of greater responsibilities Army-wide.
- Have completed CES Advanced Course or granted equiv/constructive credit.
- Have experience in DA Nat’l Security policy and Defense agencies interaction
- Have a minimum Secret level clearance.

- CNC&S graduates are awarded a Master’s degree in Defense & Strategic Studies (most agree to curriculum attendance & completion).

- Selectee will be placed in CTSA under HQDA G-37 TRV and then PCS under the Mobility Agreement after graduation from the course.
Enterprise Talent Management - Temporary Duty (ETM – TDY)

- Open to Army senior Civilians GS-13 (or equivalent).
- Applicant must currently be serving in a permanent DAC GS-13 or equiv position.
- TDY assignment not to exceed 90 days.
- TDY funded at 75% Flat Rate per JTR.
- Broadens experience through participation on a special project or filling a different position to build enterprise level experience.
- Army Civilians must apply annually to participate in or continue participation in the ETM-TDY module.

Leadership Shadowing Experience

- Open to Army senior Civilians GS-13 (or equivalent).
- Applicant must currently be serving in a permanent DAC GS-13 or equiv position.
- Selection for participation does not guarantee a leadership shadowing experience.
- 20 working days structured leadership shadowing experience with FCR/SES.
- TDY funded at 100% per JTR.
- Participation depends on the resources available to fund shadowing experiences.
ETM Execution Timeline

March 1 – 15 May 2017, ETM Application Period

15 May 2017, ETM Application Closes

1 – 30 June 2017, Command Boards ETM

16 – 31 May 2017, FCR Assess and Rank Applications

1 July 2017, ETM OMLs due to CSLMO

17 – 20 October 2016, HQDA ETM Phase I Board (Pre-Selection)

13 – 17 November 2016, HQDA ETM Phase II Board (Interviews)

December 2017, ETM Results Published

February 2018, ETM-TDY and ETM-Shadowing Begins

April 2018, ETM-CGSOC Distance Education Begins

July 2018 - June 2019, ETM-CGSOC Residence Begins

August 2018, ETM-ELDP Begins

February 2019, HQDA ETM Phase III (Graduate Placement)

2017 Application Period
1 Mar 17 – 15 May 17
SETM/ETM Programs POCs

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SETMS Homepage
https://www.csldo.army.mil//Index.aspx

Senior Civilian Army Talent Management – Army Strong!