Personnel Overview to the Washington Corps of Military Attachés

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Deputy Chief of Staff, G-1
9 September 2015

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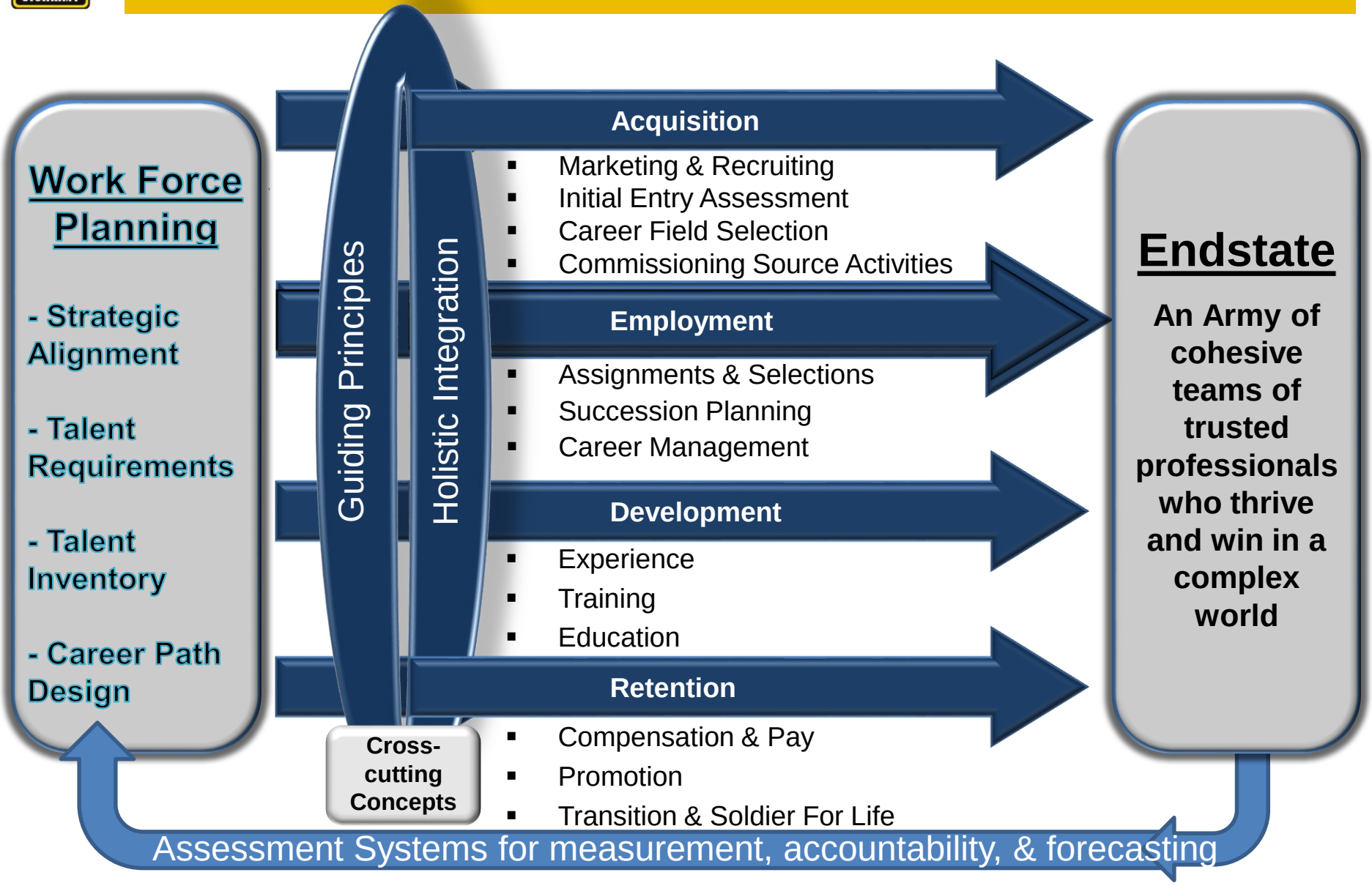
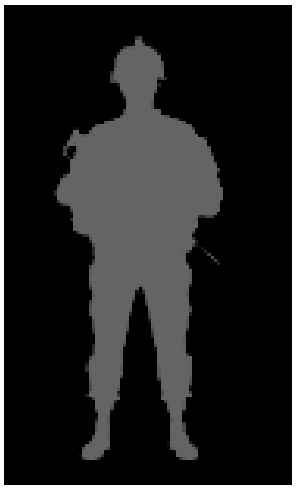
Talent Management Framework



What kind of Soldiers does the Army Need?

- ***Resilient*** and ***fit*** Soldiers of ***character***
- Competent, ***committed***, agile, and ***adaptive*** leaders
- ***Cohesive*** teams of ***trusted*** professionals
- Represent the ***diversity*** of America



-Army Operating Concept, Oct 2014

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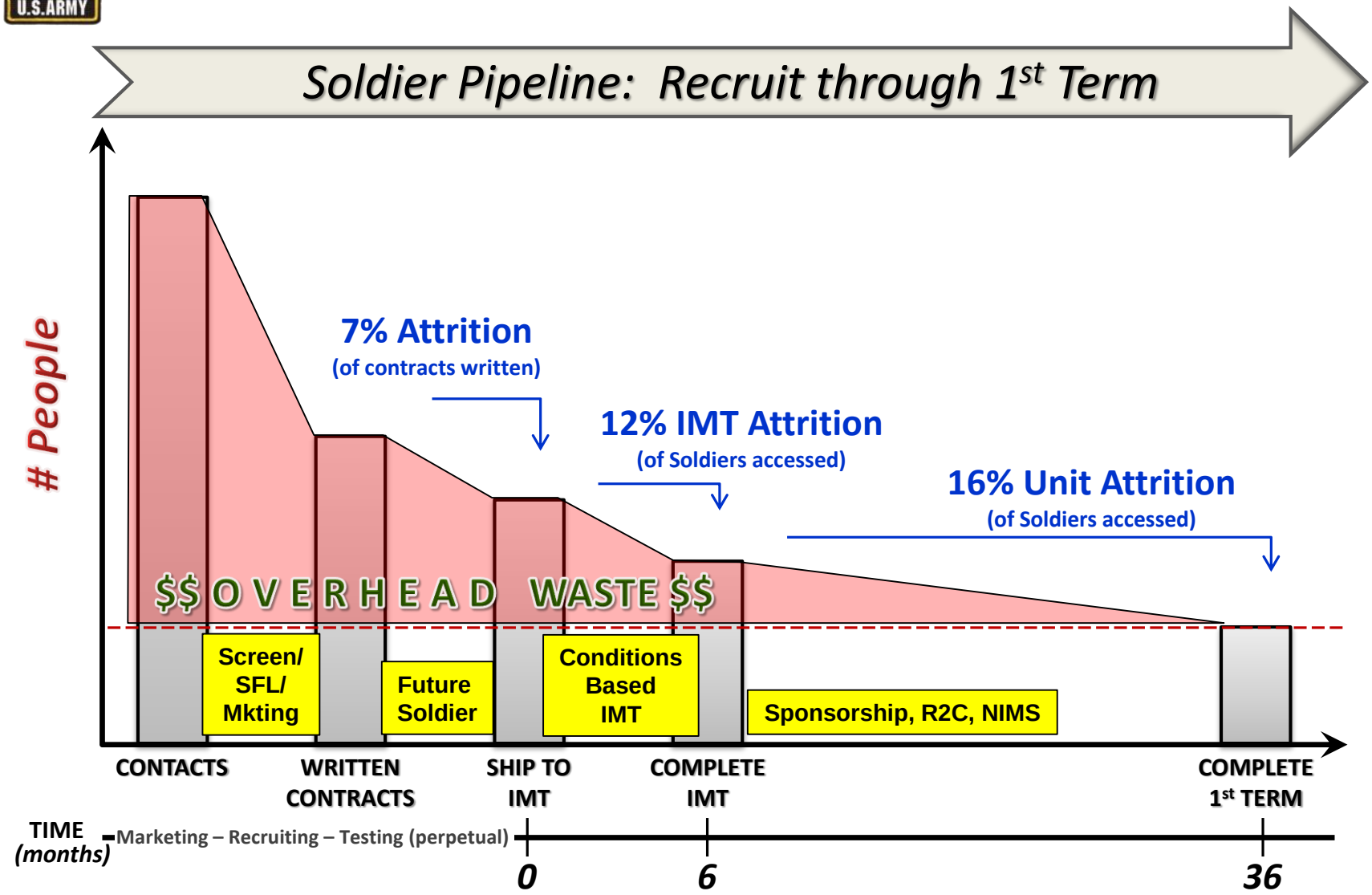
AC Recruiting FY16 Projection



The Cost of Building A Quality All-Volunteer Force

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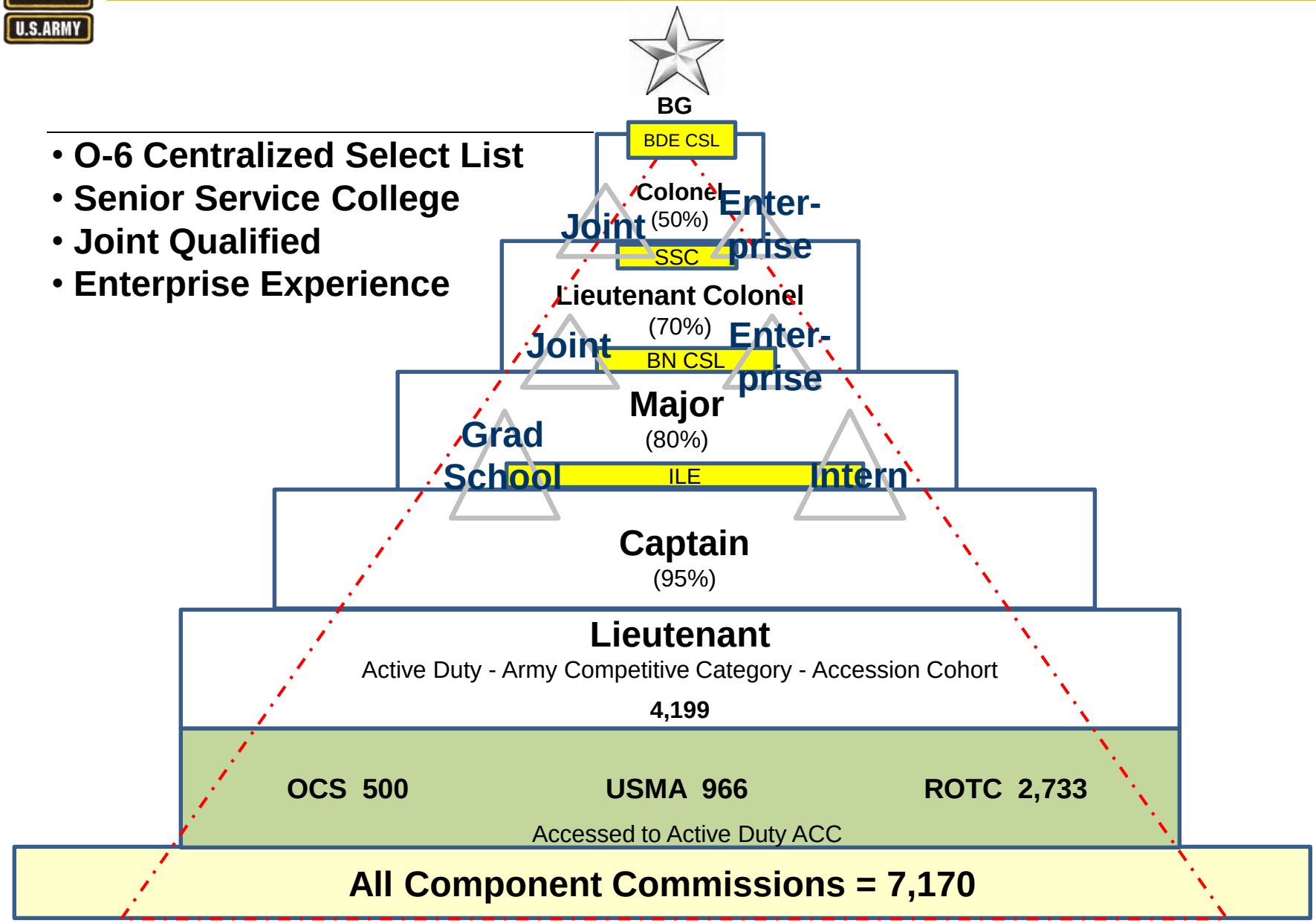
Officer Career Progression Model

- O-6 Centralized Select List
- Senior Service College
- Joint Qualified
- Enterprise Experience



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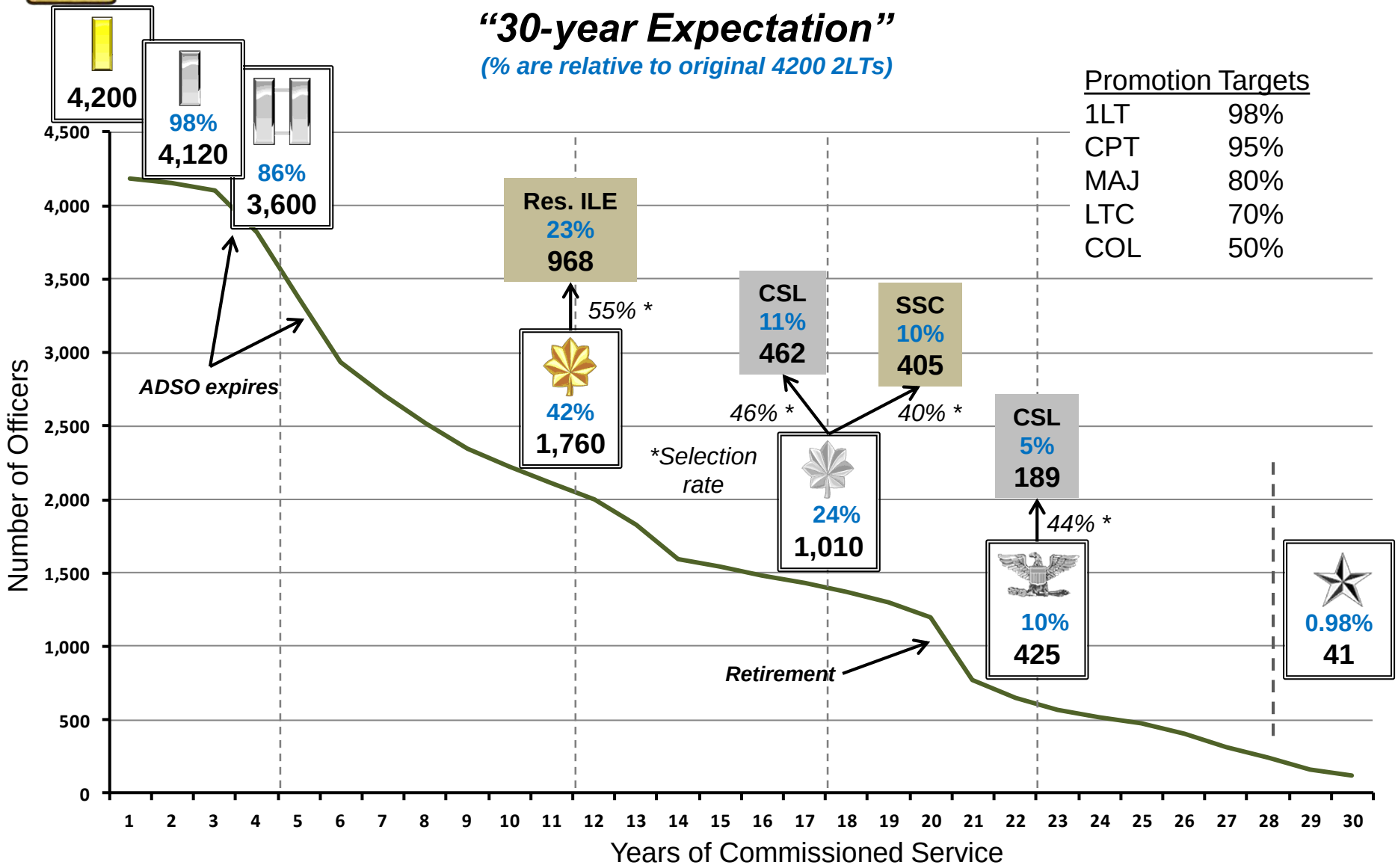
YG 14 – Career Progression (ACC)



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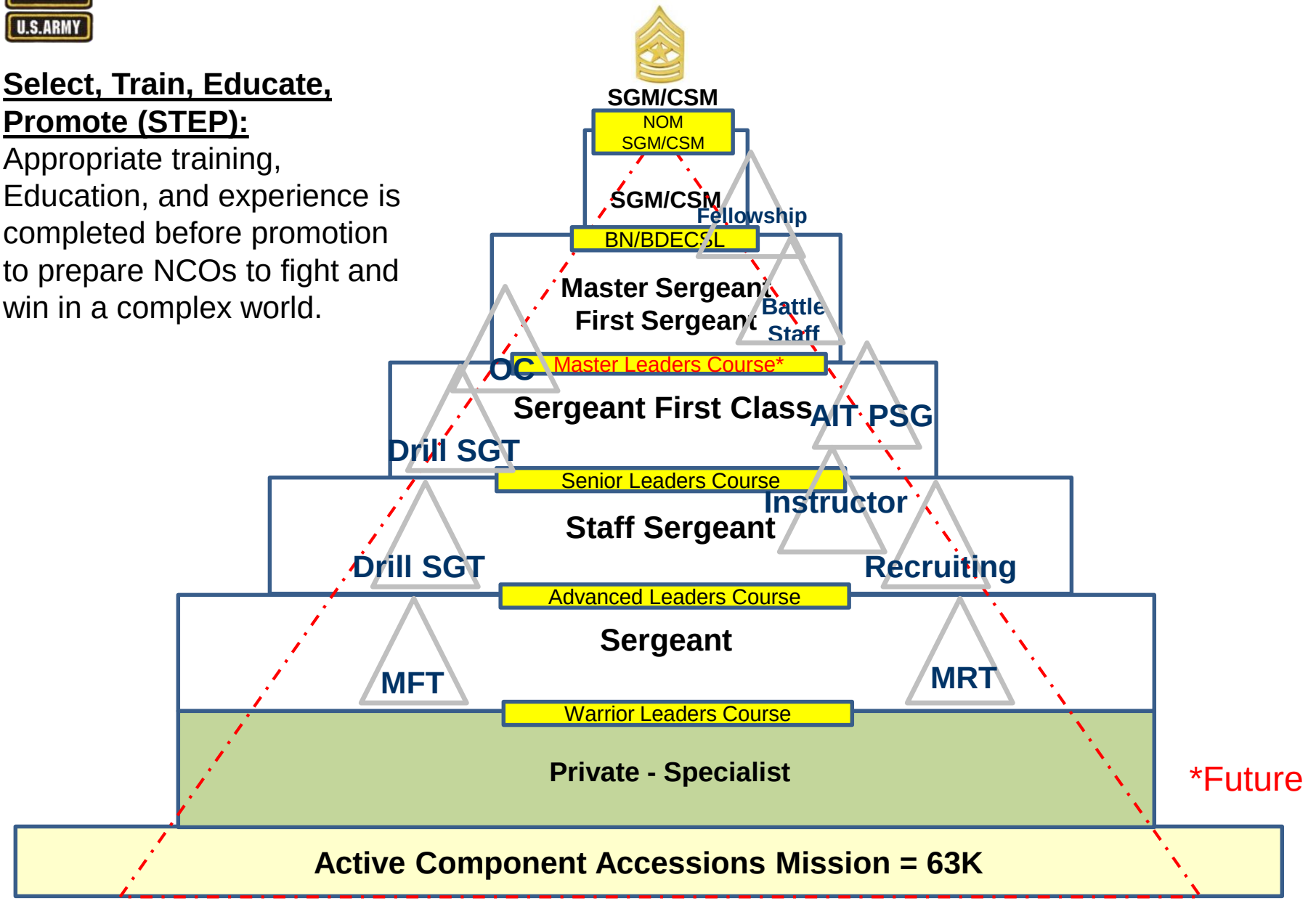
Non-Commissioned Officer Career Progression Model

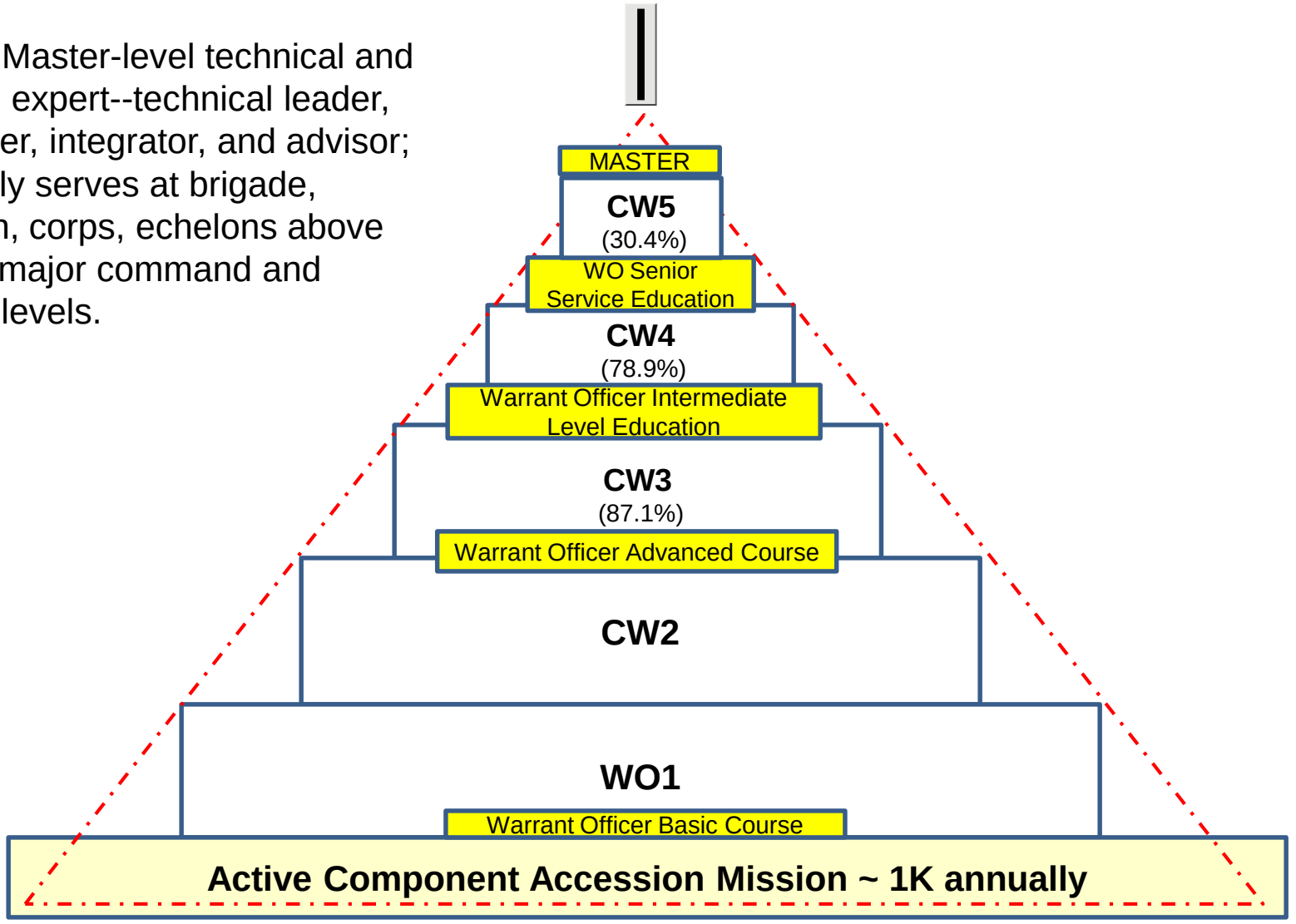
Select, Train, Educate, Promote (STEP):
Appropriate training, Education, and experience is completed before promotion to prepare NCOs to fight and win in a complex world.

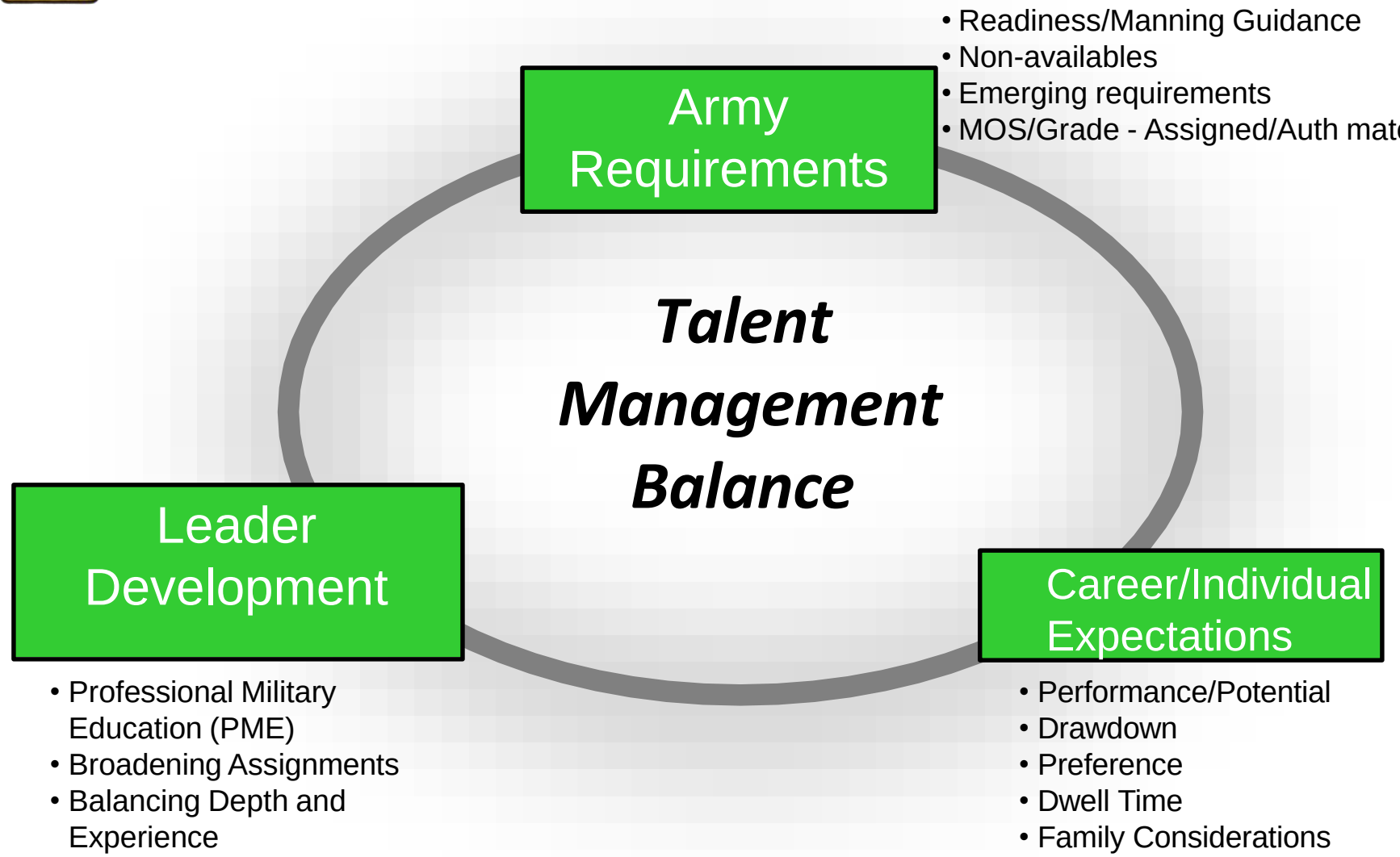


*Future

Warrant Officer Career Progression Model

CW5: Master-level technical and tactical expert--technical leader, manager, integrator, and advisor; primarily serves at brigade, division, corps, echelons above corps, major command and HQDA levels.





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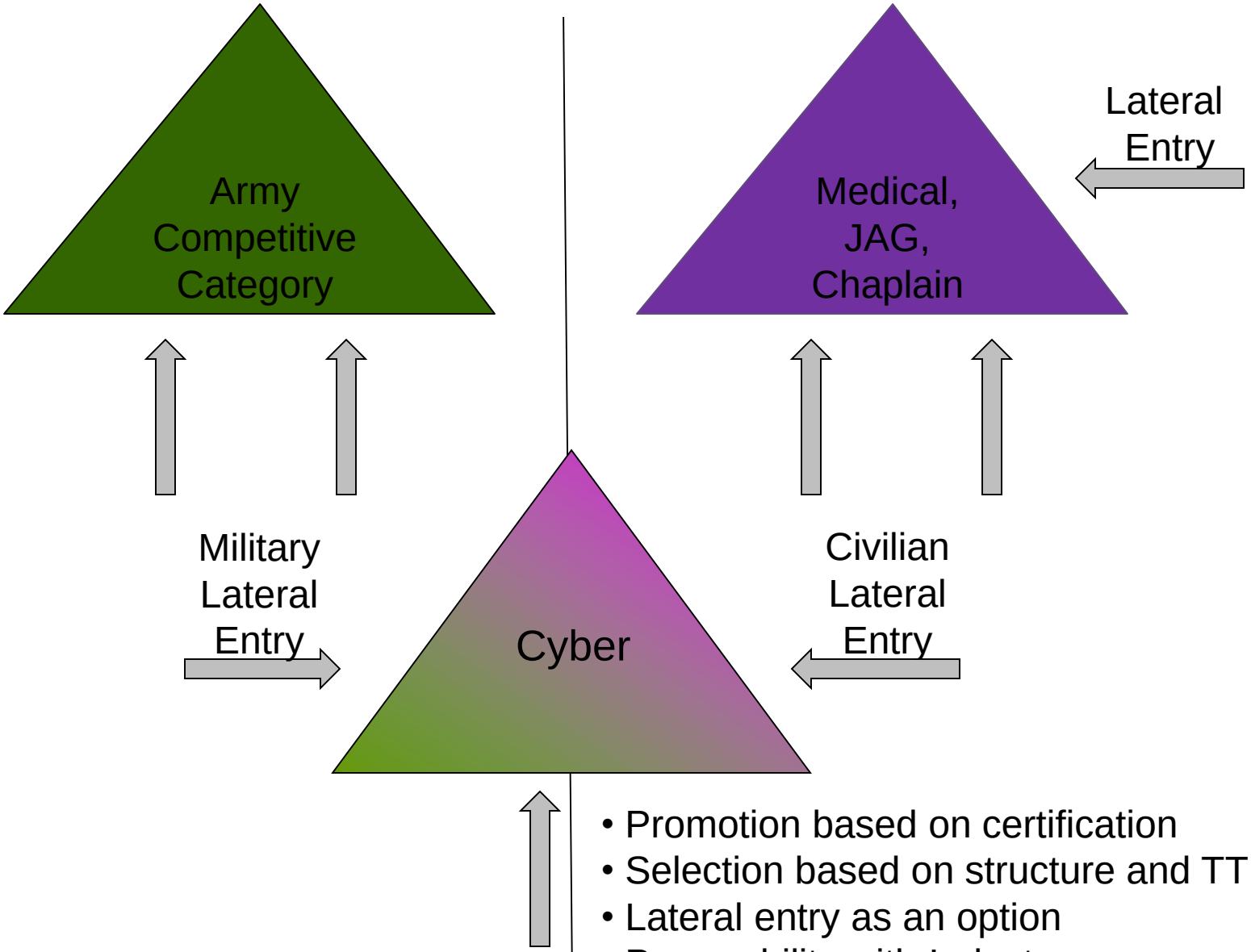
Potential Talent Management for Cyber



- Promotion based on certification
- Selection based on structure and TTHS
- Lateral entry as an option
- Permeability with Industry

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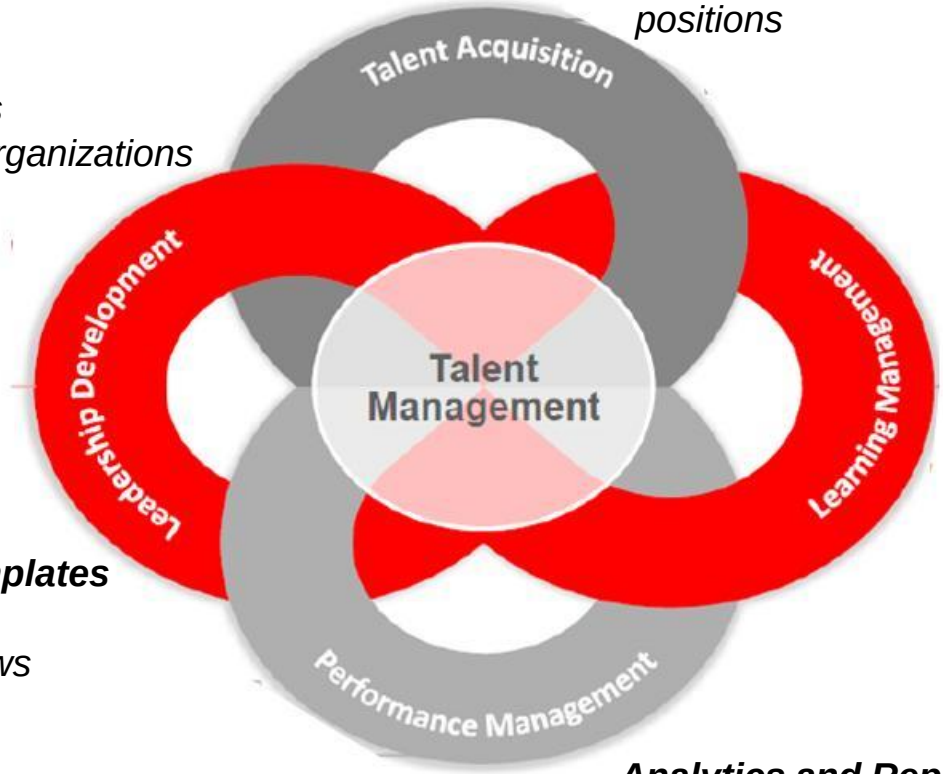
How IPPS-A will help the Army Manage Talent

Talent Match
- *Provides Candidate Gateway for Soldiers to find positions*
- *Allows Talent Acquisition Manager to open and post positions; match skills against open positions*

Leader Development/Talent Manager
- *Create Career Paths*
- *Assign Mentors*
- *Succession Planning*
- *Build Profiles*
  - *Attributes of Soldiers*
  - *Attributes of Army Organizations*



Learning Management
- *Create Training Programs*
- *Attach learning requirements to career paths*

Configurable, flexible templates for performance process
- *Performance Reviews*
- *Project Reviews*
- *Exit Interviews*
- *Surveys*
- *Performance Plans*

Multi-source functionality
- *360 review*
- *Multi-rater selection*

Analytics and Reporting
- *HR metrics for talent and recruiting*
- *Functional and Operational Analytics*
- *Online, real-time viewing of data*
- *Dashboards and Workcenters*

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Discussion

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