

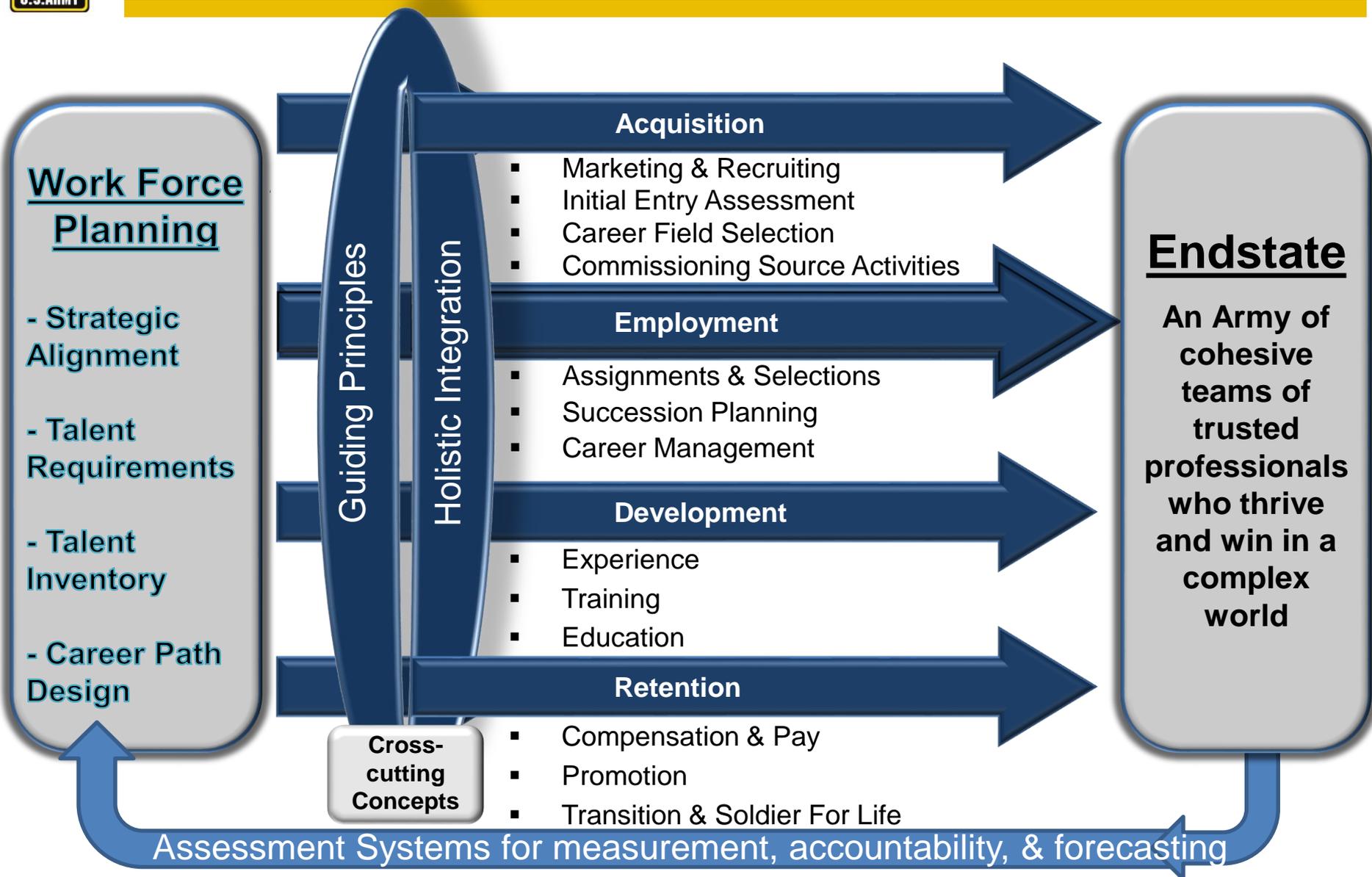


Personnel Overview to the Washington Corps of Military Attachés

Mr. Roy Wallace
Deputy Chief of Staff, G-1
9 September 2015



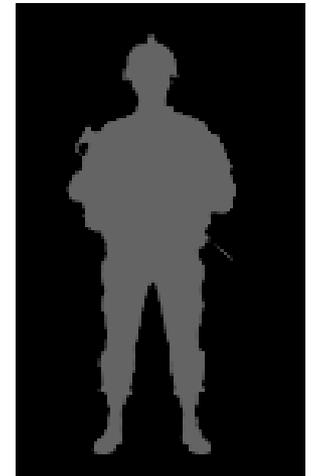
Talent Management Framework





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



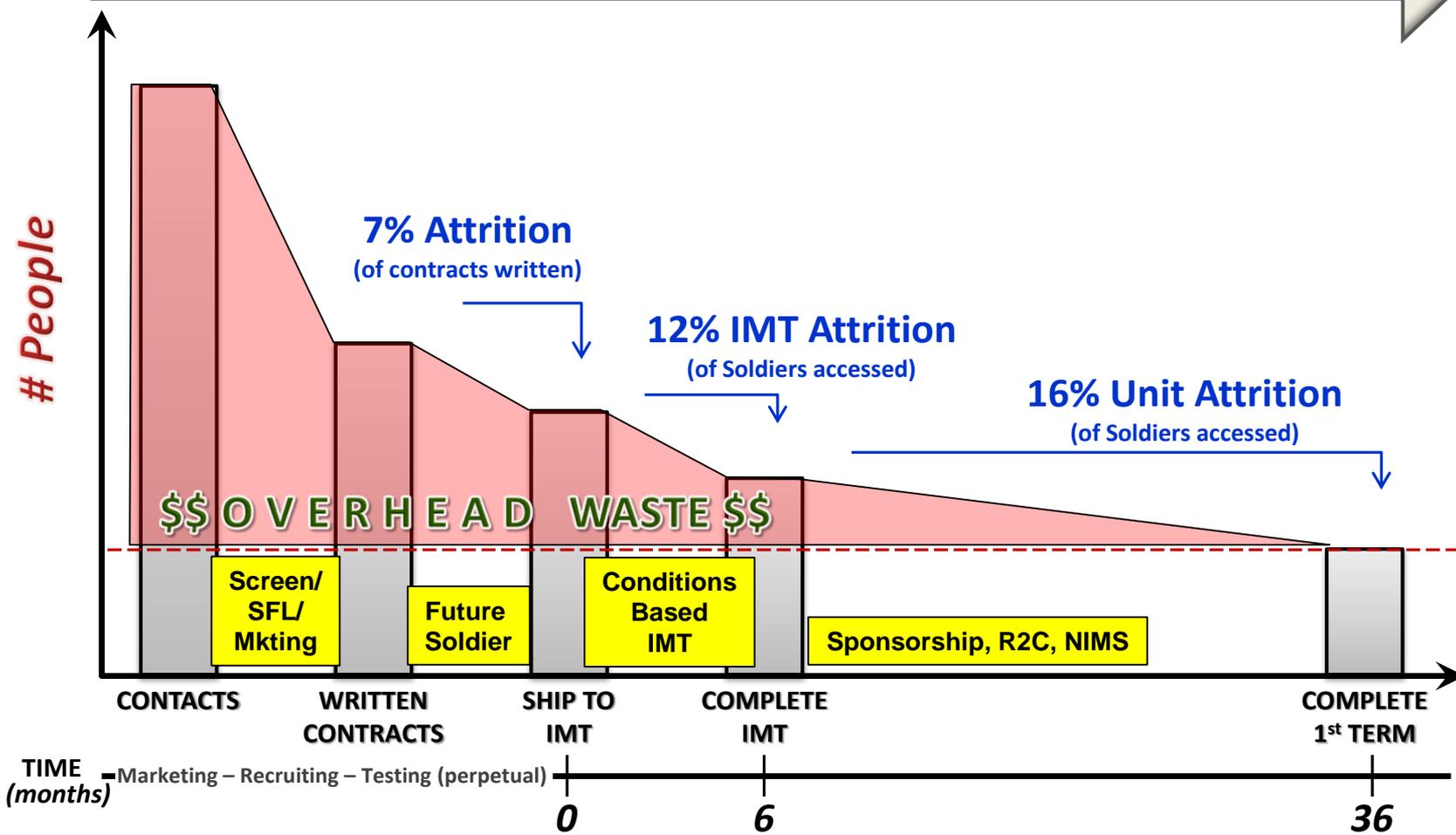
-Army Operating Concept, Oct 2014



U.S. ARMY

AC Recruiting FY16 Projection

Soldier Pipeline: Recruit through 1st Term

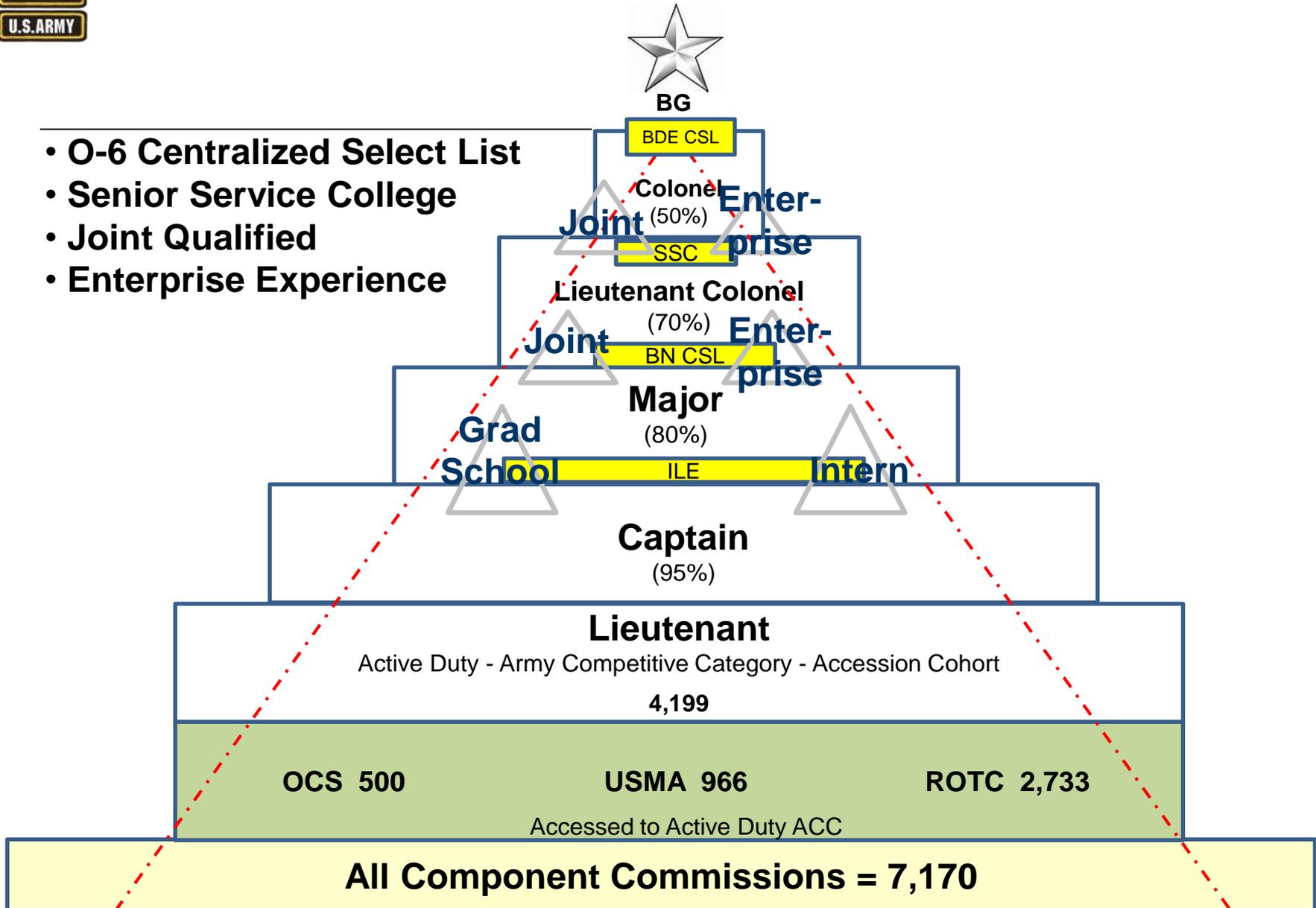


The Cost of Building A Quality All-Volunteer Force



Officer Career Progression Model

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



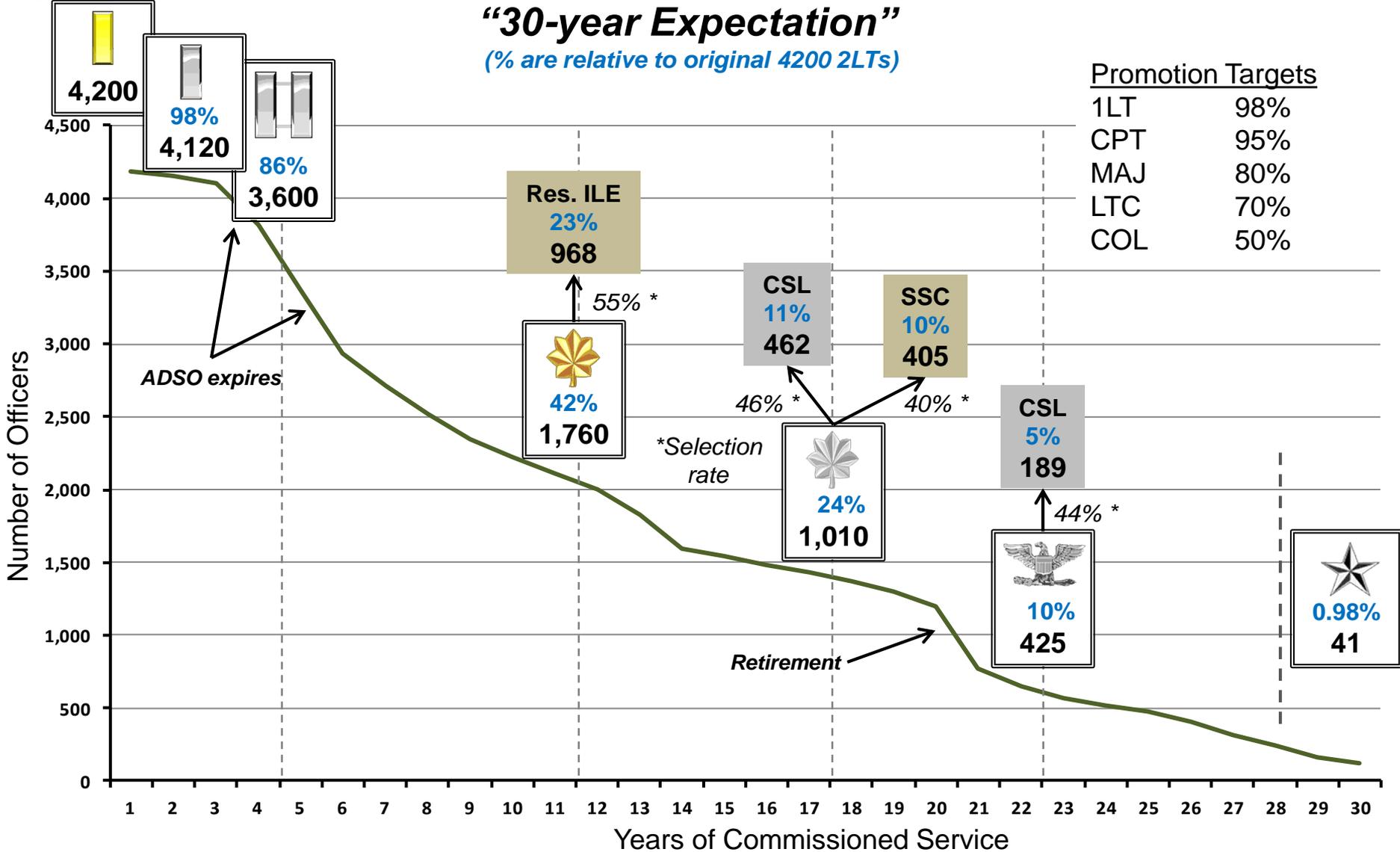


U.S. ARMY

YG 14 – Career Progression (ACC)

“30-year Expectation”
(% are relative to original 4200 2LTs)

Promotion Targets	
1LT	98%
CPT	95%
MAJ	80%
LTC	70%
COL	50%



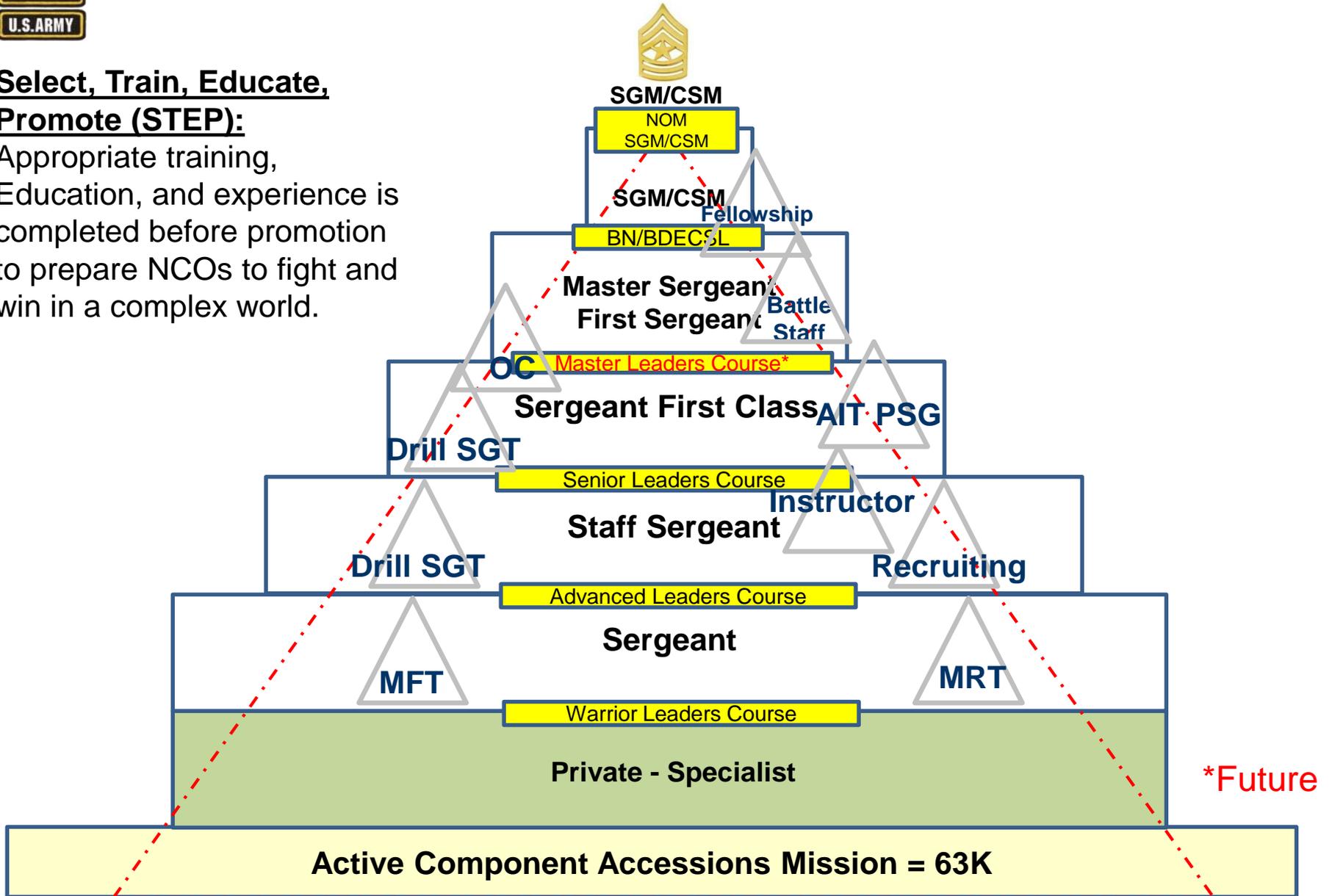


U.S. ARMY

Non-Commissioned Officer Career Progression Model

Select, Train, Educate, Promote (STEP):

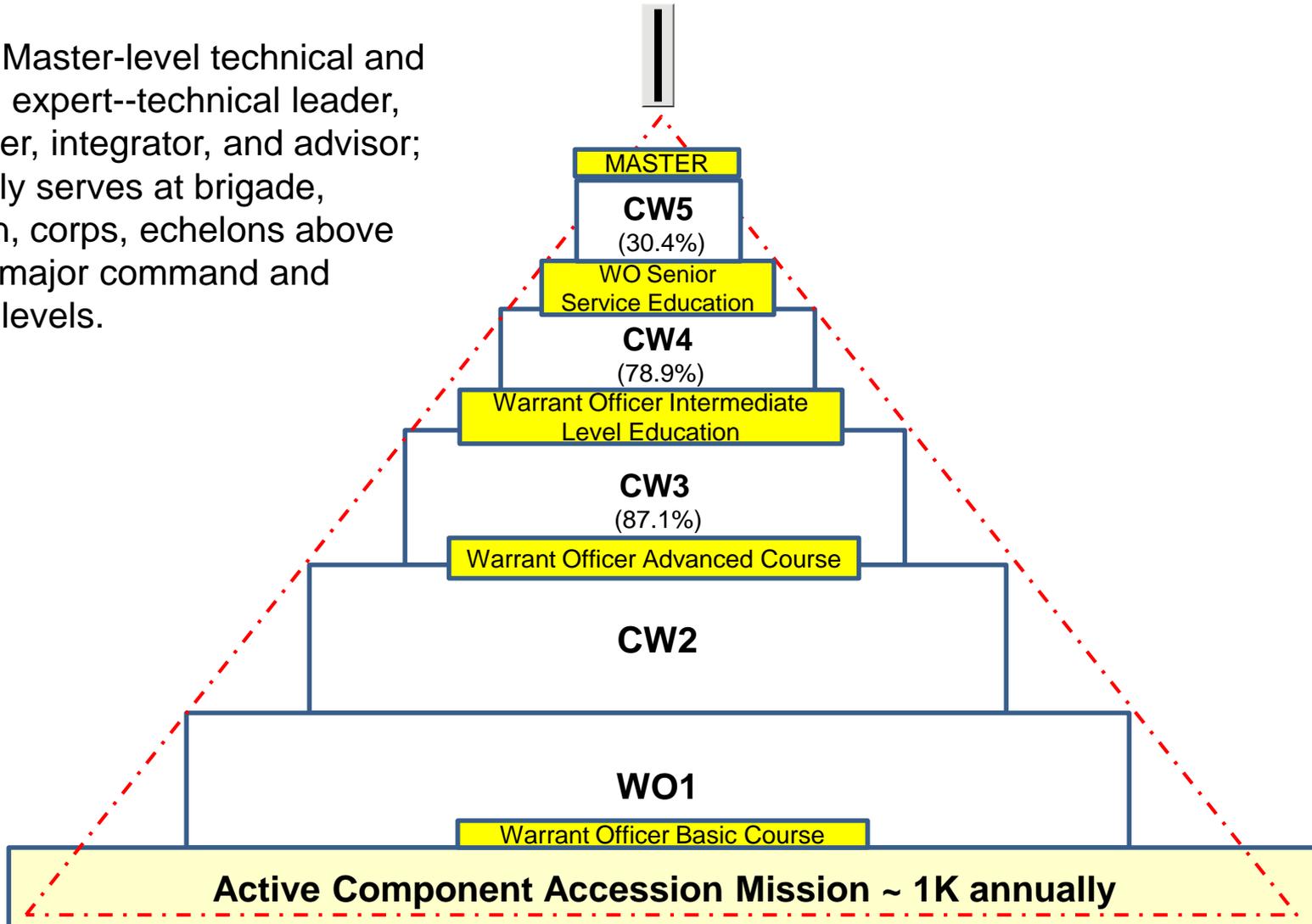
Appropriate training, Education, and experience is completed before promotion to prepare NCOs to fight and win in a complex world.

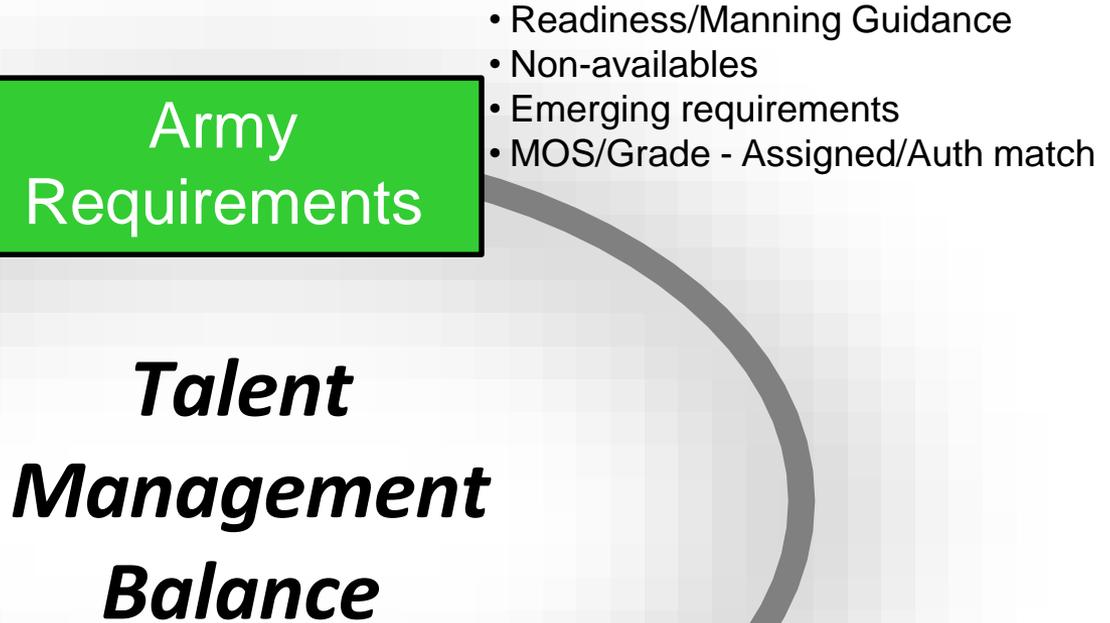




Warrant Officer Career Progression Model

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.





Leader Development

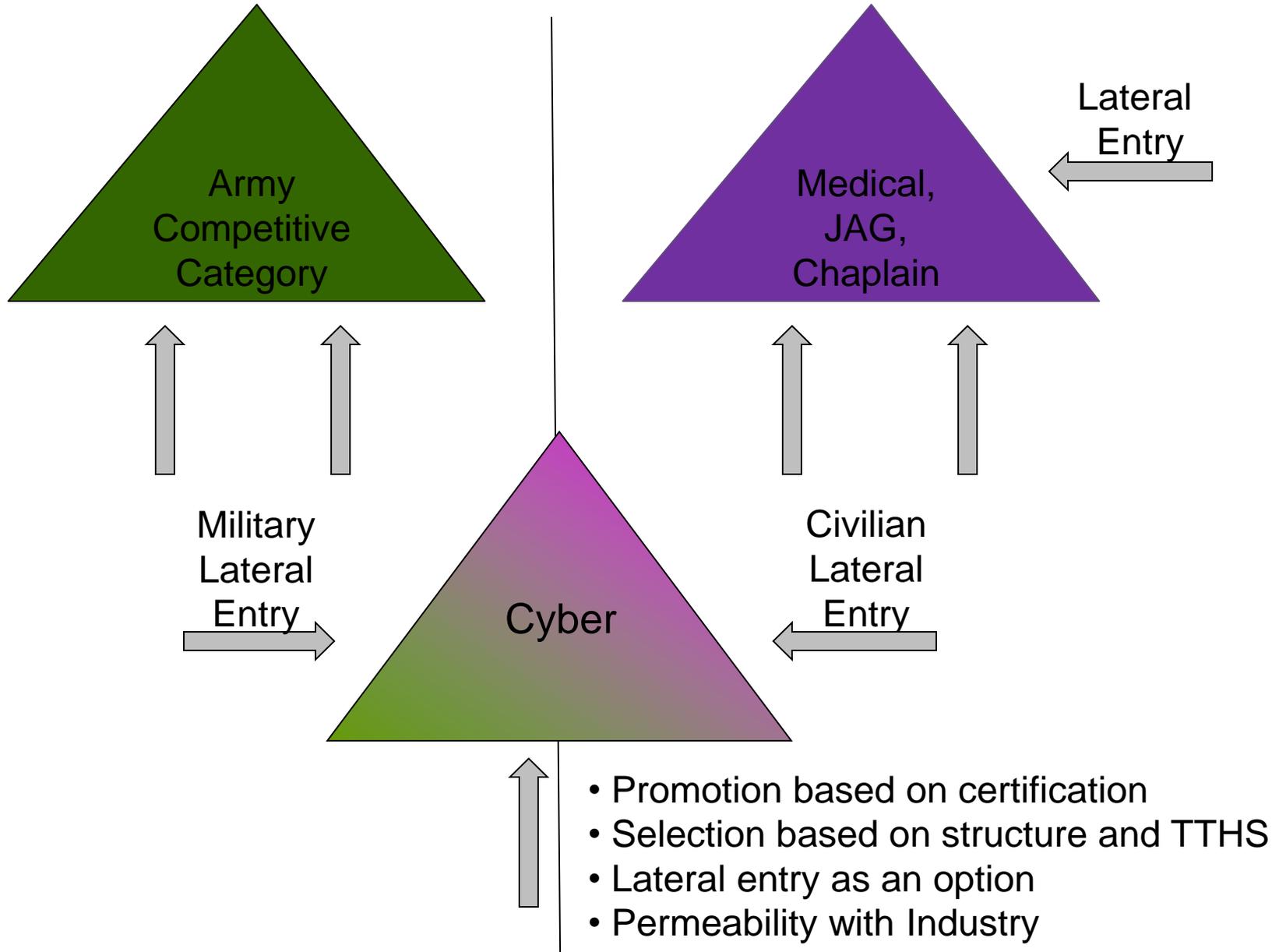
- Professional Military Education (PME)
- Broadening Assignments
- Balancing Depth and Experience

Career/Individual Expectations

- Performance/Potential
- Drawdown
- Preference
- Dwell Time
- Family Considerations



Potential Talent Management for Cyber

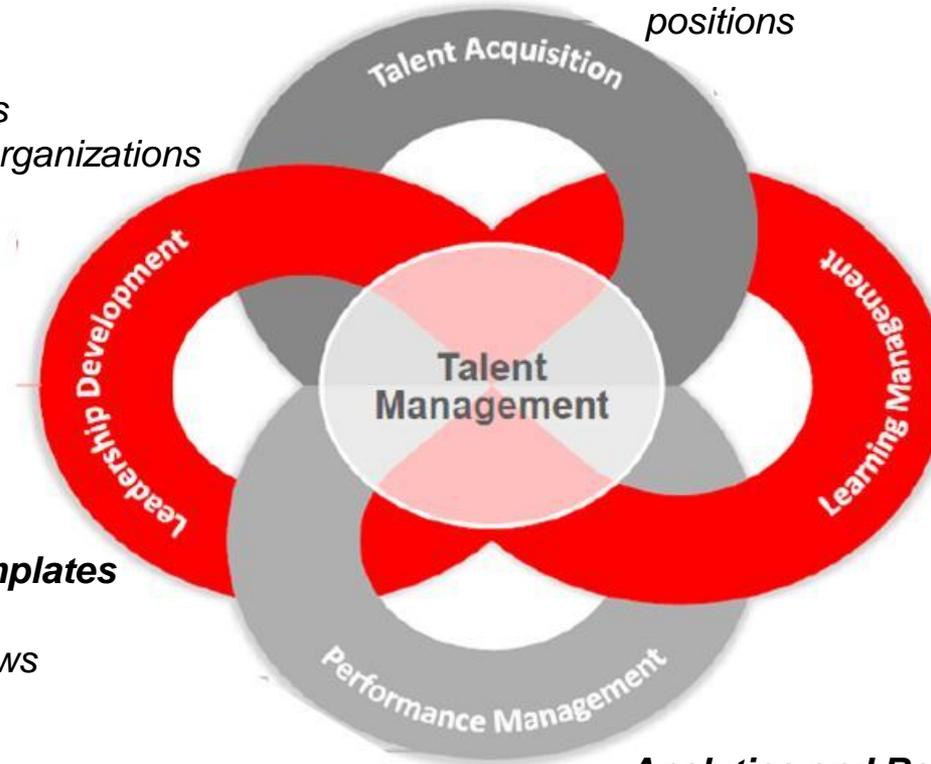




How IPPS-A will help the Army Manage Talent

Leader Development/Talent Manager

- Create Career Paths
- Assign Mentors
- Succession Planning
- Build Profiles
 - Attributes of Soldiers
 - Attributes of Army Organizations



Talent Match

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

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



U.S. ARMY

Discussion