

Rotating Positions

By Elizabeth Stoeckmann

The workforce spoke clearly in response to the 2014 culture climate survey that Defense Logistics Agency Energy should have more rotational programs to support workforce development and senior leadership listened.

Wheels were in motion for a new career development program when the DLA Energy Rotation Program policy was established in March.

“We’ve taken a big first step towards addressing the program objectives established in the policy,” said DLA Energy Commander Air Force Brig. Gen. Mark McLeod. “One thing I heard clearly from the workforce when I arrived last year was the need for more employee development opportunities. We responded ... and we have had some very clear victories.”

Gladys White is one of three DLA Energy employees to kick start the Defense Logistics Agency Energy’s Rotation Program.

In July, White set aside her administrative role in Direct Delivery Fuels to learn how to be a project management analyst in the Sustainment, Restoration and Modernization division.

“White did a phenomenal job for us during her rotation with the SRM division,” said DLA Energy SRM Army Branch Chief Jim Tyrrell. “We assigned her to one of our most dynamic programs, Recurring Maintenance and Minor Repair, and challenged her to help us streamline the process for receiving, processing and returning external customer requirements. During her tenure, we decreased the average processing time from an average of 15 days to under five.”

White’s supervisor said she was a large part of the SRM division’s success and the team’s experience with this program has been so positive that they have enthusiastically volunteered to welcome another rotation beginning in the second quarter of 2016.

Since the conception of the program in March, it’s become part of the organizational culture of workforce development to empower employees in a variety of competencies to promote long-term investment.

“The DLA Energy Rotation Program allows employees to see what other career opportunities are available in Energy while offering managers a first-hand look at potential employees,” said DLA Energy Manpower and Workforce Analysis Career Management Specialist Stan Jasiczek.

“So far the feedback from the employees who are in the program is very positive,” he said.

DLA Energy Administrative Specialist Barbara Burger, who started her rotation in November, is more than pleased with her new rotation role with the Command Administration Support.

“The rotation program has helped me widen my scope of DLA Energy’s roles and responsibilities,” Burger said. “I have a clear understanding of the skills to enhance my working knowledge and abilities.”

She said the program definitely allows her to develop and stay motivated to learn more each day.

Leadership has been very supportive in her new role and she’s grateful for the opportunity for career progression and learning, she said.

Just as every program is unique, it also offers

“At the core of this rotation program, it’s really about finding a place where people thrive, because if they are thriving, the organization is thriving and that becomes the strength of the organization.”

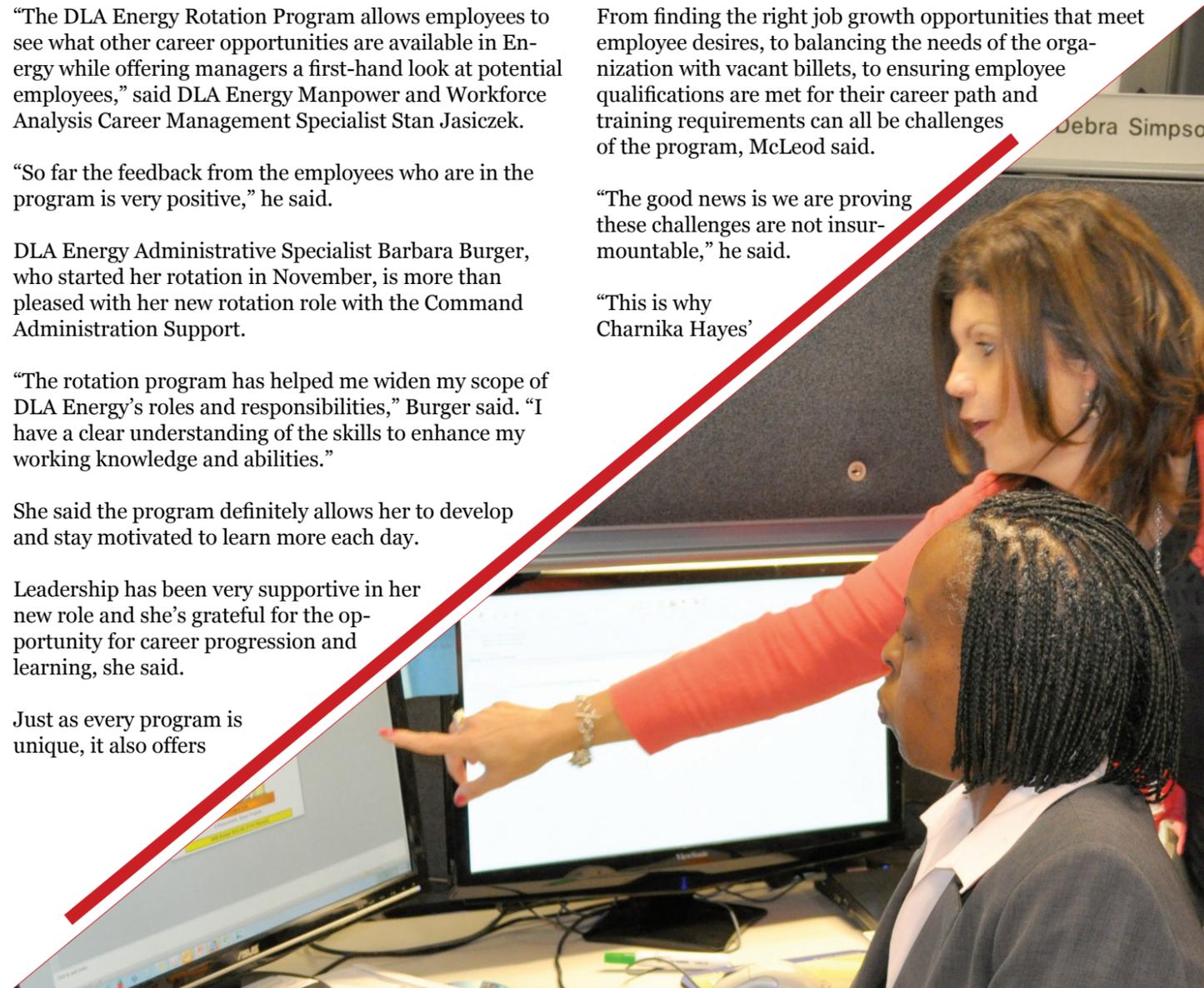
– Charnika Hayes

its own set of challenges.

From finding the right job growth opportunities that meet employee desires, to balancing the needs of the organization with vacant billets, to ensuring employee qualifications are met for their career path and training requirements can all be challenges of the program, McLeod said.

“The good news is we are proving these challenges are not insurmountable,” he said.

“This is why Charnika Hayes’



(Seated) DLA Energy Project Management Analyst Gladys White of Sustainment, Restoration and Modernization learns about her new role from her rotational supervisor DLA Energy Program Analyst and Master Planning Branch Chief Debra Simpson. White is the first DLA Energy employee to participate in the new program. Photos by Elizabeth Stoeckmann



DLA Equal Employment Opportunity Technician Charnika Hayes, center, discusses with her mentors DLA EEO Staff Director Janice Samuel, left, and DLA EEO Deputy Director Bridget Lanier, right, her new roles and responsibilities during the six-month rotation with DLA EEO.

rotation position with the DLA Equal Employment Office is another huge win for Energy,” McLeod said.

“Not only has she found a key position in another part of the business, she wants to be there, it’s consistent with her education background and she is looking to continue her career in this field,” he said.

When you marry these requirements together with

desires and opportunities that’s exactly what the program goals are designed to achieve, he added.

“At the core of this rotation program, it’s really about finding a place where people thrive, because if they are thriving, the organization is thriving and that becomes the strength of the organization,” said former Defense Logistics Agency Energy Command Administration Support Specialist Charnika Hayes.

responsibilities ... we’re very proud of their accomplishments,” McLeod said.

From an organizational perspective, the expanded participation in the program this year was a conscious effort to provide more rotational and career development efforts for DLA Energy employees, he said.

“I am looking forward to participating in the DLA rotation assignment in order to enhance my procurement skills and continue supporting the warfighter,” said DLA Energy Aerospace Energy Supplier Operations Division Contract Specialist Marcus Evans, who will join DLA Troop Support in Philadelphia as a procurement analyst in January.

According to the program policy, the board’s return-on-investment expectation is for individuals, in collaboration with the supervisor, to proactively seek opportunities to leverage the knowledge and skills learned in the workplace upon assignment completion.

Program coordinators said the program is designed as development that not only increases the participant’s technical knowledge and skills, but also broadens insight into the agency’s mission and functions, develops enterprise perspectives that improve the knowledge and capability of the DLA workforce, and develop skills that meet agency needs. Rotational assignments are considered long-term training and participants remain employees of the parent organization.

It doesn’t stop there though. Even bigger milestones are achievable for DLA Energy employees through the DLA Enterprise Rotation Program.

Teresa Arthur, Marcus Evans and Patricia Smith, all DLA Energy employees, were selected to spend 12 months delving into a new professional endeavor with a personal mentor and targeted training.

“It’s a milestone in their careers which recognizes their future potential for higher grades and

“There is still work to do to broaden the Energy rotation program to include developmental positions in other areas like contracting and acquisition and to increase cross flow between directorates, but we are making strides,” McLeod said.

“We’re up to 12 positions across Energy now, so ask me again in six months and we’ll see how much more progress we’ve made,” he added. **ES**