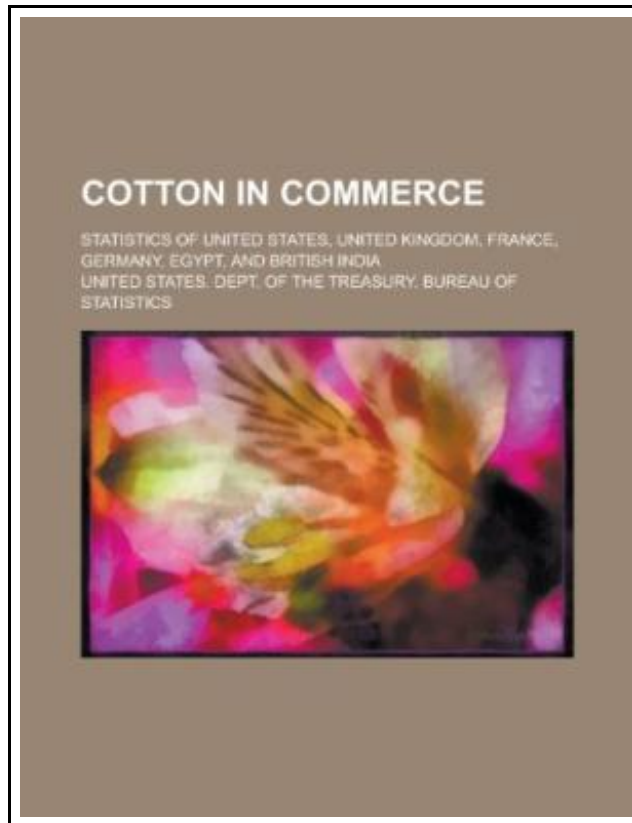


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(Ms. Julie Huels)

DOD PERSONNEL: DOD ACTIONS NEEDED TO STRENGTHEN CIVILIAN HUMAN CAPITAL STRATEGIC PLANNING AND INTEGRATION WITH MILITARY PERSONNEL AND SOURCING DECISIONS



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Books LLC, Reference Series. Paperback. Book Condition: New. This item is printed on demand. Paperback. 40 pages. OCLC Number: (OCoLC)52875808 Subject: Strategic planning -- Employee participation. Excerpt: . . . Leadership participation in strategic planning varies among the defense Component-level components we reviewed. High-level leaders in the Air Force, the Marine Leadership Involvement in Corps, the Defense Contract Management Agency (DCMA), and the Strategic Planning for Defense Finance and Accounting Service (DFAS) have provided the Civilian Personnel Varies impetus for strategic planning and are partnering with civilian human capital professionals to develop and implement their strategic plans. Such partnership is increasing in the Army and not as evident in the Department of the Navy. Since the mid-1990s, Air Force leadership has been relatively active in Air Force Leadership strategic planning for civilian human capital. In 1999, high-level Air Force Increasingly Proactive on leadership recognized the need for strategic human capital planning to Strategic Planning for Civilian deal with the significant downsizing that had occurred over the last several Personnel years. For the civilian workforce, this recognition culminated in the publication in 2000 of the Civilian Personnel Management Improvement Strategy White Paper; the Air Force produced an update of this document 17 in 2002. Air Force leadership also has recognized that it must further enhance its efforts with greater attention to integrated, total force planning. Air Force leadership has demonstrated this commitment by incorporating civilian human capital leaders into broader Air Force strategic planning and resource allocation processes. Air Force leaders created a human resources board (the Air Force Personnel Board of Directors) composed of 24 senior civilian and military leaders. The board convenes semi-annually to address military and civilian human capital issues in an integrated, total force context. It is fostering integrated planning with...

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