

# The MSC Today

## A Message from the Corps Chief



The Corps Chief pins the MSC caduceus on a West Point Cadet during the Annual Branch Night Ceremony 19NOV15. There were a total 33 Cadets who were branched Medical Service Corps.

Aloha MSC Officers,

It is my pleasure to present the 1st quarter newsletter.

It continues to be a humbling experience to serve as your Corps Chief. I am proud of each of you and your hard work, dedication and varied accomplishments.

On behalf of the entire Medical Service Corps, I commend and congratulate the 37 LTC's selected for promotion to Colonel. I am truly honored to say that the future of the Medical Service Corps and the Army Medical Department is in the hands of such dedicated and driven professionals.

I would also like to congratulate the FY15-16 Iron Majors. To the senior leaders who nominated these individuals, your dedication to lead, shape and retain our best officers is apparent, thank you. Continue to coach, teach and mentor our successors; groom them and prepare them for the next competitive opportunity. The 11 Majors that were selected are a prime example of demonstrated superior performers. Their packets reflect ambition, commitment and motivation to stand out as future leaders in the AMEDD. Another opportunity to recognize your junior officers will surface in the next couple of months with the announcement of Junior Officers Week.

By now, you have had a chance to review the MSC Campaign Plan and fully comprehend our emphasis on the three lines of effort: Talent Management; Enhanced Communication; and Inculcating a Culture of Innovation and Best Practices. Following the holiday break, and in conjunction with LOE 2, I plan on conducting a DCS with the Field and Consultants. I look forward to having you join us. Everything we do revolves around our campaign plan and towards meeting our vision of being the keystone of the system for health with highly trained and adaptive leaders successfully operating in complex environments.

A new committee, Army Medicine Talent Management Operational Planning Team (TM OPT) was established in October by The Surgeon General, under the direction of MG Margaret Wilmoth and COL Andrew Centineo. The committee includes four subcommittees (Acquire, Employ, Develop and Retain) as well as a mid-grade focus group. The purpose of this committee is to effectively collaborate with all proponents and stakeholders to determine talent management requirements and capability gaps within the AMEDD. We appreciate COL Gerald Sallmann, and MAJs Michael Story and Melissa Galazin for their willingness to represent the MSC as members of the TM OPT. With that said, I plan on conducting a DCS with the Field/Consultant's following the holiday break.

With the holiday season quickly approaching, I encourage everyone to spend time with loved ones. We need you to return safely, healthy and rested in order to continue to execute our MSC mission. Remember, don't drink and drive; allow plenty of travel time to reduce the impulse to speed; plan ahead; prepare your vehicles for long-distance travel; drive defensively and always exercise caution. Please remember that everyone who wears the Silver Caduceus is an ambassador for our Corps.

In closing, I continue to be impressed with all the efforts that are occurring day to day and I look forward to the New Year and the opportunities that await us.

Serving to Heal...Honored to Serve

Brigadier General Patrick D. Sargent

18th Chief of the Medical Service Corps

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#### Mission

To provide a diverse, competent, and multidisciplinary Team of professionals who strengthen the Military Health System through responsive and reliable clinical, scientific, and administrative services.

#### Vision

The keystone of the System for Health with highly trained and adaptive leaders successfully operating in complex environments.

## Iron Majors Week

Iron Majors Week begins with nominations and a selection process that identifies ten outstanding Active and one Reserve component Majors and Captain Promotables from the Army Medical Corps (MC), Nurse Corps (AN), Dental Corps (DC), Veterinary Corps (VC), Medical Service Corps (MS), and Specialist Corps (SP). These individuals are identified as having displayed outstanding leadership skills, the ability to mentor subordinates, and have demonstrated skills, attributes and potential needed to shape future growth and initiatives associated with Army Medicine.

Once selected by a panel of judges, the Iron Majors attend a five day leadership development short course held in the Nation Capital Region. The course includes exposure to a variety of interagency activities and diverse presentations. During the week, the AMEDD Iron Majors participate in dialogue, discussion and tours which will help build the experience and knowledge critical to addressing future complex issues within the Army Medicine and the Department of Defense. The AMEDD Iron Majors week is currently scheduled for 21-25 March 2016.

## Moncrief ACH; #1 of 15

Within a month of arriving to Moncrief Army Community Hospital, Ft. Jackson, SC, CPT Calvina Glover laced up her boots and dove head first into the Laboratory Response Network (LRN) Special Inspection conducted by the LRN Operations Officer for the Department of the Army Inspector General (DAIG). She reviewed the regulatory guidance for the LRN Program which included Army Safety Programs, Army Physical Security Programs, Biosafety in Microbiology and Biomedical Laboratories (BMBL), OSHA standards and other applicable local policies. She also reached out to the support staff, which included members of the Logistics Department, Occupational Health and Industrial Hygiene, Hospital Operations, and Security, to ensure they were aware of their roles and responsibilities in meeting the LRN mission. With less than two months away, they began by inspecting applicable documents and internal procedures for compliance, adequacy, and consistency.

The team diligently worked to develop courses of action to remedy any issues that may have weakened their ability to sustain biological preparedness. Communication was key in meeting the suspense and CPT Glover's commitment to duty and attention to detail earned her and her team the fewest number of 'concerns'. This stellar performance put Moncrief ACH #1 of 15 Army Labs inspected!

'Overall, it was a great learning experience and opportunity to represent our organization and the works of the military medical laboratory community.'

--CPT Calvina Glover, Chief, Department of Pathology



R2L: CPT Calvina Glover, Mr. Gerald Sandifer, Ms. Robyn Porter, SFC Allen Edward, Mr. Robert Boyd, SGT Carlos Angel Diaz-Rosario.



<http://medicalservicecorps.amedd.army.mil/>



<https://www.facebook.com/Medical.Service.Corps.Chief>

# Army Medicine Talent Management Operational Planning Team (TM OPT)

The U.S. Army is world renowned for its ability to develop leaders and produce action-oriented people with valuable skills. However, the manner in which the Army conducts personnel management has gone largely unchanged while the geopolitical and technological environments have changed with unprecedented speed. The most reliable insurance against an uncertain future is a sustained investment in the human dimension of combat power. To meet the challenges of 2025, the Army must effectively manage diverse talent for a complex world. The AMEDD has created a TM OPT that must ensure that Army talent management principles are embedded within all talent management functions across the AMEDD Total Force and are applied across the career lifecycle of all AMEDD Professionals in a manner appropriate to each cohort and career field.

The fundamental purpose of this concept of operations is to inform the development of an Army Talent Management Strategy by describing the overarching concept of talent management principles and functions. **Talent** is the unique intersection of skills, knowledge, and behaviors in every person. **Talent management** involves integrating various activities to generate a positive, synergistic effect on organizational outcomes and harness individual aptitudes for the mutual benefit of the individual and the organization. Talent management is a required capability that impacts readiness.

The Army has 20 talent management principles that are organized into five categories:

Category	Principle
Talent Management is an Investment	1. Talent Management is an Investment
Effective Talent Management Requires a Systems Approach	2. Internal Synergy
	3. Vertical Consistency
	4. Single Integrator
	5. Senior Leaders <i>Lead</i> Change
	6. Branding
	7. Tailored to Fit the Organization
	8. Balance Completeness with Simplicity
Effective Talent Management Must Balance the Needs of the Individuals with the Needs of the Organization	9. Individualism and Collectivism
	10. Identifying and Leveraging Individual Talents
	11. Diverse Career Portfolios
	12. Optimizing Tenure
Talent Management Must Ensure Job - Person Fit	13. Validity and Transparency
	14. Optimizing All Talent
	15. KSB Driven
	16. Right Person - Right Job - Right Team
The Talent Management System Must Empower Employees	17. Enabling Organizational Agility
	18. Employee Empowerment
	19. Enhanced Employee Self-Awareness
	20. Reward Desired Behavior

“How can we bring in more highly-skilled people and how can we reward those people and promote people not simply on the basis of when they joined but even more and more on the basis of their performance and talent?”

- Secretary of Defense Ashton B. Carter

“Improving our agility begins with changing how we recruit, develop, manage, and train personnel. We will need a whole-of-Army recruitment and retention strategy and must commit to personnel policies that better develop and manage Soldiers and Army Civilians in order to optimize individual performance.”

- Headquarters, Department of the Army, The Army Vision: Strategic Advantage in a Complex World (Washington, D.C.: 2015)  
The Army Vision September 2015 (Combined Arms Center)

## OSB Update

The AMEDD OSB was convened on 15 September 2015. The results have been compiled and sent to the Secretary of the Army for approval. A tentative approval and officer notification date is in the January 2016 time frame.