



The Mid Atlantic Gazette

DAU Alumni Association Mid Atlantic Chapter

NEWS FOR TODAY'S ACQUISITION PROFESSIONALS



PMA-207: Should Cost in action delivers better value to taxpayer, warfighter

Submitted by: Program Executive Office for Air ASW, Assault and Special Missions Programs Public Affairs Officer

NAVAL AIR SYSTEMS COMMAND, Md. – The Office of Secretary of Defense Better Buying Power guidance and implementation directives of late 2010 and early 2011 have changed the way the Defense Department manages cost from the program managers to the service secretaries.

In July 2011, the Assistant Secretary of the Navy for Research, Development, and Acquisition (ASN/RDA) challenged Navy acquisition leaders to deliver better value to the taxpayer and warfighter by improving the way the department does business. ASN/RDA mandated the Navy use Should Cost Management (SCM) as a standardized process to identify and prioritize business opportunities by balancing cost estimates, budgets, risks and opportunities.



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Mentor Spotlight: CAPT Bob Farmer

By Veronica Miskowski
Mentoring-Externally Directed Team

Naval Air Systems Command's mentoring program encourages its military members to participate as mentors and mentees, which provides a different experience-base and perspective compared with their civilian counter-parts. Capt. (select) Bob Farmer, one of NAVAIR's mentors, is the executive director for Logistics and Industrial Operations, AIR 6.0, which provides acquisition and life cycle support for both Navy and Marine Aviation. He has received numerous awards in his 37-year military career, including a Leadership Award in 2008 as an Aircraft Intermediate Maintenance Officer (AIMDO) onboard the USS Enterprise.

A native of Virginia Beach, Va., he received his Bachelor's degree from Southern Illinois University in Mayport, Fla. and his Master's from Auburn University, Montgomery, Ala., while simultaneously attending the Air Command Staff College at Maxwell AFB, Montgomery. Farmer enlisted in the Navy in August 1976 and began his career as an E-2C Plane Captain in VAW-126 at Naval Station Norfolk, Va. During his first tour his Senior Chief established a mentoring program for



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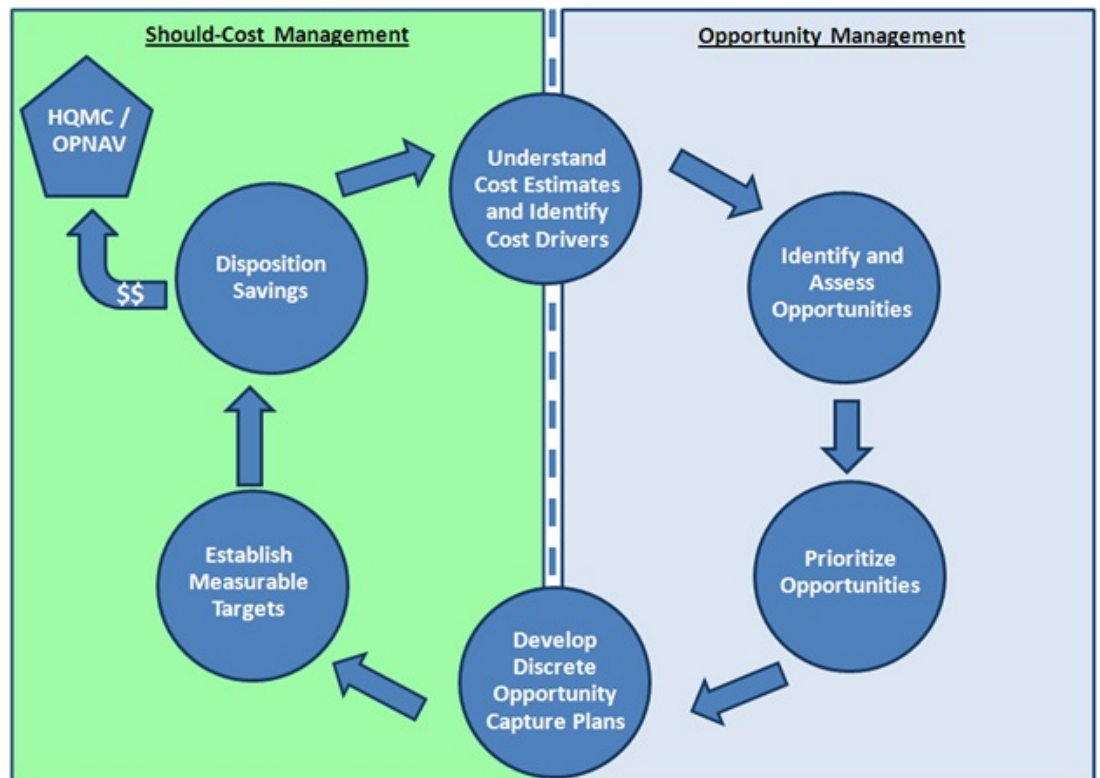
Stepping up to the plate, NAVAIR's Tactical Airlift, Adversary and Support Aircraft Program Office (PMA-207) is doing just that, by implementing a process to understand cost estimates, mitigate risk and capture opportunities for savings. "Saving and reallocating taxpayer dollars is a very important part of what we do," said Doug Dawson, PMA-207's principal deputy program manager. "We've always done it, but now we have a more formalized process, one that establishes metrics and accountability. SCM is changing the fundamentals of how we do business."

The Navy's previous approach focused on a "will cost" estimate technique, which relies on historic data and other complex cost estimating methodologies as a basis for establishing projected costs and actions in the future. Today's SCM process is forward-looking and does not assume the status quo is correct. Should cost analyzes specific items within an action to identify the most effective and efficient way of doing business and seek out other cost savings initiatives.

In PMA-207, the team took SCM a step further by adding two management tools to the cycle. The program office leveraged the existing risk management process, used to identify potential consequences of an event/action, and combined it with opportunity management. The new plan, also known as the Risk and Opportunity Management Plan, or ROMP, outlines a process for subject matter experts from logistics, engineering and contracts to balance risk and actively seek opportunities with the potential for cost savings and cost avoidance.

"Institutionalizing should cost as an outcome of opportunity management is the goal," said Thomas Benedik, PMA-207's C/KC-130 deputy program manager. "By looking at our will-cost estimates from a bottom-up approach, we have a baseline from which to identify new ways of doing business to potentially save valuable resources. SCM enables the program office to identify, analyze and document savings initiatives that if successful, allow the reprogramming of resources to other priority unfunded or alternate requirements."

Recently, PMA-207 used SCM for KC-130J aircraft procurement. Working with the United States Air Force, PMA-207 participated in the development and DOD certification of a multi-year procurement. The C-130J multi-year contract, once awarded will produce significant aircraft procurement savings over what would have been single-year contract pricing. Those savings were in turn reprogrammed by Headquarters Marine Corps to fund previously unfunded out-year modifications and upgrades. PMA-207 is responsible for research, development, acquisition and life cycle management of U.S. Navy and Marine Corps light, medium and executive lift transport, aerial refueling, adversary training and tactical mission.



PMA-207's aircraft portfolio consists of C-12 *Huron*, F-5 *Tiger II*, F-16 *Fighting Falcon*, C-26 *Metroliner*, UC-35 *Citation*, C-20 *Gulfstream*, C-9 *Skytrain*, C-37 *Transport*, C-40 *Clipper* and the K/C-130 *Hercules/Super Hercules*.

All 10 platforms use some form of SCM to capture cost savings. The savings are used for procurement of additional capabilities, or returned/reprogrammed to meet higher priority requirements.

"PMA-207 works diligently to promote teamwork, and identify and execute cost savings initiatives. The goal is to make risk/opportunity management part of our program management culture. This is yet another example of their professionalism and 'One-Team, One-Fight' mentality," Dawson said.

Upcoming Knowledge Sharing Mark Your Calendars

“What an Acquisition Professional Wants and Needs to Know About Independent Research and Development (IR&D)”

Thursday, November 14, 2013

11:30 a.m. – 1:00 p.m.

DAU Mid-Atlantic Region, Room 119—First come, first serve

NAVAIR Technology Readiness Assessment Process

Presented by Mr. Ed Copeland

The Director of the Independent Technical Review Office (AIR-4.0 TRA)

14 November 2013 from 1300—1430

Register at: <https://www1.gotomeeting.com/register/915796761>



What's New with the Planning Programming Budget and Execution (PPBE) Process

DAU Alumni Association Mid Atlantic Region Chapter In Partnership with Naval Air Systems Command, Proudly Presents Ms Roberta Tomasini from DAU:

What's New with the PPBE Process

Wednesday 19 February 2014,

(2 separate sessions)

Session 1: 0900 - 1130

Session 2: 1300 - 1530

Location: NAS Patuxent River Maryland
Base Theater

Open Seating, No Registration

For More Information Contact
NAVAIR Heather.Jacobs@navy.mil
DAU Belle.Mattingly@dau.mil

Topics Include:

- ◆ PPBE latest & greatest
- ◆ BBPI 2.0 Overview
- ◆ Will Cost & Should Cost
- ◆ OSD Budget Review Process
- ◆ Defense Topline Budget

NAVAIR Wounded Warrior Program Office

Investing in employees with disabilities

Rudy Newsome's new NAVAIR job was worth the wait.

A wounded Air Force retiree with 22 years of aviation experience, Newsome joined the Naval Air Warfare Center Aircraft Division as a program analyst supporting PMA-209 in 2013 after a long job search.

"It is a great fit for me based on my program office's aviation requirements and my aviation experience," he said. "The patience paid off waiting for a position to open up. It was well worth the wait."

As of September 2013, 2,864 individuals with disabilities, including wounded warriors, work at NAVAIR, with 839 of them here at Patuxent River.

October is National Disability Employment Awareness Month, which serves to recognize the contributions people with disabilities make to the economy.

"During National Disability Employment Awareness Month, and all year long, it's important to recognize our employees' abilities, not their disabilities, and acknowledge the unique talents, perspectives and contributions people with disabilities have brought to NAVAIR," said Dan Nega, an executive champion for NAVAIR's Individuals with Disabilities Advocacy Team.

The team, established in 2006, focuses on recruiting and retaining individuals with disabilities, individuals with targeted disabilities and wounded warriors.

"Creating an inclusive environment starts with leadership. That's why the Individuals with Disabilities Advocacy Team is so important," said Steve Cricchi, one of the team's executive champions. "We bring awareness to supervisors and hiring managers to help them understand how to recruit, hire and retain employees with disabilities. We also help the workforce as a whole understand the benefits of having employees with disabilities on the NAVAIR team through events and training."

The team helps host annual disability mentoring days for students, meet-and-greet sessions and individuals with disabilities interviewer training for managers. NAVAIR also participates in an Active Duty Intern Program and the Naval Acquisition Development Program for wounded warriors to help recruit, hire, train and retain wounded warriors and people with disabilities.

As of August 2013, people with disabilities experience a 14.1 percent unemployment rate, while people without disabilities are at 7.1 percent, according to the U.S. Department of Labor, Office of Disability Employment Policy. The Department of Veterans Affairs indicates returning veterans are five times as likely to be homeless than the rest of the population, and the suicide rate for all veterans is 22 per day.

NAVAIR career opportunities provide hope and a brighter future for those that need it most, said Sonny Fann, NAVAIR's Wounded Warrior Team outreach coordinator. He explained that while wounded warriors and veterans have much to offer, some of their hiring hurdles include lack of confidence in what they can do in the civilian sector and inexperience writing a successful resume.

"Veterans and wounded warriors acquire a breadth of skills over their years in the service, and in many cases, they just aren't aware of how valuable their experience really is," he said.

Wounded warrior Douglas Olson said veterans' skills may not always directly transfer to the civilian workplace, but "they have been through fast paced schools that required them to learn skill sets quickly, without direction being required at each decision point. These skills ensure those willing to serve this country are more than capable of adapting quickly to the requirements of most work situations."

Individuals with disabilities are the nation's largest minority, comprising almost 50 million people. The Department of Labor touts their ability to adapt to different situations and circumstances and bring fresh ideas on how to solve problems as an advantage to any workforce.

"Individuals with disabilities often bring a hard work ethic and a sense of loyalty to their work," said Tania Dawson, NAVAIR recruiting and retention program manager. "NAVAIR can truly benefit from their diverse perspectives."

Do you have inputs for the next edition? Contact our Gazette Editor John Heinbuch at John.Heinbuch@DAU.mil



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Superintendent of Schools

St. Mary's County Public Schools Head Start

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eager representative of the St. Mary's County Public Schools Head Start
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*Do you have inputs for the next edition? Events you want to advertise?
Contact our Gazette Editor John Heinbuch at 240-895-7355 or John.Heinbuch@DAU.mil*

Continued from page 1: Mentor Spotlight

the division as a way to reflect the value and potential of every person in the organization and provide opportunities for constructive feedback for his sailors.

"I've been in mentoring relationships since my first tour of duty and continue to receive guidance and direction from several senior naval officers," Farmer said. "They do not always tell me what I want to hear, but I recognize the value of their input.

"Throughout my career, I've had mentors help me overcome both personal and workforce challenges, while providing encouragement and support along the way. I've been fortunate to have served with some outstanding mentors," he said.

Farmer supports NAVAIR's Mentoring Program and the basic tenets of creating a multicultural workforce by supporting relationships that promote individual employee growth and development. A successful mentoring program needs to include a broad spectrum of people within the workforce.

In seeking a mentor, Farmer said he looks for individuals who have been successful in their careers, but also have attributes and qualities he respects: Strong leaders, committed to the organization they serve that have uncompromising integrity and personal values.

"My mentors have challenged me professionally," Farmer said "As my own worst critic, I have had mentors guide me when I have been too hard on myself or if my expectations were unrealistic. My strongest mentor was my father, William R. Farmer, who served 23 honorable years in the Navy and whose advice guided me early in my naval career."



<https://mynavair.navair.navy.mil/pmcwebtool>

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What's New in the Test and Evaluation CoP

Latest Knowledge:

[Processes & Methods] DT&E Evaluation Framework - Concept and Example

[Highlight] Acting DASD(DT&E) Briefing "Shift Left"

[References] Navy Acquisition Guidebook (1.5 MB)

[Learning Materials] TST 203 pre-class assignments

[References] Incorporating Test & Evaluation into DoD Acquisition Contracts



Visit the site for more info: <https://dap.dau.mil/cop/te/>

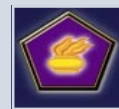
What's New in the Program Management CoP

[References] Initial Capabilities Document (ICD) Writer's Guide

[Learning Materials] A Leader's Mood: The Dimmer Switch of Performance

[Processes & Methods] Six Thinking Hats: Edward de Bono

[Learning Materials] CBO - The Army's Ground Combat Vehicle Program and Alternatives



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Go to: <http://www.dauamar.org> for info on Upcoming Hot Topic Forums

**7th Annual Charity Golf Open
To Support the Navy-Marine Corps
Relief Society and
The John Glenn Scholarship Fund
Friday April 18th at
NAS PAX River Golf Course—Mark your calendar!**



DAU Alumni Association Wounded Warrior Appreciation Dinner

When: Wednesday, May 28th, 2014
Where: Rivers Edge Conference Center
NAS Patuxent River, MD
Time: 6:00 pm to 9:00 pm



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