

**APG Senior Leadership Cohort Program**  
**2011-2012**  
**Information for the Community-based Project**  
**FINAL-08 June 2011**

<b>Project Title</b>
<i>APG Senior Manager Association (SMA)</i>
<b>Accountable Executive (Sponsor)</b>
<i>Ms. Maria Esparraguera, CECOM Chief Counsel, SES</i>
<b>What is the Vision for the Project?</b>
<i>Develop a forum for APG's Senior Managers to network and buildup the APG community.</i>
<b>What mission will be achieved?</b>
<i>To plant and nurture a social network for present and future APG leaders (GS14 and GS15 or equivalent grades) to facilitate their personal and professional growth to solve issues facing the Army, APG and the surrounding community supporting the Army's mission to fight and win our Nation's wars.</i>
<b>How it supports the APG Vision</b>
<i>The Association will help alleviate the organizational boundaries between the numerous tenants, and help organize efforts to address community wide issues. It will improve the growth of leaders, and allow learning outside of their current organizations. It will also improve understanding for Senior managers who may be focused on only their organization, of APG's unique and critical role within DoD.</i>
<b>Measure of Success (what success looks like and how it is measured)</b>
<ul style="list-style-type: none"> <li>-Obtain signed Charter from the Garrison for the Association.</li> <li>-Obtain concurrence and support from the SES Leaders on post.</li> <li>- Create an email list server on Army server to have a single email address to contact all members to use as a Request For Information (RFI) type resource.</li> <li>-Have the inaugural meeting of the Association by January 2012.</li> </ul>
<b>Scope Statement</b>
<p><i>The Association will provide members opportunities to network and to acquire information expeditiously for seeking alternative solutions to on-the-job challenges, thus further developing their careers.</i></p> <p><i>Non-SES, Senior Managers will:</i></p> <ul style="list-style-type: none"> <li>• <i>meet periodically and communicate issues and ideas in developing the APG community;</i></li> <li>• <i>network with the other APG tenants and share lessons learned via APG SMA email list server (and/or blog).</i></li> </ul> <p><i>Involvement will be voluntary. Coordination will be conducted via email list server to provide professional support to fellow managers and leaders.</i></p>
<b>What is the Strategy for the Project?</b>
<ul style="list-style-type: none"> <li>• <i>Stand-up APG SMA:</i> <ol style="list-style-type: none"> <li>1) <i>Clearly identify and state the mission, charter and rules of operation for the Association;</i></li> <li>2) <i>Identify and recruit initial POCs for APG tenants, and start dialog with the initial POCs to determine the historical data of the tenant, any interest in participation and identification of possible participants.</i></li> <li>3) <i>Canvas possible participants for ideas to focus the kickoff meeting, and/or leverage SES ideas.</i></li> <li>4) <i>Follow-up with emails/phone calls to possible participants.</i></li> </ol> </li> <li>• <i>Establish APG SMA Communication Tools:</i> <ol style="list-style-type: none"> <li>1) <i>Create an AKO Webpage (and blog) for Senior Managers and Leaders to post information needs, action items, resume exchange, minutes of meetings, events of interest for Senior Managers and Leaders, and to facilitate member networking.</i></li> <li>2) <i>Establish an email list server for single email sending of information, or RFIs. Hold the Kickoff Meeting, track</i></li> </ol> </li> </ul>

*minutes/ideas/actions and obtain feedback from the community.*

### Major Achievements or Deliverables

- Formal Association charter.
- Email list server for daily or as needed communication.
- AKO webpage (<https://www.us.army.mil/suite/page/636109>)
- Roster/Contact information for SMA members.
- Minutes from Kick-off meeting.

### Cohort Participant (Project Leader) Authority and Responsibilities:

- 1) David Amaral
- 2) Ernest Chin
- 3) Marc Rosen
- 4) Douglas Solivan
- 5) Eugene Vickers

### Key Stakeholders needed to Succeed

Name of Person	Name of Organization
COL Ortiz	APG Garrison Commander
UNK	Network Enterprise Center
Renee Ullman-contact person	AKO Organizational Webmanager
SES support to encourage participation	

### Potential Leadership Growth Opportunities for the Cohort Participant

- 1) Network across APG organizations, to break organizational internal tunnel vision, and show that there is a larger interconnected organization on APG.
- 2) Develop and influence APG Community Vision.
- 3) Develop COHORT participants' communication skills with respect to constructive negotiations, coordination and presentation skills.
- 4) Grow COHORT participants' ability to lead change, and build a social network within and across the APG Community.

### Cohort 3 Advisor

### Faculty Team Advisor

#### Approvals:

  
Signature of Organizational SES Sponsor  
MARIA ESPARRAGUERA

Date: 9 June 11

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Signature of Project Manager

Date: \_\_\_\_\_