



Empowering the Professional: Shaping the Future of Acquisition Talent

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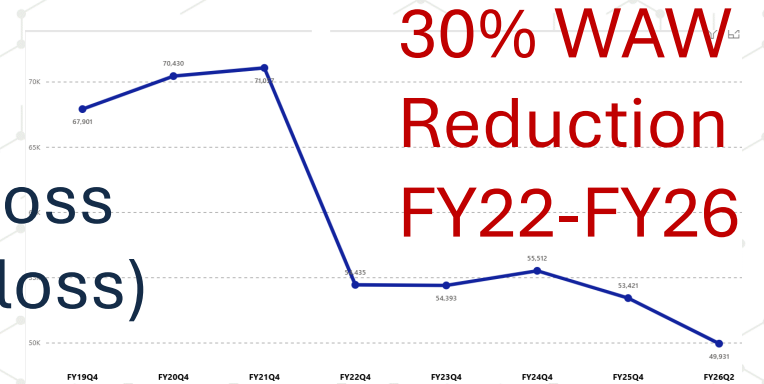
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DATM Lines of Effort in a Leaner WAW

**Back to Basics
Positions Decoded**
To 50,000+ in FY2023
from 71,000+ in FY2022

DRP Losses
Almost 10% CIV loss
(12.3% CAP/KLP loss)



These LOEs Establish the DATM Transformation Ecosystem

- **Recruit** Strengthen accession pipelines that bring new talent profiles into the acquisition workforce.
- **Develop** Shift to mission-driven learning that prepares the workforce for portfolio and program demands.
- **Manage** Focus functional area workforce development.
- **Assess** Build workforce analytics, and community-informed assessments that identify skill gaps.



Speed to Hire (LOE: Recruit)

Talent Pipelines:

- NADP: pipeline for building future WAW leaders and replenishing critical functions.
- Structured development shortens gap from entry to full contribution.

Incentives:

- Recruitment & relocation incentives, plus student loan repayment.
- Tools for accession and retention in high-need occupations.

Hiring Authorities:

- Leveraging existing hiring authorities and exemptions to move faster on mission-critical vacancies.
- Fully use direct-hire tools.

Onboarding to Productivity:

- Faster onboarding reduces time to mission contribution.
- Early connection and engagement efforts help.

Faster hiring closes priority skill gaps to deliver capability to the warfighter at the speed of relevance



Speed to Talent (LOEs: Development and Management)

- **Target High-Potential Hires:** Recruit top talent (e.g., MBAs) to rapidly inject analytical and business skills into the mission.
- **Proactive Succession Planning:** Identify and prepare top performers early to seamlessly backfill critical roles.
- **Cross-Functional Development:** Break down silos and build versatile leaders equipped to operate across the entire Workforce (WAW).
- **Outcome-Driven Focus:** Pivot from compliance-based management to talent development directly aligned with warfighter needs.

Speed to talent means not just hiring faster, but developing the right people faster for mission-critical work



Performance Management Linked to Mission Outcomes (LOE: Assess)

- **National Talent Management Boards and Standardized Slating Panels**
 - Skills Assessments and Career Development Feedback
 - Bench Strength and Succession Planning
- **Adoption of Key Performance Objectives (KPOs)**
 - Alignment with Acquisition Transformation Strategies
 - Drive Mission Outcomes
- **Incentives that reward speed, commercial innovation and risk taking (i.e. performance and acquisition excellence awards, etc.)**
- **Metrics and key health indicators**
 - Enterprise-wide tools and ‘health’ dashboards
 - Move from compliance to outcome centric

**Assess Talent by Measuring What Actually Matters
(Mission Outcomes)**



Capabilities

- **Learning Opportunities**
 - (PPTe, 3IMC, NDU, SECDEF)
 - Industry course,
 - Data Science Learning Lab
- **Retention**
 - SLRP
 - AWTAP (tuition assistance)
- **Performance Bonuses**

NAVY INSIGHTS INTO INDUSTRY MANAGEMENT COURSE (3IMC)

ASN RDA's Premier Graduate Level Business Course

TOPICS COVERED:

- Industry Vitality (Structure and Strategy)
- Financial Metrics & Reporting
- Cost Allocations & Cash Flows
- Business Development & Decision Making
- Industry Change & Transformation
- Small Business Partnerships
- Negotiating with Industry

COURSE FEATURES:

- Highly Engaging Case Method: Participant can engage in ongoing feedback and a continual alternative and practical application. This isn't death by PowerPoint!
- Navy Relevance: Every class ends with 15 min. This means for the Navy!
- Hands-on Team Exercises: In week one, participants run a business and make decisions on what prices to bid and how to make money in two teams work to Make a Business Case to the business case to the entire class.
- Guest Speakers: Firsthand perspectives from Senior leaders.
- World-leading Faculty: Exceptional facilitators discover key concepts while discussing real-world

DESCRIPTION: 7 Week Resident Course | **LOCATION:** Provided upon request. Residential course designed to look through the lens of graduate-level business curriculum and focuses on industry structure, processes, risk management, and business management techniques for industry and DOD Contractors Learning points.

ELIGIBILITY: High performing GS-11 to GS-15 per expeditionary DOD (UNUSUAL), letter, badge, and award track are currently funded. Link

FOR MORE INFORMATION, PLEASE CONTACT YOUR LOCAL DAWIA POC

UNDERSTANDING THE GOVERNMENT & INDUSTRY RELATIONSHIP COURSE

One of ASN RDA's Premier Executive Education Courses

TOPICS COVERED

- Contractor cash flows and financial statements
- Risk-sharing and management
- Contractor supply chain
- Budget incentive and priority management
- Acquisition models

PROGRAM BENEFITS

- Analyze how contractors value the level and timing of contracts
- Understand cash flows, how financial statements work, and understand value firms
- Critique how funding uncertainty affects contractor operations
- Understand the implications of different risk-sharing models
- Understand pressures and demands on senior executives of business
- Critique use of contractual incentives from both the contractor and industry perspective

DESCRIPTION: 5 week resident course | **LOCATION:** Provided upon request. Provides upon course assessment requirements professionals of industry's business and operating mindset, performance financial processes, and supply chain corporate strategies. Course instructors include a DOD acquisition leadership, and selected senior industry guest speakers. Graduates receive a Certificate of Completion and 40 Continuing Learning points.

TARGET AUDIENCE: Senior civilian & military Acquisition Workforce (AWF) members: PM, Program Manager, and AAWM. Requirements: Officers, and other senior acquisition professionals.

FUNDING: Tuition is centrally funded; local commands are responsible for travel funds.

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NATIONAL DEFENSE UNIVERSITY THE EISENHOWER SCHOOL Senior Acquisition Course

The Senior Acquisition Course (SAC) prepares military officers and civilians selected to attend the Eisenhower School for critical leadership and staff positions in acquisition. The SAC program is a 10-month Eisenhower School curriculum complemented by specialized acquisition-related electives including graduate-level seminars with individual and group research and writing projects.

Students who complete the SAC program receive a Master of Science in National Security & Resource Strategy from the Eisenhower School and a Senior Acquisition Concentration diploma from DAU credited as ACQ 401.

Courses Include (varies per academic year):

- National Leadership
- National Security Strategy & Policy
- Economics of National Security
- Military Strategy & Warfighting
- Strategic Acquisition & Resourcing
- Global Supply Chain

DESCRIPTION: Strategic leadership course designed to prepare military officers and civilians for senior leadership and staff positions throughout the acquisition community. The fellowship consists of the 10-month Eisenhower School curriculum complemented by specialized acquisition-related electives including graduate-level seminars with individual and group research and writing projects. Graduates are awarded a Master of Science in National Security and Resource Strategy and course fulfillment of DAU's Senior Acquisition Course (ACQ 401).

TARGET AUDIENCE: GS-14 & above (or equivalent)

FUNDING: Tuition is centrally funded; local commands are responsible for travel funding to and from the resident course. *Military interest/submissions must go through their senior service selection process.

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PUBLIC-PRIVATE TALENT EXCHANGE (PPTe)

SECRETARY OF DEFENSE EXECUTIVE FELLOWS

GOVERNMENT & INDUSTRY

This program provides a venue for exceptional officers to experience innovative business practices within the nation's leading business organizations. Participants from the Services are paired with industry leaders known for their willingness to share best practices. A successful SDEF tour results in a master's degree from an accredited graduate education requirement for the participant.

INCLUDE:

- Intel
- Systems
- Logistics
- Operations
- Acquisition
- Contracting
- Business Dynamics
- Microservices
- Space X

DESCRIPTION: The SDEF fellowship provides a venue for military's leading business enterprises. Fellows are paired with industry leaders to challenge and adapt their business practices. The program is designed to provide a unique educational experience for military officers and civilians. The program is designed to provide a unique educational experience for military officers and civilians. The program is designed to provide a unique educational experience for military officers and civilians.

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Leadership of the Acquisition Workforce



Every person matters, every day matters, every dollar matters...as we meet warfighter needs for affordable, agile, lethal capability.