



Logistics Human Capital Management/Planning

The Logistics Workforce Challenge

NDIA ANNUAL CONFERENCE

March 22, 2007

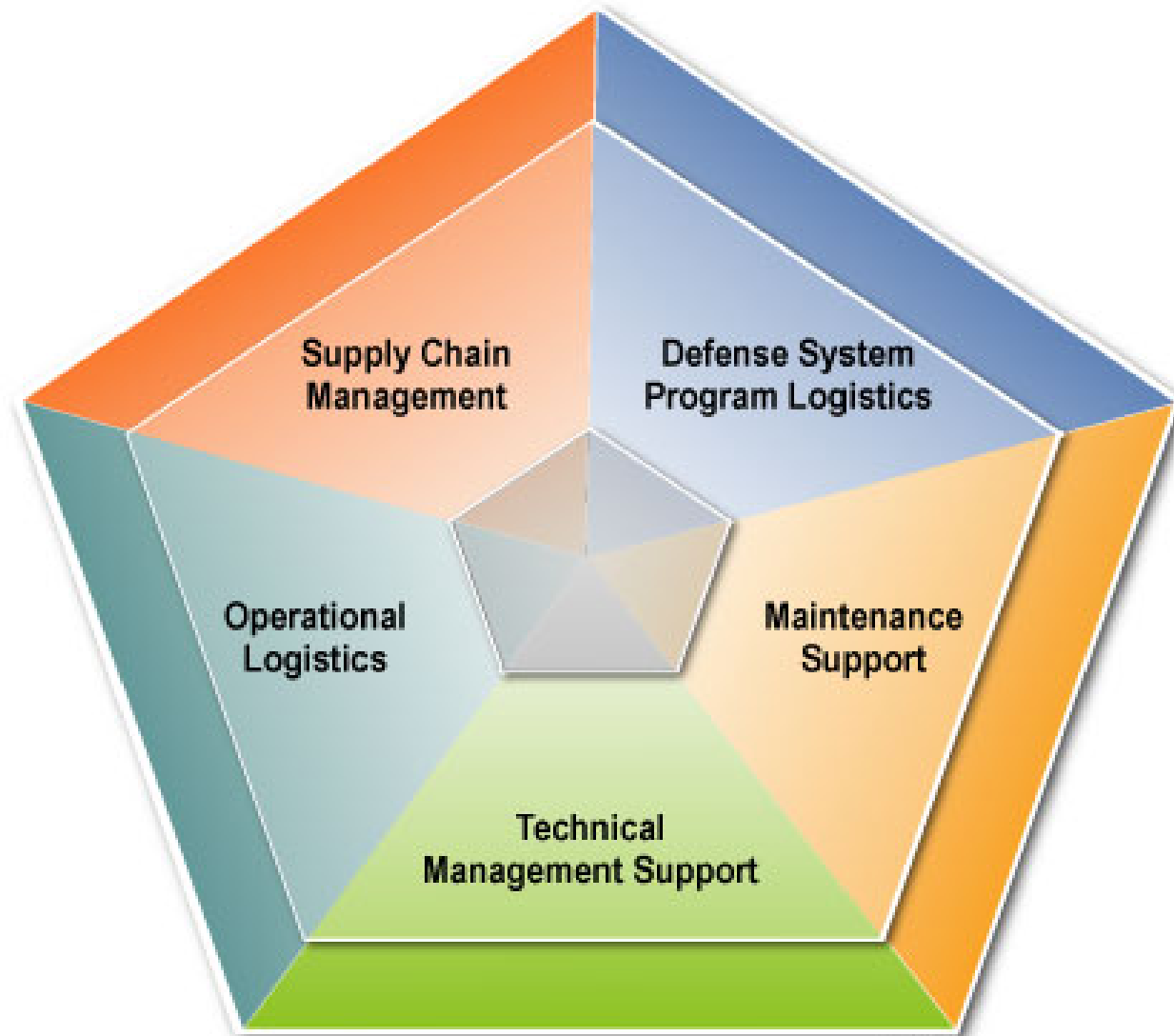


Panelists

- **Mr. Jim Hall– Moderator**
Assistant Deputy Under Secretary of Defense (LPS)
- **RADM Gerry Mauer**
Commandant, Industrial College of Armed Forces
- **Mr. Frank Anderson**
President, Defense Acquisition University
- **Mr. Jay Kappmeier**
General Manager, Logistics Enablement Group, Boeing
- **Mr. George Topic**
Deputy Director, Strategic Logistics, The Joint Staff



Civilian Logistics Career Fields



Competencies vary by Career Field



Logistics Competencies

Career Field Competencies

- Demand Management
- Deployment Planning
- Distribution Management
- Customer Relations Management
- Systems Engineering
- Software Engineering
- Business Acumen
- Supply Chain Management

Common Competencies

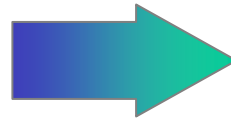
- Critical Thinking in Uncertain Environment
- Operate in Network within Networks
- Intuitive Decision-Making
- Business Management (Lean, CPI, FM, etc)
- Risk Management
- Life Cycle Management
- Joint Logistics Management



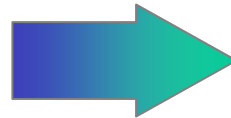
Key Trends–Future Competencies

KEY TRENDS

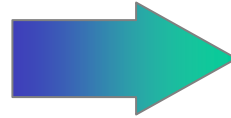
Shifting Workforce Demographics



Flattening DoD Organization



Accelerating Rate of Change in Science & Technology



FUTURE COMPETENCIES

- Business Acumen
- Contracting
- Knowledge Management

- Joint Planning
- Data Interoperability
- Interdisciplinary workforce

- Software Engineering
- Systems Engineering
- Theatre Engineering



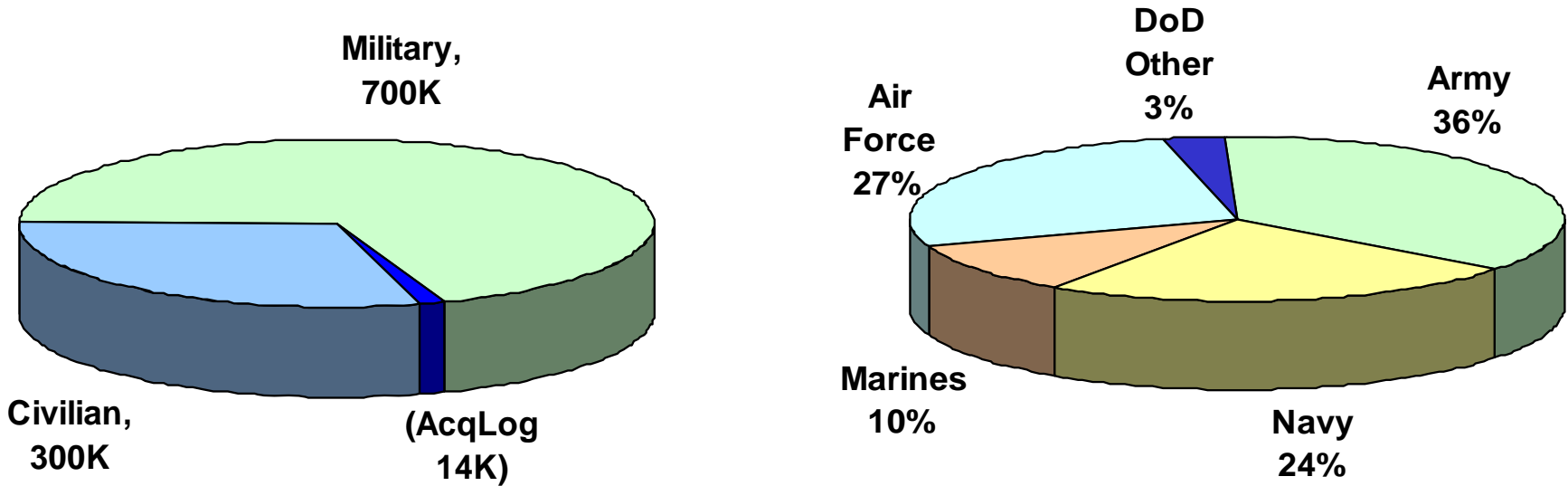
Complementary Competencies





Shared Development

DoD Logisticians





Multiple DoD Resources





Multiple Industry Resources





Today's Discussion Topics

- Developing Logisticians
- Ensuring curriculums are relevant
- Working Together: Opportunities and Challenges