

Improving Acquisition Workforce Competency

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The Panel

- **Chair: Reuben Pitts III, President, Lyceum Consulting, LLC**
- **Paper -- *A Description of the Defense Systems Engineering Career Competency Model* -- Clifford Whitcomb, Naval Postgraduate School; Rabia Khan, Naval Postgraduate School**
- **Paper -- *Team Leader Development Needs and Competencies in the Defense Acquisition Workforce* -- Stephen Trainor, Naval Postgraduate School**

The Panel, Cont'd

- **Paper -- Improving Workforce Professionalism: A Retrospective View of Developing Leadership Mass through Your Staff -- Donna Kinnear-Seligman, Defense Acquisition University**

Thoughts From 49 Years in the DoD Acquisition Workforce

- Do you want Competence or Effectiveness?
- Competence implies that one does things right --- Effectiveness implies that one does the right things (well).

From: Peter Drucker
The Effective Executive

More Nuggets (From Drucker)

- Effectiveness Can Be Learned
- Staff For Strength (Minimize Weakness)
- Make Sound Decisions
- Know Your Goals