



# DON DATM Overview

*Ms. Renee D. King  
Chief of Staff*

*Director, Acquisition Talent Management  
ASN RD&A*

**May 7, 2025**



# Who We Are

**On Behalf of the Senior Acquisition Executive (SAE) and Civilian and Military Deputies:**

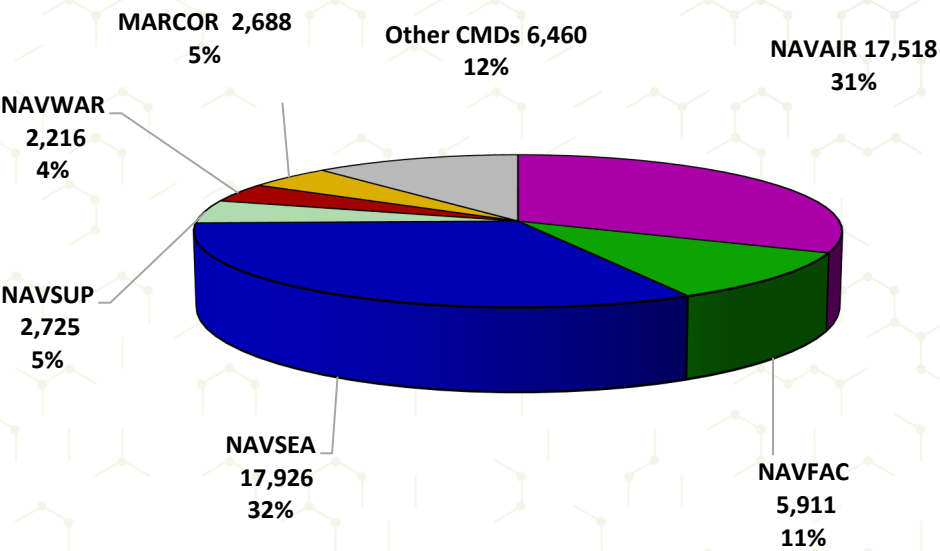
- **Navy and Marine Corps Lead for the Professional Development and Management of the DON's 54,000 civilian and military acquisition workforce**
- **Chief Advisor to Assistant Secretary of the Navy, for Research, Development, and Acquisition**
- **Develop Acquisition Workforce Strategies & Policies AWF is a subset of the overall workforce, coded in DCPDS or MIL systems**
  - Improve the AWF through education, training and career management.
- **Acquisition Community Management Stewardship**
- **Acquisition Workforce Awards & Recognition**
- **Program Manager for DON Section 852 (DAWDA) and OM&N AWF (\$\$\$)**
- **Career Development Programs**



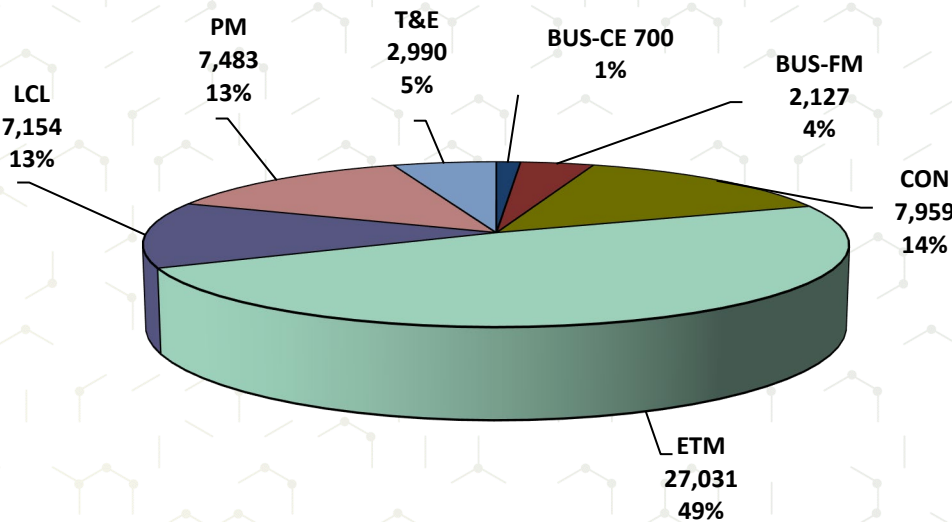
# Scope

Composition: 55,444

## Command



## Functional Area







# DATM Opportunities

## How We Empower Workforce Development

- Naval Acquisition Development Program (NADP)
- OM&N AWF Strategic Priorities (\$\$\$)
  - Recruitment, Retention, and Reward
- Acquisition Excellence Awards
- PPTE (Public/Private Talent Exchange)
- SIGMA Rotations with ASN RD&A
- Understanding Industry Courses with UVA Darden and UNC Chapel Hill
- National Defense University – The Eisenhower School (Senior Acquisition Course)



# DON AWF Nominative Programs

## RDA/DATM Sponsored

### NAVY INSIGHTS INTO INDUSTRY MANAGEMENT COURSE (31MC)

ASN RD&A'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-centered discussions, ongoing feedback and a continual alternation between case/theory and practical application. This isn't death by PowerPoint slides.
- **Navy Relevance:** Every class ends with 15 minutes – "Now what does this mean for the Navy?"
- **Hands-on Team Exercises:** In week one, participants work in small teams to run a business and make decisions on what business to bid on, what prices to bid and how to make money in the business. In week two, teams work to Make a Business Case to Industry and present that business case to the entire class.
- **Guest Speakers:** Firsthand perspectives from industry and DON Senior leaders.
- **World-leading Faculty:** Exceptional facilitators help guide participants discover key concepts while discussing real-world cases.

**DURATION:** 2 Week Resident Course | **LOCATION:** Provided upon course announcement

**DESCRIPTION:** Residential course designed to look through the lens of industry to understand what drives their behavior. The course delivers graduate-level business curriculum and focuses on industry structure/strategy, financial metrics, corporate culture, decision making drivers, processes, risk management, and business management techniques. Graduates are awarded course fulfillment of DAU ACQ 35 – Understanding Industry and 80 Continuous Learning points.

**ELIGIBILITY:** High performing GS-13 to GS-15 (or equivalent); GS-4 to GS-6; Must be DAUWA certified at tier required for position

**FUNDING:** Tuition, lodging, and most meals are centrally funded. Local commands are responsible for travel funding to and from resident course.

FOR MORE INFORMATION, PLEASE CONTACT YOUR LOCAL DAWIA POC

### 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 enterprises. Military Fellows from each of the Services are paired with senior executives in various companies known for their willingness to challenge and adapt their business practices. A successful SDEF tour, combined with any previous or future master's degree from an accredited university, will satisfy the in-residence graduate education requirement for future unrestricted line flag officers.

**INDUSTRY PARTNERS INCLUDE:**

• 3M	• Cisco Systems	• Intel
• Amazon	• Exxon	• JP Morgan
• Apple	• FedEx	• Lockheed Martin
• Boeing	• General Dynamics	• Microsoft
• Caterpillar	• Google	• Space X

**DURATION:** 10-12 months (begins July) | **LOCATION:** Varies depending on industry location

**DESCRIPTION:** This is a fellowship program and does not confer a degree. The SDEF fellowship provides a venue for officers to experience innovative business practices within the nation's leading business enterprises. Fellows are paired with senior executives in various companies known for their willingness to challenge and adapt their business practices.

**TARGET AUDIENCE:** O-5/O-6 officers in the acquisition professional community. Related graduate education and staff experience preferred.

FOR MORE INFORMATION, PLEASE CONTACT YOUR LOCAL DAWIA POC

### UNDERSTANDING THE GOVERNMENT & INDUSTRY RELATIONSHIP COURSE

One of ASN RD&A'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 contractor-related issues
- Understand cash flows, how financial statements work, and how the market values firms
- Critique how funding uncertainty affects contractor behavior
- Understand the implications of different risk-sharing arrangements
- Understand pressures and demands on senior executives in specific lines of business
- Critique use of contractual incentives from both the Government and Industry perspective

**DURATION:** 1-week resident course | **LOCATION:** Provided upon course announcement

**DESCRIPTION:** Senior executive level course designed to provide insight & increase understanding among DON acquisition and requirements professionals of industry's business and operating models, performance indicators, market valuation and pressures. Participants will gain insight into the strategic, financial, and operational challenges of industry and how they impact acquisition. DON and OOD acquisition leaders and industry executives will be paired to discuss these challenges and how they impact acquisition.

**TARGET AUDIENCE:** Senior civilian & military Acquisition Workforce (AWF) members: PMAs, OPMs, Senior APAs, Contracting Officers, KOL, PEO, ODA, ODAIC PMA, Requirements Officers, and other senior acquisition leaders (Flag, SES, GS-13 or equivalent)

**FUNDING:** Tuition is centrally funded. Local commands are responsible for travel funding to and from the resident course.

FOR MORE INFORMATION, PLEASE CONTACT YOUR LOCAL DAWIA POC

### 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):**

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

**DURATION:** 10 months (begins Aug through June) | **LOCATION:** Fort McNair, Washington, D.C.

**DESCRIPTION:** Strategic leadership course designed to prepare military officers and civilians for senior leadership and staff positions throughout the acquisition community. The following is a summary 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 Resource Strategy and course fulfillment of DAU 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"

FOR MORE INFORMATION, PLEASE CONTACT YOUR LOCAL DAWIA POC

### PUBLIC-PRIVATE TALENT EXCHANGE (PPTe)

**GOVERNMENT & INDUSTRY**

PPTe provides a platform for mid-career civilians from the private sector and government to enhance mutual understanding of business operations and innovative best practices. This professional development program targets high performers with demonstrated leadership aptitude. Ideally, reciprocal will be used: one government participant for each private sector participant. However, this is not a job swap. Each PPTe participant will continue to be compensated by their employer throughout the duration of the exchange.

**PREVIOUS PARTICIPANTS FROM INDUSTRY:**

- Accenture
- Amazon
- Ball Aerospace
- Boeing
- Booz Allen Hamilton
- Deloitte
- General Atomics
- General Dynamics
- Guidedhouse
- Lockheed Martin
- National Defense Industrial Association (NDIA)
- National Industries for the Blind
- Northrop Grumman
- Raytheon
- Science Applications International Corporation (SAIC)
- Sterling Foods
- Virgin Orbit

**PROGRAM DURATION:** 6 months (exchange begins early Feb)

**LOCATION:** Varies depending on industry location

**DESCRIPTION:** The PPTe program is an enriching, experiential, career broadening program. PPTe seeks to create relationships between government and industry through breaking down communication barriers, aligning perspectives, sharing best practices and addressing present and future challenges with innovative solutions in support of our nation's defense and the warfighter. Participants will return to their home organizations with broadened perspectives and innovations exclusive to their field.

**TARGET AUDIENCE:** GS-13 and above (or equivalent); 10-15 years of professional experience preferred.

FOR MORE INFORMATION, PLEASE CONTACT YOUR LOCAL DAWIA POC

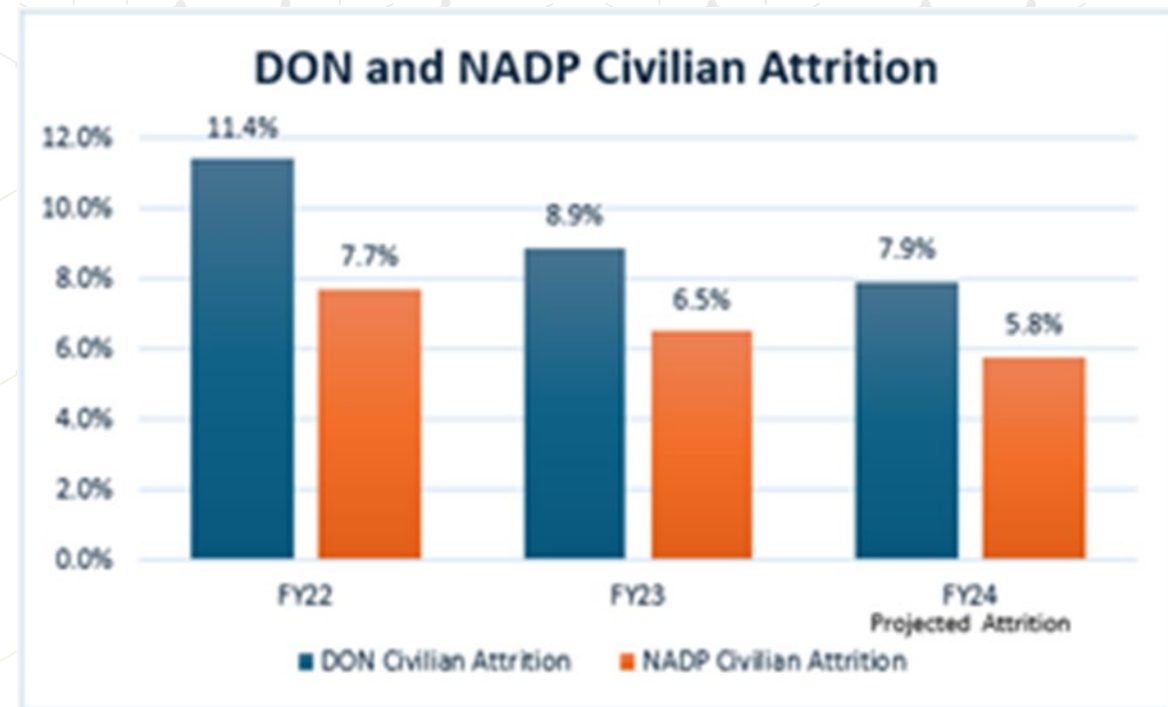




# Naval Acquisition Development Program

***Hiring tomorrow's acquisition professionals***

- Over 15K graduates since program inception
- Entry Level – GS 7/9, rising to GS 12 upon graduation
- NADP attrition consistently remains below the Department of the Navy's overall civilian attrition rate.
- NADP Graduates have filled multiple SES and key Acquisition Workforce Leadership billets.



***Currently have 1400+ ELE's in the Program***



# QUESTIONS?