



Prioritizing our people: NEW TALENT MANAGEMENT EXECUTIVE COUNCIL

On March 8th, the Marine Corps kicked off the first Talent Management Executive Council (TMEC), a senior leader decision forum focused on the Corps greatest asset: our Marines, Sailors and civilians. The TMEC, led by the Assistant Commandant of the Marine Corps, serves as the catalyst for ensuring we attract, develop and retain talented men and women. The TMEC has already provided required funds to increase conference participation for professional development, as well as supported a more streamlined process for hiring much needed talent in the Cyber community.

Since its inception, the council has discussed a myriad of topics such as: officer and enlisted MOS assignments, selection and assignment testing, and Defense Language Aptitude Battery testing. TMEC most recently met on July 13th.

Personnel Studies and Oversight (PSO) Office Mission

Our mission is to oversee, assess, and recommend changes to policy to optimize the ability to attract, properly assign and retain the talent necessary to achieve institutional and strategic objectives in the Marine Corps.

Our roles and responsibilities include: monitoring cultural trends that may impact combat effectiveness, promoting awareness of Marine Corps efforts to leverage a diversely skilled and talented workforce, and recommending cultural and talent management related policy improvements when needed. The PSO works in partnership with Marine Corps entities to ensure we continue to create an organization where all Marines and civilians are valued based on their individual excellence and commitment to war-fighting. Ultimately, the PSO has its ear to the ground, listening to Marines, Sailors and Civilians, ensuring we always work to create an environment that emulates our Corps values.

Announcements

NEW: Marine Corps Prohibited Activities and Conduct (PAC) Prevention and Response Policy—MCO 5454.1E

Released in March 2018 by the Equal Opportunity and Diversity Management Branch, the PAC Order outlines and defines prohibited activities and conduct, as well as provides leaders with their responsibilities in the reporting processes.

<https://www.marines.mil/News/Publications/MCPPEL/Electronic-Library-Display/Article/1479498/mco-53541e/>

Upcoming Events

- 17—21 Jul** League of United Latin American Citizens (LULAC) Federal Training Institute
MARADMIN 351/18
- 29—25 Jul** Montford Point Marine Association Convention
Jacksonville, NC
MARADMIN 375/18
- 8—9 Aug** National Naval Officers Association 46th Annual Leadership and Training Symposium—Norfolk, VA
MARADMIN TBD
- 30 Aug—3 Sep** Women Marines Association (WMA) 30th Biennial Convention — Arlington, VA
MARADMIN 352/18

** Please visit the Marine Office of Equal Opportunity Website for more event dates and information.*

Social Media Misconduct Case Disposition Updates

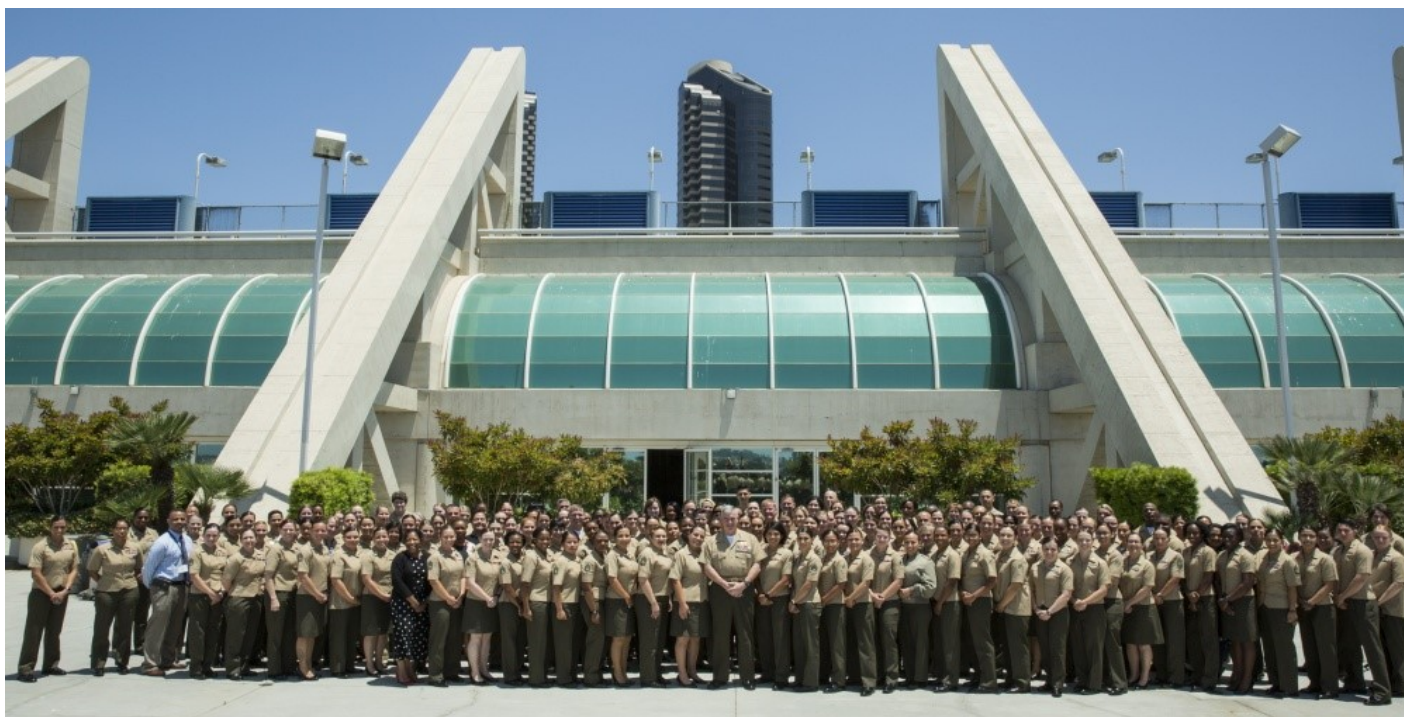
Summary of actions on initial investigation and follow-on investigation of subsequent reports:

- 160 total subjects/persons of interest (22 Civ /138 USMC) Civilians not under USMC jurisdiction
- 97 dispositions complete to date
- 1 General Courts-Martial; 6 Special Courts-Martial
- 1 Summary Court-Martial
- 16 NJP/8 AdSep
- 29 adverse admin action/36 no formal adverse action
- 41 Marines Pending Disposition

**Information provided by HQMC Judge Advocate Division
Updated 11 July 2018**

We want to hear from you. Be Part of the Solution!

Do you have suggestions on how we can improve aspects of Marine Corps culture and talent management efforts?
Email the Personnel Studies and Oversight (PSO) Office at: BePartoftheSolution@usmc.mil



The Assistant Commandant of the Marine Corps, General Glenn M. Walters, poses for a photo with Marines and civilians attending the 2018 Joint Women's Leadership Symposium (JWLS), San Diego, Calif., 22 June, 2018. Photo by Cpl Hailey D. Clay

Increase in Marine Attendance at Leadership Symposia

In late April, service members from across the military branches met in Arlington to participate in the Officer Women Leadership Symposium (OWLS). This two-day event drew speakers from the military, public and private sectors. This event provided Marines with the opportunity to network and glean insight from senior leaders on topics impacting men and women today.

A record 190 Marines attended the Joint Women's Leadership Symposium from the 21-22 of June in San Diego, California, to include the Assistant Commandant of the Marine Corps, General Glenn Walters. One of the panel speakers, LtCol Garner said "When I first attended JWLS many years ago I had no idea what to expect. I came away from this event motivated, excited, and with a new and deeper sense of belonging. It was great to return to JWLS as a speaker, discussing the role of women in warfighting."

These symposia, organized by the Equal Opportunity and Diversity Management Branch, are just one way that Marines and civilians are getting involved in important discussions to further improve the cohesion and success of the Corps. The best way to be informed of these events is by checking the MARADMINS published by MPE which outlines details on attendance and funding.

LtGen Reynolds Becomes 3rd Woman to Earn Three Stars in the Marine Corps

On 2 July 2018, Major General Lori Reynolds was promoted to Lieutenant General, making her only the 3rd woman in the Marine Corps to attain this rank. A graduate of the U.S. Naval Academy, Lieutenant General Reynolds earned the MOS of communications officer and has commanded units such as 9th Communications Battalion, I Marine Expeditionary Force Headquarters Group, Marine Corps Recruit Depot/ Eastern Recruiting Region, Parris Island and most recently, U.S. Marine Corps Forces Cyberspace Command. She is now the Deputy Commandant of Information and Commander, Marine Corps Strategic Command.



Photo Credit: US Marine Corps Photo

Lieutenant General Reynolds was promoted by the Assistant Commandant of the Marine Corps, General Glenn Walters. He shared these thoughts about her: "Why are we promoting this Marine to a Three Star today? There are no surprises why we are here. General Reynolds is here because of who she is, what kind of a leader she is and I am proud to promote her to Lieutenant General." Lieutenant General Reynolds is the first woman to attain the rank of Lieutenant General since Lieutenant General Frances Wilson, who retired in 2009.



SgtMaj Oranjel Leavy and SgtMaj Tricia Smith-Leavy Photo Credit: MCRD Parris Island

"It all comes down to professionalism."

Sergeant Major
Oranjel Leavy

PSO recently interviewed SgtMaj Oranjel Leavy, 3rd Recruit Training Battalion (RTB) about leadership, making Marines, and culture.

How is 3rd RTB cultivating a culture of dignity and respect for all Marines?

As a unit, we understand the intent from the Commanding General and the importance of protecting the legacy at the Depot and making Marines the right way - that our beloved Corps will continue to prosper for many years to come.

One of the ACMC's Task Force initiatives deals with dual military spouses and what we, as an institution, can do to retain both Marines. Can you share your challenges as a dual Marine family?

The first challenge is understanding both careers are important and supporting one another. We discuss our goals together and envision ourselves being successful together. Staying focused, communicating and truly supporting one another will get you through anything.

How can we ease the burden on dual military spouse Marines?

Throughout my career, I have helped many married couples be successful together as a team. It is imperative that the leadership is consistently engaged with their Marines. The Marines also have to believe and know they can go to their leadership when in need. Lastly, the Senior Marines who are married in our Corps need to be good examples and display it daily in their everyday life! Why? So that the younger married Marines have good role models to emulate.

How do you respond to questions about negative behaviors towards women starting at the Recruit Depots? As the Sergeant Major of 3rd RTB, what are your views?

It all comes down to professionalism. I do not entertain nonsense. A trainee is a direct reflection of his or her leadership. The trainers at recruit training are Sergeants and SNCOs from throughout our Corps who attend a demanding school at Parris Island. We give that Marine the tools to be a successful Drill Instructor. The Corps needs to screen Marines for each duty, ensuring the right individuals are being selected to train our future enlisted and officer Corps.

Full interview can be found at:

<https://www.hqmc.marines.mil/acmc/Task-Force/>

Lessons from the Operating Forces

A goal of PSO is to capture what the Marine Corps is doing to improve organizational culture. Here are some highlights from leaders within I MEF.

Lieutenant Colonel Mike Nakonieczny (Commanding Officer, 1st Light Armored Reconnaissance Battalion) and Colonel Carlos Urbina (Commanding Officer, Headquarters Battalion, 1st Marine Division) have brought to 1st Marine Division the practice of gathering their NCOs around a table for recurrent, face-to-face meetings.

LtCol Nakonieczny's NCO Council is composed of 10 members who meet at least two times per month. The NCO Council charter reads, "It is the role and sole prerogative of the Council to advise on how we, as Marines, can make 1st LAR better. The Council is expected to offer recommendations for overall Battalion improvements." LtCol Nakonieczny says, "The best units in the 1st Marine Division have a deliberate plan to educate Marines on expectations, hold Marines accountable to those expectations, build resilient Marines, and return better citizens to society."

Col Urbina's Council meets on a weekly basis and is composed of six NCOs, two from each company. Each week, he meets with a new group of Marines to bring a fresh perspective. In these one-hour conversations Col Urbina prioritizes getting to know his Marines. He also solicits recommendations to improve warfighting readiness and to better take care of the Marines. He also asks "What are we doing that we should not be doing and what could we be doing better?" Col Urbina stated, "It helps me get to know my Marines on a personal level."

Thoughts from Today's Leaders

Brigadier General Stephen Sklenka, CG,
1st Marine Logistics Group



"Our mantra is a twist of an old adage: 'Amateurs Talk Motivation; Professionals Talk Inspiration.' The point here is that one can motivate using any number of tools—reward, punishment, fear, etc. Motivation takes units only so far, though. In order for a unit to attain its absolute peak potential, that unit and its members must be inspired, inspired to go above and beyond any potential that they had previously thought possible. One can truly inspire only through genuine positivity, through sincere caring for one's subordinates. These are the units that excel beyond all expectations. These are the units that are not simply motivated; these are the units that are inspired."

Mission Statement: The Personnel Studies and Oversight (PSO) Office, in support of the Talent Management Officer of the Marine Corps, will oversee, analyze, assess and recommend changes to policy to optimize our ability to attract, retain and properly assign the talent necessary to achieve our institutional and strategic objectives.

For more information, please contact: Director, Melissa Cohen at Melissa.cohen@usmc.mil or Deputy Director LtCol Sharif Sokkary at Sharif.Sokkary@usmc.mil.