Joint Deployment & Distribution Enterprise (JDDE) Education
21 March 2011
Agenda

• The Vision for Developing the Workforce
• A Competency Based Approach
• The Joint Deployment and Distribution Enterprise (JDDE) Competency Model
• Growing the JDDE Program
• Program Effectiveness
• Knowledge Sharing
• Tools to Share
Developing the Workforce

The Goal: To meet and exceed the Commander’s top priorities

WARFIGHTER SUPPORT  PROCESS IMPROVEMENT  ENTERPRISE SYNCHRONIZATION

The Requirement: Identify knowledge and skills needed

What are the skill gaps?

We must develop people through communication, education, and training
Develop Competency-Based Joint Logisticians

- Feb 06 Quadrennial Defense Review (QDR) called for a “competency-focused” and “performance-based” human capital strategy

- Jun 06 DOD Human Capital Strategy outlined responsibilities and benefits of competency-based system
  - “Pursuing a strategy of training and education for the high-ability workforce enables organizations to develop capabilities needed to carry out the National Security Strategy.” - Sec. VI, DOD HCS

- Oct 09 COLD Conference Report
  - The community is still not developing logisticians as well as it should
  - There is a need to develop agile and creative thinkers who work in an ever-changing environment
Joint Logistics Compass

Winds of Change
- Persistent, Concurrent Multi-theater Engagement
- Constrained Global Resources
- Rapid Force Movement
- Unsecure & Difficult LOCs
- Political Environment - Administration Transition

Vision
- JFCs Have Freedom of Action
- Integrated Logistics Capabilities
- Sustained Logistic Readiness
- Shared Resources

Barriers & Challenges
- Command & Control
- Do Not Know Where Things Are
- Will lower risk to mission and warfighter

Actions Constrained by Logistics
Risk to Warfighter and Mission

Current State
Define Distribution Competencies

The Competency Model defines competencies used for:

- Education and training
- Recruiting
- Performance management
- Succession planning

480 JDDE Positions at USTRANSCOM
### JDDE Competency Model

#### Supply
- Supplier Selection and Negotiation
- Supplier Relationship Management
- Sourcing & Procurement Strategy
- Inventory Planning
- Inventory Management
- Material Disposition (Disposal, Reclamation, Recycling, Repair)
- Return/Retrograde

#### Transportation
- Distribution Network Analysis
- Carrier Negotiation, Contract Management and Adjustment
- Inbound/Outbound Transportation Management
- Transportation Planning
- Transportation Marketplace Knowledge

#### Planning
- Demand Forecasting
- Network Optimization in Planning
- Requirements Planning (Deployment)
- Sustainment Planning
- Distribution Requirements Planning (DRP)
- Adaptive Planning

#### Deployment & Sustainment Optimization
- Movement Requirement Forecasting
- Materiel Management/Readiness
- Transportation Mode Selection
- Contracting

#### Joint Process & Systems Integration
- Joint Deployment & Distribution Architecture (JDDA)
- Distribution Portfolio Management (DPFM)
- End-to-End Analysis (Supply-Transportation-Theater Distribution)
- Joint Capabilities Integration & Development System (JCIDS)
- In-transit Visibility (ITV)/Asset Visibility

#### Regional COCOM Strategy & Interoperability
- Joint Theater Logistics
- Host Nation Support
- Coalition Operations

#### Organizational Relationships
- Multinational Relationship Management
- Service-to-Service Interoperability
- Joint Deployment and Distribution Enterprise Relationship Management

#### Joint Deployment & Distribution Leadership

#### Measures and Performance Management
- Supply Chain Performance Management
- Key Performance Metrics
- Budget Administration
- Financial Relationship Management
Drill Down to KSAs

Joint Deployment & Distribution Leadership

- Risk Management
- Understanding of Organizations, Cultures, Individuals
- Joint Leadership
- Deployment and Distribution Strategy

Joint Leadership

Facilitates the achievement of DoD goals by providing direction and guidance to the joint force, focusing on strategic and operational aspects.

Knowledge, Skills, and Abilities (KSAs)

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<td>Recognizes and adapts to agendas and manages perceptions in a multi-cultural environment.</td>
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Distribution Academy

**University Education**
- Carnegie Mellon
- Michigan State University
- The University of Texas at Austin
- University of Tennessee
- Penn State University
- MIT
- Washington University in St. Louis

**Skillsoft Online Training**

**DOD Education**
(AFIT, DAU, ALU, etc.)

**Commercial Education**
- Alien RFID Academy
- Graduate School USDA
- Supply Chain Council (SCOR)
- Supply Chain Online

**Fused Planning Course**

**Center for Joint and Strategic Logistics: Introduction to Supply Chain Management**

**Joint Deployment and Distribution Enterprise (JDDE) Introduction**

**Newcomer’s Orientation**
### Joint Leadership

Facilitates the achievement of DoD goals by providing direction and guidance to the joint force, focusing on strategic and operational aspects.

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Penn State’s *Developing World-Class Supply Chain Collaboration*

Washington University’s *Leader as Coach*

University of Tenn’s *Strategies for Effect. Leadership: Solutions to Today's Top Leadership Challenges*

Michigan State’s *Effective Decision-Making Strategies for Individuals, Teams and Team Leaders*

Michigan State’s *Successful Negotiation: Creating Value Through Collaboration*

Carnegie Mellon’s *Leadership and Change Management in a Multicultural Context*
**Mapping Results in Development Plans**

### Knowledge, Skills and Abilities (KSAs) mapped to Billet #1234/Lt Col John Doe

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<th>Task Description</th>
<th>Source and Course Details</th>
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<td>Implements knowledge of automatic identification technology (e.g., bar codes, RFID, CAC, satellite technology, optical memory cards (OMC), etc.) to enhance data capture and tracking of assets.</td>
<td>Assoc. for Operations Mgmt Webinar, “The Future with Auto-ID Technology” (WB)</td>
</tr>
<tr>
<td>Analyzes commercial best practices and determines how they can be implemented in the DOD to improve supply chain management of business processes.</td>
<td>Defense Logistics Agency Asset Visibility</td>
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<td>Collaboratively develops and applies corrective measures to problems in the supply chain in order to optimize distribution.</td>
<td>Penn State University Managing Effective Supply Chains: Essentials of Supply Chain Management</td>
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<td>Develops and manages mutually beneficial relationships with Joint Deployment and Distribution Enterprise (JDDE) partners.</td>
<td>Army Logistics Mgmt College Fundamentals of Defense Supply Chain Management (FDSCM)</td>
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<td>Builds teams at the strategic level through influence, collaboration, negotiation, and consensus building.</td>
<td>Industrial College of the Armed Forces (TRANSCOM Resident Course) Introduction to Supply Chain Management</td>
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<td><strong>Note:</strong> Example contains only a subset of KSA and training mappings **</td>
<td>Institute for Supply Chain Management Leading and Managing Relationships</td>
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<td></td>
<td>Washington University Leading Innovative Teams</td>
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**USTRANSCOM Change Management Team**

*UNCLASSIFIED* deliver | support | collaborate | innovate
# Growing the JDDE Program

## Competency Model

### Updating to meet USTRANSCOM mission requirements
- Campaign Planning
- Cyber security
- Supply Chain Security
- Agile Development
- Strategic Communication
- Knowledge Management

## Course Research

- 25+ Additional courses
  - Logistics Transportation Law
  - Critical Thinking
  - Operations Research
  - Cyber security
  - Supply Chain Security
  - Risk Management
  - Negotiation
  - Strategic Communications
  - Knowledge Management

## Course Feedback

- What does the staff really think?
  - (3 moderate increase, 4 large increase, 5 extremely large increase)
  - Carnegie Mellon – 4.3
  - LOGTECH – 4.3
  - U Wisconsin – 4.3
  - U Texas – 4.2
  - SLU – 4.2
  - Penn State – 4.1
  - MIT – 3.9
  - U Tennessee – 3.3

**UNCLASSIFIED**

USTRANSCOM Change Management Team

deliver | support | collaborate | innovate
Quotes from Students:

• “Used it immediately - I attended a meeting the first day back, and I would have been lost without the info I learned earlier in the week.”  U Tenn

• “I have applied the techniques to a project I am currently working to improve a metric that has had a chronic problem.”  U Texas

• “I learned new tools and techniques that I was not aware of and has already helped on the job.”  Penn State

• “We have a DOD twist to our processes, but the basics are essentially the same.”  Penn State

• “Increased my knowledge of interagency coordination between federal lead agencies (FEMA/USAID), DOD, state, local, and non-governmental agencies/organizations in disaster response.”  ALU
Knowledge Sharing is Key

- Guidance
- Calendar
- Contacts
- Training deadlines
- Education Opportunities
- Individual Development Plans
- Important T&E Links
- Joint Lessons Learned
- Discussion board
If you wish to implement, the following tools are available online:

- Course Mapping Database
- Annual Budget & Allocation Shell
- Annual Allocation Worksheet Template

Contact Information

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Questions?
### JDDE Education Update

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<th>Content</th>
<th>Exposure to Industry</th>
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<td>“Used it immediately—I attended a meeting the first day back, and I would have been lost without the info I learned earlier in the week.” – U Tenn</td>
<td>“Good mix of industry representation and the many challenges facing supply chain managers.” – MIT</td>
<td>“I enjoyed the interaction with the civilian course attendees. It provided a great opportunity to discuss supply chain management issues with them. The course also gave me insight into the supply chain management world.” – SLU</td>
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<td>“Especially beneficial as we continue to &quot;build out&quot; AT21, encompassing not only our Component Commands, DLA and GSA but also our Sister Services.” – U Texas</td>
<td>“It provided me a new look at problem solving and ways to get team members to think outside the box. We used a tool called &quot;Think Pak&quot; a brainstorming card deck. I loved it.” – SLU</td>
<td>“Very applicable in working with DLA, DESC, and other National Partner suppliers.” – U Wisconsin</td>
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