



OFFICE OF THE UNDER SECRETARY OF DEFENSE

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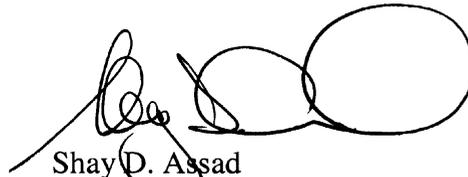
ACQUISITION,
TECHNOLOGY
AND LOGISTICS

MEMORANDUM FOR COMMANDER, UNITED STATES SPECIAL OPERATIONS
COMMAND (ATTN: ACQUISITION EXECUTIVE)
COMMANDER, UNITED STATES TRANSPORTATION
COMMAND (ATTN: ACQUISITION EXECUTIVE)
DEPUTY ASSISTANT SECRETARY OF THE ARMY
(PROCUREMENT)
DEPUTY ASSISTANT SECRETARY OF THE NAVY
(ACQUISITION AND LOGISTICS MANAGEMENT)
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE
(CONTRACTING)
DIRECTORS OF THE DEFENSE AGENCIES
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Sharon R. Parish "People Always" Leadership Award

This year we are instituting the "Sharon R. Parish 'People Always' Leadership Award" to honor the memory of Sharon R. Parish and to encourage and promote the leadership qualities she exemplified. The award will recognize leaders at all levels within the DoD acquisition and contracting community who have developed, motivated and inspired others through formal and informal initiatives. Attached are the instructions and criteria for award nominations. The awardee will be recognized on May 11, 2011 at an evening banquet during the 2011 DoD Procurement Conference and Training Symposium in Orlando, Florida.

I encourage each of you to identify and nominate a deserving employee. Please send your nominations by April 15, 2011 to John.Tenaglia@osd.mil. Should you have any questions please contact John at 703-697-8334.



Shay D. Assad
Director, Defense Procurement
and Acquisition Policy

Attachment:
As stated

The Sharon R. Parish “People Always” Leadership Award

1. **ELIGIBILITY:** Military members or Government civilian employees within the DoD acquisition/contracting community at any grade level who have demonstrated the traits as detailed below throughout their acquisition career.

2. **BACKGROUND:** Sharon R. Parish, Deputy Director of Acquisition for the National Geospatial-Intelligence Agency (NGA), was tragically killed in a car accident on February 9, 2011. Sharon began her career in 1971 and for most of her 40 years of Government service, she worked in the field of Contracting. For seven years, she served as the Senior Procurement Executive and Director of Contracts at NGA. Sharon was an inspirational leader throughout her entire career, regardless of whatever position or title she held at a given time.

For Sharon, eagles symbolize leadership, strength, commitment and heart. She believed that people with strength should use it to lift up those around them to new heights. She truly lived the moral of the story, “The Fable of the American Bald Eagle,” that raw strength and prowess in any endeavor is not as important as “heart” and one’s commitment to well-being of others. Sharon was a “servant leader” who believed in “Mission First, People Always.” She was a champion of personal interaction and mentoring at all levels. She always let her actions speak louder than her words. As a mentor, Sharon reached out to senior leaders with the same ease and comfort as to those who worked for her.

Training and professional development were two of Sharon’s most important priorities. She encouraged formal training, joint duty and rotational assignments. She created many successful training programs at NGA. Sharon not only focused acquisition training, but also developed and actively promoted leadership-focused programs. She shaped a leadership culture through her commitment to developing leaders who will be poised to take on any challenge.

Sharon actively sought feedback from others and fostered best practices in order to improve the organization. She implemented new ideas, methodologies, and approaches that were brought to her from people across all levels of the organization. Sharon believed that in order to be successful, no single person can work in a vacuum. Through her exceptional creativity and inventiveness, she developed unique solutions and encouraged others to do the same.

Sharon inspired people to give more than they dreamed possible and she encouraged people to reach farther than they thought they could reach. She led by example and with a high degree of emotional intelligence using inspiration, persuasion, and most of all, heart. Sharon had the uncanny ability to enlist others in her shared vision and make something good happen.

Great leaders, like Sharon Parish, create a path for others to follow.

3. **AWARD:** The Sharon R. Parish “People Always” Leadership Award recognizes leaders at all levels in the DoD acquisition/contracting community that have developed, motivated and inspired others through formal and informal initiatives. The nominee who is selected for this honor will be recognized at a banquet which will be held on May 11, 2011 at the DoD Procurement Conference and Training Symposium in Orlando, Florida.

The four categories below summarize the traits Sharon R. Parish exemplified to ensure her shared vision of “Mission First, People Always.” Nominations will identify how the individual excelled in these areas and should explain the nominee’s accomplishments.

a. Mentorship

The nominee provides mentorship and coaching seeking opportunities to grow and help others improve and exceed their own personal expectations.

b. Commitment to Training and Professional Development

The nominee champions and develops ways to educate others technically and/or in other ways to promote career development.

c. Collaboration

The nominee builds teams with a spirit of community and cohesion; involves others in developing plans and goals; and recognizes contributions and gives others visibility and credit. The nominee develops extensive networks across organizations and routinely uses these networks for the benefit of the workforce.

d. Creative Leadership

The nominee wins respect and inspires commitment by communicating a clear vision to enlist others into action to change the way things are for the better, or creates something no one else has created before for the good of the organization.

4. INSTRUCTIONS:

a. The Director of Defense Procurement and Acquisition Policy will solicit nominees for this award annually.

b. Each DoD senior contracting leader may nominate one individual annually. Nominations will be no longer than 2 pages in length and must address the four categories above. Forward nomination packages to John.Tenaglia@osd.mil no later than April 15, 2011.