PSM Professional Development Resources

Defense Acquisition University
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March 20, 2018
Agenda

- PSM Professional Development & Career Professional Roadmap
- LOG 465 Executive PSM Course
- Integrated Suite of Product Support
  Focused Learning Assets & Related Resources
- Product Support Training Spanning System Life Cycle
- FY18 DAWIA Certification Requirements
- Interdisciplinary Product Support-
  Focused Continuous Learning Modules
- Logistics Functional Area Gateway, Communities of Practice,
  ACQuipedia articles, “Bill’s Blog”
- Life Cycle Logistics Professional Reading List
PSM Professional Development & Career Professional Roadmap

*Source: 26 May 15 PD, ASD(L&M) Memo

Executive Level SES/Flag/General Officer
- Senior Product Support Logistics Leader
- Assignments: Program Executive Officer (PEO), OSD Staff, HQ Staff, Service Product Support Competency Lead

“Graduated” PSMs (GS-15/NH-4/0-6)
- Continued Career Progression & Leadership Success
- Future or Assigned Program Managers (PM)
- Positions: Center, MAJCOM, PEO Senior Functional Lead
- Perform in Complex, Challenging Situations
- Ability to Inspire and Lead Diverse Teams

Senior Program Logistician (GS-14/15/0-6)
- Desired Training: LOG 465, ACQ 454, ACQ 456, ACQ 452
- Experience: Ten Years Desired (Five in Program Office)
- Education: Masters (and Senior Service School) Recommended
- Assignments: ACAT I NDAP/RAIS Product Support Managers
- Meet KLP Position Requirements & KLP Beard Selected
- Demonstrated Ability to Lead Multidisciplinary Teams

Emerging Logistics Leaders (GS-14/NH-4/0-5)
- Desired Training: LOG 465, PRT 352, PRT 401
- Experience: Across IPS Elements, Acquisition and Sustainment
- Education: Bachelors (or Higher) Recommended
- Assignments: Supervisory, Competency Lead, ACAT II PSMs
- Cross-DAWA Certification in Second Career Field Recommended

Expert Practitioner Logistician (GS-13/NH-3/0-4)
- Desired Training: LCL Level II Certification & Core Plus Guide*
- Experience: LCL in positions across life cycle
- Education: Bachelors (or Higher) Desired
- Assignments: Leadership Positions, IPS Element Mgr., ACAT III PSM
- Cross-DAWA Certification in Second Career Field Beneficial

Journeyman Logistician (GS-12/NH-3/0-3)
- Desired Training: LCL Level I Certification & Core Plus Guide*
- Experience: Breadth / Depth across the Product Support elements and weapon system life cycle
- Education: Bachelors Desired
- Assignments: Broadening Across IPS Elements, PMOs, HQ Staff

Entry-Level Logistician (GS-5/7/9/11/O-2)
- Desired Training: LCL Level I Certification & Core Plus Guide*
- Assignments: Working one or more IPS Elements (e.g., Maintenance, Supply, LCL, Distribution & Transportation)

LOG 465 Executive PSM Course

• **Two-week Post-Level III Training for ACAT I/II DoD PSMs**
  - PSM roles & responsibilities, leadership, proven practices, **affordable/effective product support strategies**
  - **Executive-level** case studies challenge Product Support Managers with **real-world sustainment scenarios**
  - Students develop and defend **creative and comprehensive solutions** within their dedicated cohort.
  - Use Stakeholder Tactical Engagement Plan (STEP) tool to **develop strategies** to tackle stakeholder challenges
  - Students develop and deliver a sustainment lesson-learned presentation; **current, real-world issues** provide opportunities for peer feedback, and in-depth cross-Service communication & problem-solving
  - While not mandatory, ACAT III program PSMs may attend if endorsed by their senior executive
  - OSD, Service, Industry leaders support each offering; **frank & candid discussion** on sustainment challenges

• **Course Overview**
  - Mandated by Principal Deputy ASD(L&M) “DoD PSM Mandatory Training Requirement” memo (1 Feb 16)
  - Focus on **PSM success fielding & sustaining systems** within framework of 10 U.S.C. §2337 & DoD policy
  - **Interdisciplinary emphasis**, including product support, business, contracting and technical topics
  - Focus areas include **leadership, critical thinking**, cross-functional integration
  - Case studies, simulations, videos, guest speakers, exercises, learner presentations, panels, faculty-led discussions
  - Offered quarterly at DAU Ft Belvoir campus

'' In the graduate degree category, three semester hours in product support management or business management''

LOG 465 Executive PSM Course

- **Verbatim from Recent Graduates:**
  - *By far best DAU course I have taken!!* Excellent work on the part of the staff to develop this program! I will highly recommend this course to my peers I think the ultimate honor would be to come back as a speaker!
  - *Excellent.* Quality of students and speakers was great; thought provoking dialogue between our group.
  - Great course - *a must for all PSM’s*
  - *Very worthwhile* and *necessary to those who are log chiefs and PSMs.*

- **Remaining FY18 Class Schedule**
  - 18-002: 26 Feb - 9 Mar 2018 (Just wrapped up!)
  - 18-003: 14 - 25 May 2018
  - 18-004: 20 - 31 Aug 2018

- **Draft FY19 Class Schedule**
  - 19-002: 29 Apr to 10 May
  - 19-003: 12-23 Aug 2019


"Designed for Senior Managers, there is heavy use of critical thinking-based applications and financial justifications for any implementation decisions"

Integrated Suite of Product Support
Focused Learning Assets & Related Resources

Logistics Functional Area Gateway
https://www.dau.mil/training/career-development/logistics/

Product Support Guidance Suite (12)

Product Support Tools Suite (473)

Product Support ACQuipedia Suite (132)
https://shortcut.dau.mil/acg/acquipedia

Logistics Training (13)

Logistics Continuous Learning (44)

Product Support Articles (32) & Blogs (1,200)
https://go.dau.gov/x47t

Product Support Mission Assist Workshops (5), Consulting Support
www.dau.mil/consultingservices

Product Support Communities of Practice (3)
https://www.dau.mil/training/career-development/logistics/p/Communities-of-Practice

2018 PSM Workshop 3/20/2018
### Product Support Training Spanning System Life Cycle (FY18 DAWIA Certification Requirements)

**Supportability Analysis/Technically-Focused Learning Assets**

#### Level I Certification
- **ACQ 101** Fundamentals of Systems Acquisition Management
  - 25 hrs, online
- **ENG 101** Fundamentals of Systems Engineering
  - 25 hrs, online
- **LOG 100** Life Cycle Logistics Fundamentals
  - 27 hrs, online
- **LOG 102** Fundamentals of System Sustainment Management
  - 25 hrs, online
- **LOG 103** Reliability, Availability and Maintainability (RAM)
  - 20 hrs, online
- **CLL 008** Designing for Supportability in DoD Systems
  - Knowledge based
- **CLL 011** Performance Based Life Cycle Product Support (PBL)

**1 Year Experience**

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#### Level II Certification
- **ACQ 202** Intermediate Systems Acquisition, Part A
  - 25 hrs, online
- **LOG 200** Product Support Strategy Development, Part A
  - 32 hrs, online
- **LOG 206** Intermediate Systems Sustainment Management
  - 15 hrs, online
- **CLL 001** Life Cycle Mgt & Sustainment Metrics
  - Application/case based
- **CLL 011** Contracting for the Rest of Us
  - Case/scenario based
- **CLL 012** Supportability Analysis

**2 Years Experience**

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#### Level III Certification
- **ACQ 203** Intermediate Systems Acquisition, Part B
  - 4.5 days classroom
- **LOG 201** Product Support Strategy Development, Part B
  - 4.5 days classroom
- **LOG 235** Performance Based Logistics
  - 17 hrs, online
- **LOG 340** Life Cycle Product Support
  - 4.5 days classroom
- **LOG 350** Enterprise Life Cycle Logistics Management
  - 9.5 days classroom
- **CLL 005** Developing a Life Cycle Sustainment Plan (LCSM)
- **CLL 015** Product Support Business Case Analysis (BCA)
- **CLL 020** Independent Logistics Assessments

**Choice of:**
- EVM 101 - Earned Value Mgt OR
- ROM 110 - Requirements Mgt OR
- CON 121/124/127 - Contract Planning, Execution and Mgt OR
- LOG 264 - Configuration Mgt OR
- LOG 215 - Technical Data Mgt

**4 Years Experience**

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2018 PSM Workshop 3/20/2018

PSM Professional Development Resources 7
Nearly 90 Interdisciplinary Product Support-Focused Continuous Learning Modules
Logistics Functional Area Gateway

https://www.dau.mil/training/career-development/logistics/

- **Menu & Operational Status**
  - DAU Regional Locations & Colleges
  - Product Support References & Tools
  - Product Support Policy & Guidance

- **Rotator Announcements**

- **Logistics Quick Links**
  - Training & CL Modules
  - Communities of Practice
  - Ask-a-Professor
  - ACQuipedia
  - Certification Standards
  - Product Support Guidance Suite

- **Logistics Director’s Blog**
  - Four Most Recent Blogs
  - Access to 1,200+ LOG Blog Posts

- **Contact & Organizational Information & Feedback**
Primary Product Support Communities of Practice: Logistics, PBL & AM, DMSMS & Ammo

- [Logistics](https://www.dau.mil/cop/log)
- [PBL & AM](https://www.dau.mil/cop/am)
- [DMSMS & Ammo](https://www.dau.mil/CoP/dmsms)
- [AMMUNITION COMMUNITY OF PRACTICE](https://www.dau.mil/CoP/ammo)

2018 PSM Workshop 3/20/2018
ACQuipedia

- Topically-based
- 436 Articles
- 132 Life Cycle Logistics Articles spanning system life cycle
- Definitions, overview, policies, guidance, tools & training
- Alignment with other DAU learning assets

https://shortcut.dau.mil/acq/acquipedia
Life Cycle Logistics
Professional Reading List

• Recommended Reading List available on LOG CoP
  • [https://www.dau.mil/cop/log/Pages/Topics/Life-Cycle-Logistics-Career-Field-Recommended-Reading-List.aspx](https://www.dau.mil/cop/log/Pages/Topics/Life-Cycle-Logistics-Career-Field-Recommended-Reading-List.aspx)

• Six primary topic areas:
  • Logistics Engineering & Designing for Supportability
  • Supply Chain Management
  • Business Case Analysis
  • Continuous Product & Process Improvement
  • Organizational Excellence, Customer Focus & Strategic Transformation
  • Leadership & Management

“Not all readers are leaders, but all leaders are readers”
-- Former President Harry S. Truman
Aligned & Integrated Suite of DoD Product Support Guidance

...Reinforced by Portfolio of Targeted DAU Learning Assets
Should Cost and Sustainment

• O&S Cost: An environment replete with opportunities for Product Support Should Cost wins
  • As his tenure as USD(AT&L) drew to a close, Mr. Kendall acknowledged DoD needs to do more to address long term sustainment costs, and if there had been a BBP 4.0, it would have focused on sustainment
  • David Berteau indicated Should Cost has worked well on standard systems and acquisition, but said the focus now needs to be on “the services industry, for logistics, for sustainment – that’s much tougher . . .”
  • Life-Cycle Sustainment Plan (LCSP) outline revised, in part, to strengthen Should Cost considerations and reporting in the “Cost and Funding” section

• Several Excellent Resources
  • DoD Life Cycle Sustainment Plan (LCSP) Outline https://shortcut.dau.mil/JST/lcsp
  • Defense Acquisition Guidebook (DAG), Chapter 4 https://shortcut.dau.mil/DAG/CH4

It’s not about parts on the shelf – It’s about affordable capabilities, outcomes, readiness, and satisfied warfighter stakeholders
Potential Product Support & Sustainment
Should Cost Opportunity Areas

• Proactive DMSMS Strategies
• Modernization, technology insertion
• Condition Based Maintenance (CBM+) & Prognostics & Health Management (PHM)
• Parts standardization & commonality across platforms (Parts Management)
• Common vs program-specific Peculiar Support Equipment (PSE)
• Supply Chain Management (SCM) efficiencies, including repair turnaround time impartments and supply chain velocity
• Investments in Reliability & Maintainability
• Value Engineering (VE) Initiatives & DoN Logistics Engineering Change Proposals (LECP)
• Integrated Product Life Cycle Management (PLM) aligning data management, system
• Product Life-Cycle Management (PLM) Integrated Data/Decision Environment (IDE)
• Leverage Independent Logistics Assessments (ILA) to proactively identify and resolve key product support issues early in system life cycle
• Long-Term Performance-Based Logistics (PBL) Product Support Strategies
• Fuel/Energy Efficiencies
• Additive Manufacturing
• And …..?

Details in Nov-Dec 2017 Defense AT&L Magazine Article
“Product Support Should-Cost Opportunities: O&S Strategies to Boost Affordability”
A Few Other PSM Opportunity Areas  
(In No Particular Order)

- Affordability
- Agile/Rapid Acquisition
- Aging Systems
- Counterfeit Parts Prevention
- Cybersecurity & Supply Chain Risk Management (SCRM)
- Design Interface & Sustaining Engineering
- Diminishing Manufacturing Sources & Material Shortages (DMSMS) & Obsolescence
- Financial Improvement and Audit Readiness (FIAR)
- Intellectual Property & Technical Data Rights
- Other Transaction Authority (OTA) Contracts (Outside of FAR)
- Risk, Issues and Opportunity (RIO) Management
- Software Sustainment
- Sustainment of Commercial Items
- Supportability Analysis
- Weapon System Readiness Issues
- And the list goes on…..

*…..Bottom line: stay informed, stay engaged, stay cognizant, and stay aligned with counterparts in other functional communities (e.g., ENG, PM, CON, BCEFM, etc.)*
In Conclusion: **Never** Lose Sight of Why We do What We do

At the End of the Day, Life Cycle Logisticians pursue two fundamental objectives:

1. Weapons systems be designed, maintained, and modified to continuously *reduce the demand for logistics and O&S cost.*

2. Logistics support must be *effective and efficient*; the resources required to provide life cycle product support must be minimized while *meeting warfighter readiness requirements.*

…so **THANK YOU** for doing what you do for our nation!