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IMMEDIATE RELEASE

DEOMI Facilitates DHRA Managerial Training Program

Aligning Culture with Vision through Open, Collaborative Discussion

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Photos by Michael Marks, DEOMI Photographer*

PATRICK SPACE FORCE BASE, Fla. — The Defense Equal Opportunity Management Institute facilitated the second session of the Defense Human Resources Activity’s new enterprise-wide managerial training program for supervisory General Schedule-15 employees, Sept. 20-22.

The managerial training program supports the educational and professional development of Tier 2 Supervisors, those who supervise subordinate supervisors. The program delivered information and instruction on key leadership topics specifically chosen to help supervisors as individuals, members of a team, and stewards of DHRA’s diverse and inclusive culture.

“DHRA’s top priority is enriching our culture. Ours is a culture centered on service—service to our broad range of customers and to one another,” said DHRA Deputy Director Jeffrey Register.

Register was here to kick off the second of three sessions scheduled to take place before a final plenary session to evaluate the program’s effectiveness.

“The hope, and expectation, is that these sessions facilitate open communication, diversity of thought, and connectedness with leaders from across DHRA,” said Register.

The program consisted of six modules, each designed to build upon the other. The modules are hosted virtually using the Microsoft Teams platform, except for Module 4: Leading to Align Culture with Vision, which required an environment conducive to traditional classroom instruction.



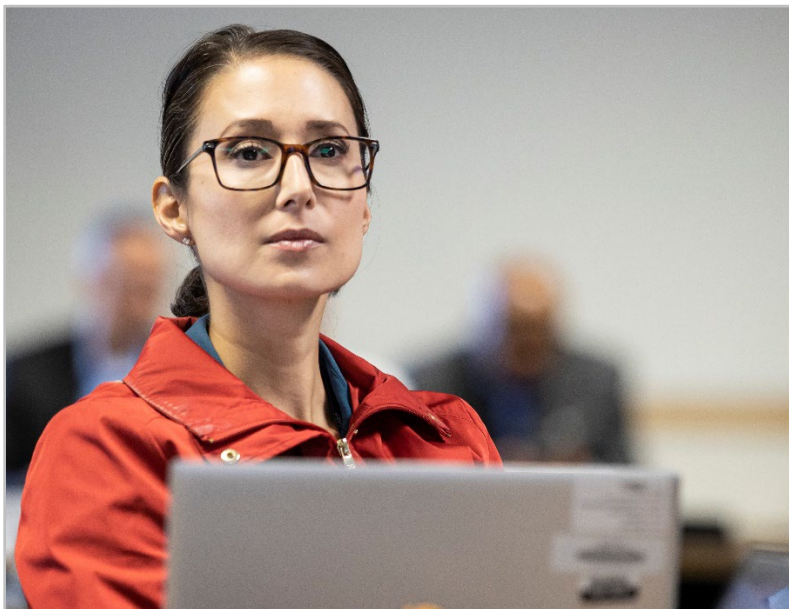
DEOMI was the most obvious choice, according to DHRA Director William Booth and Register.

“Mr. Booth and I felt strongly that DEOMI should conduct Module 4,” said Register. “It was a no-brainer to leverage our in-house experts from DoD’s Center of Excellence for training and education of this critically important topic, to help managers from across DHRA be better leaders, and foster a diverse and inclusive workplace,” he added.

DEOMI hosted the first session of Module 4 in June, to a cohort of 25 DHRA supervisors. The module was a success, according to module coordinator U.S. Army Lt. Col. Dennis Harding, DEOMI’s Leadership Team Awareness Seminar Program Manager and Army Reserve Service Liaison Officer.

“This training provided members of the DHRA family an opportunity to meet, network, and discuss their organizational challenges in person,” Harding said during the first session.





He added that this module, like in the first session, provided supervisory managers with a greater understanding of organizational culture by presenting the content in six lessons, divided into three categories—Self Development on day one, Leadership Application on day two, and Organizational Leadership on day three.

“We’ve built a circle of trust.”

“The goal was to present each lesson in a way that allows for maximum retention of the information,” said Harding. “The order in which the lessons are presented further enhances this retention because the lessons follow a natural progression from personal edification to positional application and then to organizational implementation,” he added.

Harding said by the end of the module, attendees will be able to identify the complexities and challenges with managing organizational culture; explore how socialization builds internalization of values and commitment; create measurable goals for harassment prevention and response strategies; develop strategic objectives leveraging diversity, equity, and inclusion to create belonging; and implement an action plan that aligns culture with vision.

On the final day of the module, Booth met with attendees face-to-face and heard what they had to say about the material covered. The most discussed topic centered on challenges faced because of remote working. Booth agreed that remote working was a challenge, but one that can be overcome through collaborative training like what has been offered during this module.

“We’ve built a circle of trust,” said attendee Katherine Roddy, director of the Culture & Talent Management Directorate at DHRA Headquarters. “If this course wasn’t held in-person, I would not have been able to connect with my peers as well,” she added.



“It was an opportunity to discuss topics openly and collaboratively,” said attendee Mike Stahl, deputy director of Defense Activity for Non-Traditional Education Support.

The open and collaborative discussions also helped some attendees realize there is more to diversity and inclusion than one’s outward appearance.

“It’s a diversity of thought arising from the diversity of experience,” said attendee Dave Gaddis, director of Strategic Plans and Initiatives.

Booth is a passionate man, who cares deeply for all those in the DHRA family. He shared several stories, from years of personal experience, to tie everything presented during the module to one overarching point—it’s all about taking care of people and accomplishing the mission.

“Each member of our family brings their unique perspective, experience, and potential. I want our current managers and supervisors to continue to learn and grow, making sure they are inspiring and supporting their teams,” said Booth. “And I

want all DHRA family to realize their leaders are taking care of them, that they believe in them, and want to help them be all that they can be,” he added.

Booth imparted attendees with this final piece of advice to consider as they return to their respective organizations.

“Each member of our family brings their unique perspective, experience, and potential.”

“Take advantage of every opportunity you have to collaborate with your colleagues. Learn from each other, challenge each other, and support one another. As an effective leader, you need to build your circle of trusted advisors, peers, friends, and others with diverse perspectives that you can reach out to. The most important takeaways from my military and civilian career have been those relationships I made with leaders from all walks of life, many of whom I still lean on as a sounding board today.”



Booth emphasized that his highest priority is the continued enrichment of DHRA’s culture. This culture, he said, has been cultivated by the exceptional services delivered to warfighters past and present, their families, and all DoD civilians for more than 25 years.

“Our success is deeply rooted in our people and culture, which are sustained by common values and an unwavering commitment to serving our customers and one another. I am proud of the work DHRA does to support the DoD, humbled by the dedication of DHRA’s workforce, and thankful to be part of the DHRA family with you all,” said Booth.

DEOMI Commandant, U.S. Navy Capt. Delmy Robinson, gave Booth a tour of the institute. The institute is a large two-story building, consisting of several departments. DEOMI provides tours to help orient visitors with the facility and to provide them an opportunity to engage with DEOMI’s talented professionals firsthand.



The DEOMI team is an inclusive force that values and develops all individuals and thrives on their contributions. Since its inception in 1971, then known as the Defense Race Relations Institute, DEOMI has developed and delivered innovative education, training, research, and collaborative solutions to approximately 52,000 DEOMI military and civilian graduates.

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