



“It’s About Performance”

Remarks to the Logistics Workforce Education and Human Capital Initiatives Panel

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information of the client to whom it is addressed.*

To be successful, the Defense Logistics Community of Practice should focus on two essential tenets

▶ It's about PERFORMANCE

- Goal Oriented
- How we leverage “People” and “Knowledge” affects “Performance”

▶ Today's People Practices, Learning Technologies, and Information/Communications Capabilities make it possible to get the ...

- Get the Right Stuff, to the
- Right Person, at the
- Right Time, in the
- Right Way, at the
- Right Place

We can meet the demand for knowledge to get the job done

To be successful, the Defense Logistics Community should focus on two essential tenets

▶ It's about PERFORMANCE

- Goal Oriented (Focus on Outcomes)
- How we leverage “People” and “Knowledge” affects “Performance” (Integrated, Holistic Perspective)

▶ Today's People Practices, Learning Technologies, and Information/Communications Capabilities make it possible to get the ...

- Right Stuff (Requirements), to the
- Right Person (On Demand), at the
- Right Time (When Needed; Even at the Point of Performance), in the
- Right Way (Tailored; Based on Competencies; Education, Training, Performance Support), at the
- Right Place (At Any Place on the Planet)

Challenges: Why aren't we doing better? What's the problem?

- ▶ **Culture** – it's hard to change / need to adopt an integrated perspective
 - Individuals must be able to receive knowledge and act
 - Organizations must be able to facilitate
- ▶ **Infrastructure** – it was built with differing objectives in mind
- ▶ **Tools** – we need to build new integrated support systems
 - Should we provide knowledge, or the tools to access and use knowledge?
- ▶ **Investment** – it costs money to change (and we have to continue to operate under the old paradigm while preparing to change)
- ▶ **Measurement** – we need to continually evaluate results to ensure we are headed in the right direction
- ▶ **Technology** – the rapid pace of change may call for Communities of Practice that facilitate peer-to-peer interactions, social networking, etc.
- ▶ **Leadership** – it takes vision and courage to lead change