“It’s About Performance”

Remarks to the Logistics Workforce Education and Human Capital Initiatives Panel

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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