

# WORKFORCE DEVELOPMENT NEWSLETTER



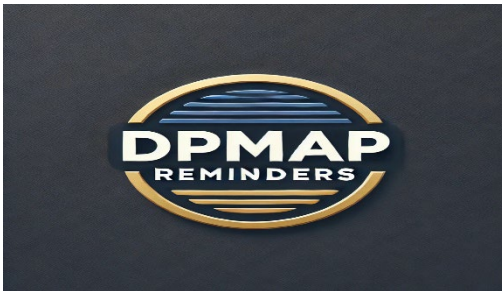
JANUARY 2025 | VOLUME 5

**HAPPY NEW YEAR!!**

## WELCOME TO THE SECOND QUARTER WORKFORCE DEVELOPMENT NEWSLETTER

As we step into 2025, this edition focuses on opportunities for growth, well-being, and collaboration. From insights into the DOD Performance Management and Appraisal Program to exciting initiatives like the “New Year, New You” fitness challenge, there’s something for everyone to kick off the year with purpose and positivity. Let’s continue celebrating our achievements, embracing opportunities to lead, and fostering a supportive and thriving work environment. Together, we can make this year a success!

## DOD PERFORMANCE MANAGEMENT AND APPRAISAL PROGRAM



DPMAP utilizes a process for planning, monitoring, evaluating, and recognizing employee performance while linking individual employee performance to organizational goals.

### **DPMAP Reminders:**

- The last 90 days of the cycle is 1 Jan – 31 Mar
- A Performance appraisal cannot be completed before the last 90 days of the cycle. Appraisals completed before 1 Jan are invalid and must be reverted/deleted with a ticket to Army, the only exception is when an employee or RO leaves during that period.
- Progress reviews can be conducted anytime. If one hasn’t been done before the last 90 days of the cycle, one can still be conducted, just make sure that you take all actions on the progress review tab (don’t accidentally modify the plan or start working on the appraisal).
- The date the HLR approves the plan is the start of the 90-day period an employee needs to be eligible for a rating. So, if this step is skipped, the 90-day period technically never began, and the plan is invalid.
- When an RO leaves or changes job before 1 Jan, a narrative statement is required BEFORE the RO leaves for any employees that have been on an approved plan for at least 90 days.



## Civilian Fitness and Health Promotion Program: Prioritizing Your Well-being

Looking back: Congratulations to all the "Fall Into Fitness" Challenge participants! Ms. Marie Cantave and Ms. Kimberly Harris were the grand prize winners. Your dedication to health and wellness is genuine motivation.

Start the New Year by becoming a healthier and more potent version of yourself! Join our Six-Week Fitness Challenge, "New Year, New You," and set a positive tone for 2025. This enjoyable and engaging program keeps you active, increases energy levels, and fosters community among your fellow DA Civilians.

For questions or to register, please get in touch with Ms. Tarisha Corey at [tarisha.corey.civ@army.mil](mailto:tarisha.corey.civ@army.mil) or (254) 287-7337.

<https://forms.osi.apps.mil/r/uDy742r8AH?origin=lprLink>

Workforce Development will be hosting monthly lunch and learn events. To obtain additional information regarding these educational sessions, please visit the WFD's SharePoint or Teams.

[WFD Lunch and Learns](#) or [USAFG WFD Teams](#)

For more information on MWR Group Fitness Schedule contact Emily Cox, Program Fitness Specialist at [emily.v.cox2.naf@army.mil](mailto:emily.v.cox2.naf@army.mil)

### Group Fitness Schedule

## FORT CAVAZOS



## WINTER 2025

SINGLE CLASS PASS \$3 16 CLASS PASS \$45 Closed Training & Federal Holidays

TIME	Mon	Tues	Wed	Thurs	Fri	Sat
6:30 A.M.		@ST			@ST	
9 A.M.	@APP @ST	@APP	@APP @ST	@APP @ST	@APP @ST	@APP
9:30 A.M.		@APP		@APP		108 Sun Salutations 9-10:30 a.m. @APP Jan 25
10:15 A.M.	@APP		@APP		@APP	Specialty Skills & Drills, 10-11 a.m. @APP after select Saturdays Classes
12 P.M.	@APP	@APP	@APP	@APP	@APP	
5 P.M. SMALL GROUP TRAINING *REGISTRATION REQUIRED	@APP*	@APP*	@APP*	@APP*	Deadlift-OFF 5-7 p.m. @ST Jan 31	<div>QUESTIONS</div> <div>emily.v.cox2.naf@army.mil</div> <div>254-287-5586</div>
5:30 P.M.	@ST	@APP	@ST	@APP	Yoga & Spirits 6-7:15 p.m. @ Sam Adams Feb 7	
6 P.M.	@APP	@APP	@APP	@APP		
6 P.M. SMALL GROUP TRAINING *REGISTRATION REQUIRED		@ST*		@ST*		

- Applied Functional Fitness**  
All-encompassing  
Strength & Conditioning  
Constantly Varied Movement
- Spin**  
Energetic, Musically Motivated
- Hatha Yoga**  
Gentle Flow
- Fitness Fusion**  
Fusion of Modalities  
for Full Body Fitness  
\*children allowed
- Yoga Balance**  
Balanced Movement
- Mixed Fit**  
Dance Fitness  
Starting Feb 3
- Bounce Bootcamp**  
Cardio and Strength
- Chair One Fitness**  
Chair-based Dance  
Fitness  
Starting Feb 3
- \*Tactical TRX**  
Progressive Functional  
Training with a Variety of  
Equipment  
Starting Jan 27
- \*Foundations of Kettlebell  
and Barbell**  
Starting Feb 4
- \*Big 5 Lifts**  
Starting March 4

UNIT PT RESERVATIONS • PERSONAL & PARTNER TRAINING • NUTRITION COACHING • SMALL GROUP COACHING • MASSAGE THERAPY

APP = APPLIED PFC

ST = STARKER PFC

[Cavazos.ArmyMWR.com/Fitness](https://Cavazos.ArmyMWR.com/Fitness)





## Spreading The Holiday Cheer

### **Holiday Baking Competition:**

#### ***A Sweet Success for All!***

*A heartfelt thank you to everyone who participated in or supported this year's Holiday Baking Competition. This event truly showcased the talent and team spirit across the directorates, from the creative decorations to the mouthwatering dishes.*



*We're excited that our collective efforts paid off—Team DHR won 3rd Place in the Directorates Category! Our table, themed after the beloved movie A Christmas Story, was a hit with its festive charm and delicious treats.*

*This competition wasn't just about baking—it was about bringing us together. Whether you contributed your culinary skills, helped with setup, or came by to enjoy the goodies, your involvement made this event unforgettable.*

*Based on the positive feedback and enthusiasm from this event, we're looking forward to more team-building opportunities for all directorates in the upcoming year. Let's continue celebrating our creativity, collaboration, and camaraderie as a unified team!*

*Thank you again to everyone who made this event a success. Let's keep the momentum going and make next year even sweeter!*



## Operation Appreciation



Operation Appreciation honored the DHR team by donating a special recipe cake, spreading holiday cheer and gratitude for their dedication and service.





# TRAINING & DEVELOPMENT OPPORTUNITIES



## Civilian Leadership Development Program (CLDP): Empowering Tomorrow's Leaders

The Fort Cavazos Civilian Leadership Development Program (CLDP) is a dynamic opportunity for workforce development, offering two comprehensive phases designed to enhance leadership capabilities.



CLDP I focuses on foundational leadership and management skills through interactive discussions and team-building exercises led by Garrison Directors and Office Chiefs. Participants complete 14 courses covering topics such as adapting to change, conflict resolution, and the importance of accountability.



CLDP II builds upon these foundations, emphasizing advanced supervisory and leadership skills, including emotional intelligence, navigating change, and leading complex organizations. Participants also undertake a capstone project to apply what they have learned.

The primary objective of Phase II of the Civilian Leadership Development Program is to build upon the foundational transformational leadership qualities introduced in Phase I. This phase will equip participants with the necessary skills, knowledge, and hands-on experiences to further enhance their leadership development. Additionally, it will support the growth of key competencies, strategic thinking, and advanced communication skills essential for transformational leadership.



This quarter, we celebrated the success of 18 Department of the Army civilians, who graduated from CLDP I on December 17, 2024. Since its inception in 2009, over 700 employees have graduated from this IMCOM-recognized program. Congratulations to our newest graduates for their dedication to leadership growth and excellence! Don't miss your chance to grow your career and impact within the organization!



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## **WORKFORCE DEVELOPMENT**

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