

DEOMI Facilitates DHRA's New Enterprise-wide Managerial Training Program

Story by DEOMI Public Affairs

Photos by Mr. Michael Marks

PATRICK SPACE FORCE BASE, Fla. – The Defense Equal Opportunity Management Institute (DEOMI) facilitated the Defense Human Resources Activity (DHRA)'s new enterprise-wide managerial training program for supervisory General Schedule-15 (GS-15) employees, June 14-16.



The managerial training program consists of five modules. DEOMI was tasked with the creation and execution of module four, with the primary focus being on aligning culture with vision. More than 25 GS-15 DHRA employees were in attendance.

Module four is designed to provide supervisory managers with an understanding of organizational culture. It takes leaders through stages - from how to identify challenges to developing courses of action to address those challenges. It also prepares them to identify and applying those courses of action through an implementation strategy, according to the lead module coordinator, U.S. Army Maj. Dennis Harding, DEOMI's Leadership Team Awareness Seminar (LTAS) Program Manager and Army Reserve Service Liaison Officer (SLO).

Harding added that DEOMI is the first and only module to be hosted in person, providing attendees from around the country an opportunity to meet for the first time.

“This training provided members of the DHRA family and opportunity to meet, network, and discuss their organizational challenges in-person, while simultaneously learning about topics and strategies taught here, which may help them address some of those challenges within their respective organizations,” said Harding.



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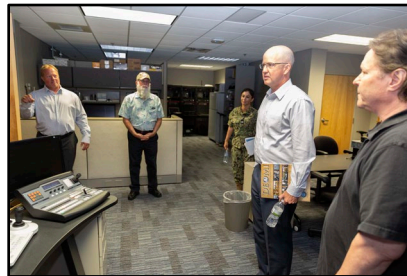
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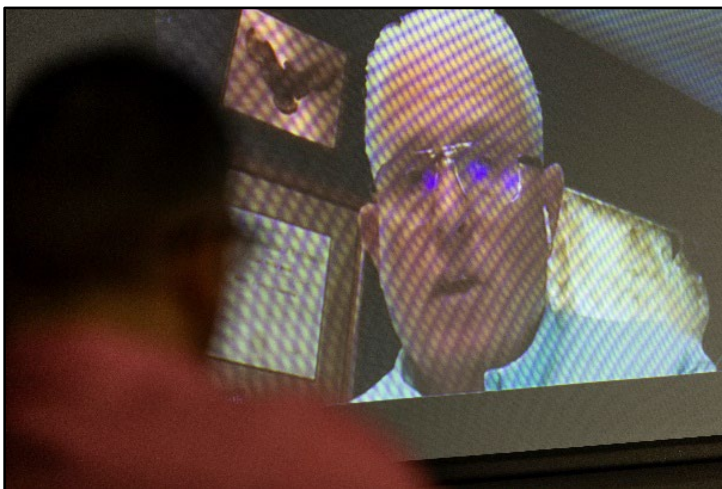
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In addition to meeting each other, attendees had an opportunity to hear from DHRA’s senior leadership directly. DHRA Deputy Director, Jeffrey Register, kicked off the training here at DEOMI. While here, he met with DEOMI’s Commandant, U.S. Navy Capt. Delmy Robinson, and key DEOMI leaders. Register also received a tour of the facility and was briefed on DEOMI’s many functions and capabilities.



Expanding on DEOMI’s functions and capabilities, Harding said this module will help attendees: 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 (DEI) to create a sense of belonging; and implement an action plan that aligns culture with vision.



On the last day of training, DHRA’s Director, William Booth, made a virtual address to attendees. In this address, he mentioned that there are two types of leaders – influential and positional.

“The two are not incompatible,” said Booth.

Booth elaborated on the differences and similarities of these to leadership styles, referencing his own

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experiences with leaders within the DHRA, to emphasize the importance of the training provided in this module.



“You in this room. You have influence beyond your position now,” said Booth.

Concluding his virtual address, Booth reminded attendees that they live in a diverse world and asked them what will they do different after having been exposed to this week’s activities.

One attendee replied with, “to be more mindful of climate and culture and how I can influence both in a positive way.”

In developing and executing this module, DEOMI helped facilitate the DHRA’s goal of aligning culture with vision through the education and training of influential leaders in supervisory positions.

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.

To learn more about DEOMI, please visit www.defenseculture.mil and www.facebook.com/DEOMI.DoD. DEOMI’s website provides a variety of tools, training products, and information to support leaders across the DoD in improving their organizational culture.

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