
Tip of The Point

"Teamwork and personal rigidity
just don't mix."

- John C. Maxwell

Calendar

Sept. 6 – PM M&HTV Golf Classic

Sept. 11 – Patriot Day

Sept. 15-Oct. 15 – Hispanic Heritage
Month

Sept. 17 – Ticket sales begin for
Marine Corps Birthday Ball

Sept. 22 – First day of Autumn

Sept. 25-27 – Modern Day Marine
Exposition, Quantico, Va.

Sept. 28 – Program Executive Officer
Land Systems 5th Anniversary
celebration

The Point

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Corps Systems Command.

Hispanic Heritage Month begins Sept. 15

In honor of the many contributions the Hispanic community has made to the United States, the Nation observes Hispanic Heritage Month from Sept. 15 through Oct. 15. Hispanic Heritage Month originally began in 1968 as Hispanic Heritage Week under President Johnson. It was later expanded to a full month by President Reagan with respect to the Anniversary of the independence of five Latin American countries on Sept. 15 – Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Along with those countries, Mexico declared its independence on Sept. 16 and Chile on Sept. 18.

Throughout history Hispanic Americans have distinguished themselves in the Marine Corps. There have been a total of 13 Hispanic Marine Medal of Honor recipients. The first Marine of Hispanic descent to receive the Medal of Honor was Private France Silva in 1900 during the Boxer Rebellion. Silva was involved in the defense of diplomatic missions in Peking against the Boxers. On July 1, the Private volunteered to assist other Marines in protecting the tarter wall, and consequently was seriously wounded. He was shot through his left elbow and the bullet bounced off his sternum. Though he could barely hold his rifle, he remained on duty relieving Marines and others at the tartar wall, until his commanding officer ordered him to seek medical attention.

Since that first Medal of Honor, Hispanic Marines have continued to earn combat decorations, including Operations Iraqi Freedom and Enduring Freedom. Four Marines of Hispanic descent have been awarded the Navy Cross in the Global War on Terrorism.

Diversity important to MCSC team member

One of the many Marine Corps Systems Command team members with a Hispanic heritage is Jeanette Hernandez-Guilleaume. She is a contract specialist who supports the Mine Resistant Ambush Protected Joint Program Office. Both her parents are immigrants. Jeanette's father emigrated from the Canary Islands, Spain, and her mother emigrated from Cuba.

"Diversity is important to the Command because it reflects the American population," Hernandez-Guilleaume said. "Embracing diversity awareness benefits the Command in numerous areas: enhancing productivity, increasing creativity and adaptability, not to mention improving foreign affair relationships. When individuals are culturally aware it makes for a more productive work environment because we seek to understand one another."

Employees of Hispanic descent requested

Marine Corps Systems Command is looking to highlight a few Command team members who came from, or whose ancestors came from, Spain, Mexico, the Caribbean, Central America or South America. If you are from any of these locations or have ancestors from there, and don't mind a little attention, please notify Corporate Communications at mcscpao@usmc.mil.

Commander's all hands message: **Sexual Assault Prevention and Response training**

Ladies and gentlemen... On Aug. 28, the senior leadership for Marine Corps Systems Command and Program Executive Officer Land Systems, including the Senior Enlisted Advisors, spent the day learning about, discussing and conducting Sexual Assault Prevention and Response (SAPR) Command Team training. This Command Team training is the second part of a Corps-wide campaign plan that kicked off with a two-day General Officer Symposium conducted in July. The next step is "all hands" training to be conducted from September through Nov. 9.

While this training package is tailored for Marines, we are taking a "total force" approach, i.e., military and civilian. The training is centered around a series of Ethical Decision Games (EDGs) or vignettes. While some of the EDGs are fairly straightforward, others present some thought-provoking situations and leadership challenges for a workforce as diverse as ours. We are standing up an operational planning team (OPT) in order to develop our way ahead for the all hands training. The training will be designed to not only meet the specified tasks in the campaign plan but also the annual civilian requirement. We will target the month of October to conduct the all hands training.

On Aug. 30, we conducted a Command run along with ethics and safety training for military only. This ethics training targeted Marines in combat. Later this year, after the Birthday Ball, we will regroup and conduct additional ethics training with more applicable acquisition related vignettes under the total force rubric.

Our Commandant and our Corps trust us to solve the challenging equipment issues facing Marines today. We do that well when we work as a team. It should be no different when we attack other issues facing our Corps. I understand this is a different approach when addressing sexual assault. This is a priority for our Commandant and our Corps. Our readiness and reputation are at stake. I know we can and will accomplish the mission as single team.

Semper Fidelis, Brigadier General Frank Kelley, Commander, Marine Corps Systems Command

Ball celebrates Marine Corps birthday and 25th anniversary

Tickets for the social event of the year go on sale Sept. 17

The Command's annual Marine Corps Birthday Ball celebration will take place on Nov. 10 this year, the actual 237th birthday of the Marine Corps. This event will also commemorate the 25th anniversary of Marine Corps acquisition commands. This celebration, Marine Corps Systems Command's (MCSC) social event of the year, will again take place at the Renaissance Hotel in Washington, D.C. A block of hotel rooms will be set aside for Ball attendees, but take note that in past years this block has sold out quickly. Reservation information regarding the rooms will be posted on VIPER once it is available.

Tickets, which go on sale Sept. 17, will be available to government employees, active-duty military, retirees and defense contractors on a first-come, first-served basis. Each organization within the Command will have its own Ball Committee ticket sales representative. The list of ticket sales representatives will be posted on VIPER. These representatives will sell tickets through Nov. 2, unless tickets sell out prior to that date. Those who purchase tickets the first three weeks will be placed in a drawing to have their purchase price reimbursed: three tickets the first week, two the second and one the third.

There will be plenty of Birthday Ball fundraising events between now and the celebration. Fundraising allows our junior enlisted Marines to attend the Ball free of charge and it also helps to reduce the cost of tickets for all. A few organizations have already conducted fundraising events and a few others have events scheduled. The Command expects all DCs, ACs, PMOs and support organizations to each conduct at least one fundraising event. The Birthday Ball Committee's fundraising representative is Cathie Kummer, and she can be reached at (703) 432-5613.

The Command's Birthday Ball Committee is also selling MCSC logo memorabilia, including coins, shirts, ball caps, mugs, glasses, steins, ornaments and extendable badge holders. Drop by Katie Ruskin's cubicle in Systems Engineering, Interoperability, Architectures and Technology (SIAT), Bldg. 2200, first floor, near A Wing, to order or purchase items to support the Marine Corps Birthday Ball.

The chairperson for the Birthday Ball Committee is Kim Foster. Please call her at (703) 432-3277 if you have questions.

Modern Day Marine Expo takes place Sept. 25-27

The Modern Day Marine Exposition, which will take place on Marine Corps Base (MCB) Quantico Sept. 25-27, is the premier military equipment, systems, services and technology expo for the Marine Corps. It is the world's largest military expo focusing on enhanced capabilities for expeditionary forces and showcases products and services of more than 500 companies that support Marine Corps land, air and sea operations. The event is co-sponsored by MCB Quantico, Marine Corps Systems Command (MCSC) and the Marine Corps League.

"There is equipment being used today by Marines confronting enemies in Afghanistan and around the world that made its debut at previous editions of this expo," said Sergeant Major James Dalgarn, MCSC Sergeant Major. "Over the past few years, I have come to look forward to and appreciate what Modern Day Marine has brought together under their massive tents year after year. These industry professionals want to provide the best products available to our warfighters. It's really great when you can walk right up, and touch and feel what they bring to the table."

Most MCSC Program Management Offices (PMO) will display their apparel, equipment and systems at the Expo. As in past years, the MCSC Commander will be part of a leadership panel at the annual "Report to Industry" event the morning of Sept. 27, which will be followed by meetings between industry representatives and PMO team members.

Bus transportation to Modern Day Marine from MCSC has been arranged. There are four buses covering Quantico for the Expo and Route #2 includes Hospital Point. The stop at MCSC is behind Bldg. 2200 near the white gazebo on Halyburton St. The bus is scheduled to depart every half hour as follows: Sept. 25 - 9 a.m. to 1 p.m., Sept. 26 - 8 a.m. to 1:30 p.m. and Sept. 27 - 9:30 a.m. to 1 p.m. The schedule and route is located on VIPER at:

<https://mcscviper.usmc.mil/Lists/Command%20Messages/Attachments/371/MDM%20Bus%20Route%202.pdf>

ACV team earns highest honors

Some of the top scientists and engineers within the Department of the Navy work for the Marine Corps acquisition team. That's evident by the contributions they have been making to ensure that the Marine Corps equips its warfighters with the best systems possible. The Marine Corps Amphibious Combat Vehicle (ACV) Systems Engineering (SE) Overarching Product Team (OPT) was awarded the 2011 Dr. Delores M. Etter Top Scientists and Engineers of the Year Award, which is sponsored by the Assistant Secretary of the Navy (ASN) for Research, Development and Acquisition (RDA).

This team of 10 engineers – nine from ACV and one from the Naval Sea Systems Command (NAVSEA) – received the award not for a capability that they provided to the warfighter but for a set of tools that would allow for, according to the award citation, "the most comprehensive evaluation of cost and performance that has been accomplished on any Marine Corps weapon system development to date."

The SE OPT collaborated with Combat Development and Integration (CD&I) to develop, document and implement a set of processes which they could input requirements and deliver performance, schedule and lifecycle cost over the next 20 years.

"When CD&I handed us a set of requirements to translate into a materiel solution, we had traceability to sets of components, the attributes to those sets of components – weight and cost, reliability, power production and consumption – and traced that through its development cost, procurement cost and its lifecycle cost to support the decision," said Harry Oldland, ACV SE OPT team lead. "As senior leaders asked questions, we were able to show the details down to the pound, the hour, the dollar of what the system was. You typically do not have that detail until you are at Milestone C. We were able to provide this level of detail before the requirements were finalized before the Analysis of Alternatives began. It's a huge leap forward in analysis capability."

CD&I, along with many others, were involved throughout the analysis process. On the flow chart describing the analysis, CD&I and the SE OPT were only to interact twice, but function did not follow form.

"There was constant communication between the SE OPT and CD&I and countless other organizations," Oldland said. "NAVSEA, warfare centers and all the other individuals who would just lend a hand were what really helped us. It was a total team effort and it goes beyond the people who received the award. We couldn't have done it without them."

Command presents annual acquisition awards at Town Hall

The Command presented its annual acquisition awards during the Commander's Town at Little Hall on Aug. 27. These included the Commander's Honorary Awards for achievements in 2011, which go through a rigorous review process. There were 76 individuals, representing 27 different Command organizations, who served as the judges and made recommendations. The Commander and Executive Director reviewed and approved the final recommendations. The competition was evident by the record-breaking 274 nominations received.

Also presented at the Town Hall were the Marines Corps Awards for Acquisition Innovation and Excellence for achievements in 2011. They include the Andrew J. Higgins, the Eugene M. Stoner and the Donald Roebing awards. These three awards were established by Marine Corps Order 1650.46 in May 2002. Higgins, Stoner and Roebing were responsible for the design, development, production and sustainment of three critical components of Marine Corps warfighting history: the Higgins boat carried the allies to victory in World War II; infantrymen from Vietnam to the present-day conflicts have carried the M16 rifle, developed by Stoner, for more than 50 years; and Roebing's amphibious tractor paved the way for amphibious operations.

The Higgins Award is presented to a Marine Corps officer, the Stoner Award to a Marine staff noncommissioned officer, and the Roebing Award goes to a Marine Corps civilian acquisition professional. These awards recognize individuals for their superior professional excellence and/or innovation in pursuit of the acquisition, fielding and support of systems and equipment for the operating forces. In addition to their award, each individual received a personal letter from the Commandant of the Marine Corps.

The following is a list of the award winners. A list of all the nominees and winners can be found on VIPER at: <https://mcscviper.usmc.mil/Lists/Command%20Messages/Attachments/363/Acquisition%20Awards.pdf>.

Andrew J. Higgins Award Lieutenant Colonel Brian Seiffert	Eugene M. Stoner Award Master Gunnery Sergeant William Leal	Donald Roebing Award David Keeler
Acquisition Support Jason Pizarro and Trevor Scott	Test and Evaluation Erin Thompson	Lawrence P. Kreitzer Leadership Award Captain Patrick Costello (USN)
Contract Management Individual - Wendy Thompson-Minch Team - GTES Contracts Team	Engineering Individual - Jeffrey Smith Team - MCTSSA Marine Corps Network Engineering Team	Financial Management Individual - Linda Kopp Team - DFM Statement of Budgetary Resource Audit Team
Information Technology Individual - Christopher O'Neil Team - MAGTF C2 Systems Acquisition Team	Logistics Individual - Anton Stubbs Team - GCSS-MC Logistics Integrated Product Team	Operations Research / Systems Analysis Individual - Captain Carlton Hensley Team - G/ATOR PMO Cost Analysis Team
Program Management Individual - Steven Batts Team - IED Detector Dog Program Management Team	Provisioning Individual - Dwight Strickland Team - CINS Tactical Networks Team	Staff Support Individual - Eileen "Candy" McMahon Team - MCTSSA Logistics Team
Customer Focus Individuals - Jennifer Moore and Chief Warrant Officer 5 Herbert Morris Team - Armor Team	Innovation Individuals - Timothy Bowman and Suzanne Marsh Team - Advanced Power Sources Team	Knowledge Management Individuals - Beverly Hobbs and Usha Naik Team - Integrated T&E Handbook Team
Teamwork Individual - Saber Fatnassi Team - ACVE SE OPT	Command Vision Individual - Richard "Dick" Bates Team - MAGTF C2 Systems Acquisition Team	

Only Marines can prevent 'Green Collar' crime

Submitted by Lieutenant Colonel Michael Cirillo, Information Systems and Infrastructure

In light of the recent Marine Sexual Assault Prevention and Response training where we discussed attention to detail, I couldn't help but recall a "Marine Mail" I offered the Commandant of the Marine Corps in 1995. I had just come off the Parris Island drill field and was Marine Corps Systems Command's Information Systems Management Office Chief. Perhaps the term deserves resurrection:

We have all heard of white and blue collar crime. Let me introduce Green Collar crime. Examples of Green Collar crime are taking off our covers as soon as we enter a vehicle, holding hands while in uniform, chewing gum, carrying a ditty bag of some sort on the shoulder while in uniform and wearing a pressed uniform only one time during the week. Every Marine could come up with many other examples of Green Collar crimes that they have witnessed, been a victim of, or been a perpetrator of. How many times have you seen a Green Collar crime being committed and did nothing about it, or got extremely frustrated because you couldn't? Green Collar crime may be called (a lack of) attention to detail, and all I've done is give a name to something uniquely Marine. Only Marines are capable of committing or preventing Green Collar crime. A return to fundamentals is needed in this time of decreased resources. Looking at each other and in the mirror can strengthen our traditions, spirit and discipline.

The core values of honor, courage and commitment will be served if we do a better job of policing ourselves by eradicating Green Collar crime throughout our ranks. Let's march toward the next century with a renewed sense of honor, courage and commitment. We must realize that if we don't want to be our own worst enemy in this time of fiscal constraint and increased op tempo, we must batten down the hatches and sharpen our swords. Green Collar crime is something that so many leaders speak to and talk about and yet, the status quo is allowed to continue. Committing a crime is wrong, and Marines aren't supposed to commit crimes. So why do we allow it to happen? We should all be embarrassed that we had to hear our sergeant majors telling us that they were preventing Green Collar crimes from occurring while standing at the entrance to the PX. Has Green Collar crime gotten so out of control that junior leaders can't handle it? Or are we just getting lazy? Let's readdress this issue with a renewed sense of purpose. The time has come for attention to detail to again be the norm and not the exception. Help stamp out Green Collar crime!

EBS Team working on searchable hub for Command information

Submitted by MCSC's Enterprise Business Support Team

If you've ever felt like you were confronting a maze trying to find a process, the latest policy, order or other document or information, or wondered if something was current, accurate, who owned it, and so on, then you have experienced the need for enterprise business support. Since being chartered in late July, the Command's Enterprise Business Support (EBS) Team has confronted the problem head-on and is on track to fix it. Last month, the team successfully met its first deliverable; a refined set of business rules which will serve as the basis for a future policy directive, or Command order. They also briefed Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, who is highly supportive of this effort and the team's progress.

The order being drafted by the team will establish the policy to centrally define, assign and manage EBS responsibilities required to enable the workforce to perform our command mission. EBS will integrate valuable command information under a single, searchable hub, to include but not limited to current policies, standards, directives, external reference links and other essential products for business performance. The EBS team is highly motivated to succeed, the end state being a single, searchable hub with complete, current and accurate content continuously responsive to workforce needs. If you have questions or ideas related to EBS, please contact Tim Ferris at (703) 432-3899 or Nicois Harris at (703) 432-3546.

Who has been with the Command since the beginning?

Marine Corps Systems Command will be celebrating the 25th Anniversary of Marine Corps Acquisition Commands in November. This will include Marine Corps Research, Development and Acquisition Command (MCRDAC, 1987-1992), Marine Corps Systems Command (1992 to present) and Program Executive Officer Land Systems (2007 to present). If you have been with the Command since November 1987, the beginning of MCRDAC, please notify Corporate Communications at mcscpa@usmc.mil. We have a few people on our list but we don't want to miss anyone.

Robotic Systems Joint Project Office changes leadership

Submitted by Robotic Systems JPO

In keeping with military tradition, the Robotic Systems Joint Project Office (RS JPO) passed the flag of leadership from Colonel David Thompson to Lieutenant Colonel Benjamin Stinson on July 26. The event was officiated by Mr. Scott Davis, Program Executive Officer for Ground Combat Systems (PEO GCS) and Brigadier General Frank Kelley, Commander, Marine Corps Systems Command (MCSC). The event commemorated Thompson's command from October 2009 to July 2012 and welcomed the new Commander.

Thompson was presented the Meritorious Service Medal for his outstanding contributions. During his command, he ensured the operational readiness of a fleet of over 3,000 ground robotic systems and fielded over 1,000 new systems and multiple product improvements and capability enhancements. He executed the retrograde and transition from Operation Iraqi Freedom to Operation New Dawn, while simultaneously supporting surge activity in support of Operation Enduring Freedom.

As a surprise during the ceremony, Mr. Davis presented Thompson the Corps of Engineers' Bronze Order of the De Fleury Medal. This medal is presented to individuals who have rendered significant service or support to an element of the engineer regiment. Thompson's exceptional successes with the Joint Robotic Repair Detachments and in-theater new equipment training greatly benefited the transformation of the engineer regiment and sustainment of the combat-worn equipment.

During the Change of Leadership Ceremony, the RS JPO flag passed from Thompson to Mr. Davis, to Stinson, to the Deputy Project Manager, Jeff Jaczkowski. As the flag was secured by Jaczkowski, a TALON robot presented the Charter to Stinson. Completion of the ceremony delegated Stinson with full-line authority of the PEO GCS for the lifecycle management of the RS JPO. Thompson moves on as the Senior Marine Advisor for PEO Ships and SEA 21 at Naval Sea Systems Command in Washington, D.C.

Stinson, a native of Stayton, Ore., comes to the RS JPO with a strong acquisition background and numerous awards. Stinson's personal awards include the Meritorious Service Medal, with 3 gold stars, and the Navy and Marine Corps Achievement Medal. Stinson was presented the Meritorious Service Medal for his assignment as the Program Manager, Air Defense Weapons Systems and Unmanned Systems for the Marine Air-Ground Task Force Command, Control, and Communications Program Management Office, Marine Corps Systems Command, from July 2010 to June 2012. His insight and diligence were essential to the successful transition of Air Command and Control and Air Defense Program Portfolios to PEO Land Systems.

Like the distinctive flags of military organizations which serve to identify the unit, designate a rallying point in battle and mark the location of the commander, so does the charter of Project Manager represent the special trust and responsibilities that these stewards of our Nation's resources hold as they perform their duties.

Submissions accepted for *The Point*

Each month, the Command's electronic newsletter *The Point* brings Marines, Civilian Marines and families the latest news in Marine Corps Systems Command (MCSC). Topics include security, safety and features from contingency organizations, program management offices, program managers, deputy commanders, assistant commanders, support staff and many other teams. To submit an article for this newsletter, send it to mcscao@usmc.mil. Photographs and graphics are not published. Submission deadlines are the second to last Thursday of the month. The next deadline is Sept. 20. *The Point* is distributed the first Tuesday of each month.