

# TRANSFORMING THE OFFICER PERSONNEL MANAGEMENT SYSTEM:

## HRC responds to the challenge to grow adaptive leaders

By LTC Maura A. Gillen

WASHINGTON (Army News Service, September 5, 2006) — The Army announced today a revision of the Officer Personnel Management System, aligning branches and functional areas under three Functional Categories in a revised OPMS design.

“We’re building on a proven system,” said COL Pat Stallings, chief of the OPMS Task Force, U.S. Army Human Resources Command, “but adapting to the emerging realities of the 21st century security environment and the capabilities required of a campaign-quality, joint and expeditionary Army.”

The OPMS Functional Design, announced via an All Army Active message, is effective today, but most officers will not see an impact until the Spring, said Stallings. Human Resources Command assignment officers will begin to identify a small number of officers for broader assignment next Summer, with notifications beginning as early as January. The lieutenant colonel selection board that convenes in February will be the first to use the Functional Categories as promotion categories. Human Resources Command will announce procedural changes for Officer Evaluation Reports and Functional Designation boards via Military Personnel messages.

“The current OPMS was designed to be responsive and adaptive,” said Stallings. “The Task Force re-established the periodic review process to recommend changes required for management and development of the Officer Corps to develop skills required, today and tomorrow, and group skills functionally to meet Army requirements.”

The revised OPMS design, he said, is better aligned to the critical Joint functions required of the Army than the four Career Fields of OPMS 3, and provides for broader officer development. “This design directly supports the Army’s strategy of

growing adaptive leaders,” he stated.

“We are not changing the core features of the OPMS system that make it so good today,” noted Stallings. “We will continue to develop and promote functional specialists, and we will maintain our absolute focus on developing an officer’s warfighting skills in their branch.

“We’ve always had multi-skilled officers,” he said, “but are now seeking to develop them in a more deliberate way. OPMS improvements provide the framework to build future senior leaders who are multi-skilled and better prepared to operate as part of the Joint and Interagency Team.”

The new Functional Categories are: Maneuver, Fires and Effects; Operations Support; and Force Sustainment, which includes the special branches. Functional Categories are further divided into Functional Groups that link branches and functional areas with similar battlefield functions. The lists of branches and functional areas by Functional Group and Functional Category are on the Human Resources Command-Alexandria Web site ([www.hrc.army.mil](http://www.hrc.army.mil)); follow the link to Officer Personnel Management Directorate. Stallings also noted that there is no longer a “3” or “III” after “OPMS;” it’s an evolutionary system, without numbered versions.

The senior leaders of the U.S. Army Reserve and Army National Guard are committed to the same objectives for growing 21st century officers, said Stallings, and are reviewing the functionally aligned OPMS design to determine applicability within the personnel management systems of the reserve component.

(Editor’s note: LTC Maura A. Gillen is a public affairs officer with the U.S. Army Human Resources Command.)