(b) (6) **USARMY HQDA OTJAG (USA)**

**From:** TJAG.Sends@noreply.jagc.army.mil
**Sent:** Thursday, October 24, 2024 2:07 PM
**Subject:** ***TJAG SENDS VOL. 42-05 - ESTABLISHMENT OF THE OFFICE OF PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT***

***TJAG SENDS VOL. 42-05 - ESTABLISHMENT OF THE OFFICE OF PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT***

Teammates,

We want to inform you about exciting new changes taking place as part of our focus on Our People. Please review TJAG Sends 42-05 regarding the Establishment of the Office of Professional and Organizational Development (OPOD).

You are also encouraged to listen to an informative podcast on the formation and purpose of the OPOD which is available at https://www.dvidshub.net/podcast/download/85066/DOD_110643184.mp3

The OPOD podcast, along with many other JAG Corps podcasts, are available here: https://tjaglcs.army.mil/the-quill-and-sword

Establishment of the Office of Professional and Organizational Development

Putting our People first is non-negotiable and must remain the top priority of the U.S. Army Judge Advocate General's Corps (JAGC). To reflect this prioritization and to better focus on issues critical to our People, I have directed the establishment of the Office of Professional and Organizational Development (OPOD) and selected (b)(6) as its first Director.

We must continue to capitalize on opportunities for impactful change—and to meet the challenges of stewarding the JAGC into the future. The OPOD consolidates the following programs focused on the individual and collective health of our Corps: the Judge Advocate Recruiting Office (JARO); the Wellness Program; the Diversity, Equity, Inclusion, and Accessibility Program; Leadership Initiatives; and a future Retention Office. The establishment of the OPOD emphasizes our commitment to recruiting, developing, training, and retaining cohesive teams of high-performing and talented individuals, while sustaining a strong, competent force grounded in principles aligned with the Army Values and the JAGC priorities: Our People, Our Practice, and Our Preparation.

The OPOD will develop evidence-based recommendations, supported by data collection, and thorough analysis to improve leadership competencies, connectedness, and cultivate growth mindsets in our organizations. What does this mean for YOU? We will launch Compass: Mentorship and Advising Portal, a digital mentorship program designed to connect mentors and mentees based on professional goals, practice areas, and common interests. We are exploring training opportunities in partnership with the Army Coaching Program, while working to build a bench of coaches in our cohorts. Our Wellness Program is piloting embedded behavioral health resources for wellness consultation services and an education program to address symptoms of burnout and secondary traumatic stress. These are just three lines of effort, which will provide direct and meaningful impact to our formations.

My overarching intent is that the OPOD be the frontline sounding board for refined strategies to improve our organizational culture through our mutual accountability, loyalty, trust, leadership, coaching, and mentorship. This is an investment in the health of our Corps—to maintain our edge in the world-class provision of legal services, while enabling us to increase our agility, adaptability, and lethality so that we may meet the Army's future challenges.

This We'll Defend!

//ORIGINAL SIGNED//
JOSEPH B. BERGER III
Lieutenant General, USA