

What Our Employees Are Saying

Army Audit Agency ranked first among 292 agency subcomponents in the Partnership for Public Service's 2012 Best Places to Work in the Federal Government rankings! When asked what are the top 5 reasons why the Army Audit Agency (AAA) is the best place to work, employees responded with comments related to one of the five categories below:

1. *Mission*
2. *Work Flexibilities*
3. *The People*
4. *Leadership*
5. *Career Growth*

The comments below represent responses of AAA employees in each of the five categories.

MISSION

I feel like I'm directly contributing to our national defense by working for the greatest Army in the world!

I'm able to tell friends and family that I do exciting and challenging work every day. I start a new audit every 3 to 9 months, giving me an opportunity to learn about a new Army process or command each time. In addition, I've been on 3 different functional audit teams; each with a specific and focused area of responsibility. Each rotation (Force Structure, Intelligence & Security, and Forensics) has allowed me to learn about previously unknown sections of the Army.

Agency work isn't static or monotonous, which forces me to continuously increase my knowledge and follow current events to succeed.

Valuable Purpose—looking for ways to save money, cut costs, reduce expenses in this era of budget scarcity.

What I do is important—I feel that I made some important contribution to improving the Army's processes by being involved in some high-profile audits such as Command Supply Discipline Program.

What we do for the Army really matters. It is important and meaningful and aids the Army in being the best, most successful organization among its sister military organizations in protecting and defending our nation and way of life. We add value to what we do for the Army, focus on what matters in the Army's eyes and tell it as it really is, and help find solutions to fix problems long term.

Agency work allows me the opportunity to affect positive change in different aspects of Army acquisition and sustainment operations.

The importance of improving Army operations, in the context of enhancing our national security.

Army Strong! To be able to say we're working to help the Soldier is great motivation.

The message about what we do and why we do it is the same for audit personnel as it is for the Secretary of the Army. This builds trust and loyalty among the ranks. With clear goals and mission and message—and how we go about accomplishing them successfully—staff are empowered to excel and care about what they do.

Saving the Army and nation money is very rewarding.

We are doing important work for the Army, and we are appreciated.

We do not shy away from tough and difficult issues and do not buckle under pressure on important issues that we believe will make a significant difference for the big Army, even when some parties in leadership disagree with our position on an issue. We stay focused on adding value to the Army, the nation, and the resources provided by the taxpayers.

Our mission to support the Army, Soldiers, and civilians through our audit work is a very important mission, and provides a source of intrinsic motivation to get better every day, add more meaning to our work, and to never take for granted just how fortunate we all are for the sacrifices made by the everyday people who are a part of one of the largest organizations in the U.S.—the U.S. Army!

Audits are always changing. I've always liked the fact that as an auditor, my "job" changed every 6 months or so.

The nature of our work is varied. Auditing—when done right—provides a different challenge almost every day and definitely from audit to audit. That kind of variety goes far in keeping people engaged in what they do. It's far removed from an assembly line mentality and I think that helps keep people satisfied.

Having the opportunity to interact with Army leaders on a regular basis.

We listen to our customer (at all levels of leadership) and seek to generally assist in finding solutions to fix real problems. We focus on issues that will help ensure the Soldier has everything needed to accomplish the mission, be safe, and come home alive and in good health.

The work I do for the Agency allows me to feel a sense of self-satisfaction and pride in the importance of my work. This could tie to other reasons provided.

The Army. . . I love working here because it allows me to try to make a difference in the life of a Soldier. These young people sacrifice a lot for my country and I am honored and humbled that I get the opportunity to make the Army a better place for these amazing people.

A knowledge that we are part of a greater cause for a greater good, and a joy that comes with giving and receiving and growing as individuals and as an organization.

Our work is fun, challenging, interesting, important, adds value, and protects and ensures the resources given to the Army are used wisely, for the right purpose, and achieve the mission(s) intended.

As auditors, our jobs provide variety and we learn something new with each audit we do. We provide solutions to the Army's problems.

WORK FLEXIBILITIES

The Agency cares for its people—provides good working conditions, opportunities for developmental assignments, and telework and flexible work schedules, and it provides awards.

Whether we take advantage of it or not, the ability to work from home and work compressed, relatively flexible schedules that fit around our lives is nice. And generally, our leaders/supervisors understand that life gets in the way sometimes.

Availability of work-life programs (telework, alternate work schedules, etc.)

Flexible working hours and days. Input on critical timelines to include in-process reviews, 30- and 60-percent meetings, etc.

Support for family (understanding coworkers, supervisors, and Agency leaders when family issues arise).

We have extremely flexible telework abilities. We can work compressed schedules including 9s or 10s. If you do work 9s, we get to choose which day of the week we want off! (first Friday, second Friday, or even Monday) Very few of my Pentagon buddies can do that.

The Auditor General and Agency's policy of "family first" and flexible work schedules allow me to balance work and family responsibilities.

Telework, compressed scheduling, flex schedules are all fantastic perks that the Agency doesn't have to offer but they do and I certainly appreciate it.

THE PEOPLE

We are like a family. Everyone works to their highest capability and consistently strives for excellence. We generally care about the well-being of each and every member of this family and treat all with respect, trust, and dignity. We raise our family members to be the future leaders in all walks of government—not just within the Agency, but throughout Federal, State, and local government service, you can find someone who got their start from AAA who has moved on to make their new organization the best it can be. That ethos started with AAA and the Army.

A very positive and supportive environment with strong leaders at the helm. A sense of family, and knowing others believe in the importance of caring for the individual, caring for the quality of work and integrity in the workforce.

Professional environment—working as a professional and working with other professionals within the Agency.

The people in the Agency are like family and continue to be even when they depart for other opportunities--promotes loyalty.

I don't know how USAAA does it, but it grows the greatest auditors. We have critical thinkers, good communicators, and conscientious citizens working for this Agency. We take our job seriously and put forth tremendous effort to improve the Army. Highly educated workforce—nearly everyone has a bachelor's degree, many with more (working with bright bulbs makes things clearer).

Caring people who support each other.

Good people and hard workers. Family environment.

Everyone is equally excited and enthusiastic about their job. Everyone here enjoys their work and it shows. Management cares about their staff. It's shown when managers organize luncheons or farewell ceremonies for staff when they leave for developmental positions or retirement.

Relationship with immediate supervisor and senior Agency leaders.

I work with a great group of people dedicated to serving our nation's heroes.

I work with some smart people—our organization has some amazing people and I'm learning every day.

Relationships with coworkers. I actually look forward to coming to work and seeing the people I work with.

The professionalism of Agency employees is very impressive. People sincerely want to do the very best job they can in the interest of Soldiers and taxpayers.

People in the Agency are very compassionate. When I had to take a month off to take care of a dying family member, I was in contact with my PD and supervisor at least once a week and they never failed to ask what they could do to make things easier for me. They never once brought up the extra work my absence was causing everybody else.

Fun people to work with and I do appreciate when leaders make time and a way for us to come together to celebrate the fruits of our labor, develop relationships, learn from one another, and recognize contributions

There is definitely a sense of family throughout the Agency with people looking out for each other and helping each other when necessary.

My coworkers have also become my good friends. I've made some relationships that go beyond just getting the job done together, we also know each other's families and spend time together outside of work.

The sense of belonging as a member of a unified team, which consists of strong leaders and highly professional/knowledgeable colleagues.

Yes, we're a professional internal audit organization, but our culture feels less corporate and more like a family.

Diverse and dedicated workforce.

LEADERSHIP

My rating chain in the past three years has been awesome. My management allows me to voice my opinions openly and freely, they always listen, they make you feel like what you're saying matters. They value your input and say thanks. They also let you work independently. They give instruction when needed and make decisions when needed. They treated me more as a peer than an employee—it was about accomplishing the mission as a team.

I believe our leaders at all levels are generally trustworthy and generally want to do the best for the Soldier and the employee. And communication from Ops to field is much better than in the past. Even little things like opening up the ALMs to 14s lets people see that we are all just trying to do what's right; we're not hiding behind curtains trying to manipulate people or things.

Accessibility of Leadership team.

I have a great supervisors who allow me to do my job the way I see fit, but are always available when I need help.

Leadership is not content with the status quo. Our mantra is, "We can always do better."

I like the direction the Agency is headed. And transparency allows me to see how we're getting there. It's obvious that leadership knows that tone is set at the top and rightfully so—they're leading by example.

Managers/supervisors/leaders understand employees. I think AAA leaders have the emotional intelligence to understand and connect with employees. They can use that understanding to not only build better relationships, but use it to complete the mission.

My supervisor allows me to provide input prior to making her decision.

Sense that Agency leaders really try to address employee concerns and that they value our input (it's more than lip service).

The senior executive leaders genuinely care about the welfare of the Agency as a whole and all of us as individuals.

Leaderships respect for employee needs.

Good leadership and organization developed from previous high-quality leadership.

Branding if you will, sending the right message and practicing what you preach. Whether it's talking about a zero tolerance sexual harassment policy or emphasizing staff communication, leadership keeps relevant topics relevant with clear expectations.

Concern for the welfare of employees.

The leadership shown from the executive level is AWESOME. When we need support, our senior leader group has our back. Their input on our ideas and conclusions are generally insightful and help us focus our efforts. Thanks to their leadership, our reputation within the Pentagon improves every day making our job much easier.

We have great management / leader who know how to lead!

Yes, we have a hierarchy, but our leadership is visible, accessible, and in tune with prevailing undercurrents in the workforce.

I started with the Agency in 2009. Since then, I've had the chance to meet with every leader in my chain of command from the program director level up to The Auditor General. I believe this is rare, and not all organizations have the same level of engagement from senior leadership that is evident in AAA. In addition, senior leaders show interest in the professional development of the workforce, and have listened to and acted upon the concerns voiced by the employees.

Like most organizations, we have things that can be improved. What makes USAAA great is that leadership listens and takes action. The workers in the Agency identified that communication needed improvement and our leaders stepped up and addressed the deficiency. The communications workshop, the Human Capital Plan, the Agency and TAG blogs. . . all of these are examples of how our Agency listens to the concerns of its employees and then takes meaningful steps to try to address the concerns.

Senior leadership fosters a collaborative work environment rather than a dogmatic, top down "my way or the highway" leadership style.

Senior-level management responsiveness to address employee concerns/suggestions.

Management—culture of supporting the workforce—works diligently to develop the workforce to support personal and career goals.

Our organization encourages and embraces creativity and diversity.

CAREER GROWTH

Opportunity—there is a tremendous amount of opportunity available to those interested in pursuing a chance to work on a different team, take on developmental assignments, pursue education, work in a deployed environment, or transfer overseas. I've been fortunate enough to have my AICs, AM, and PD support me in my endeavors to pursue the opportunities available within the Agency. Travel opportunities including overseas assignments. Because of the Agency, I lived in Hawaii and was able to travel to Japan, the Philippines, and Alaska.

There is always a chance for improvement and multiple training is available.

AAA has been full of opportunities at each level of my career. Whether you have an interest in continuing your education or obtaining certifications in your field, AAA has programs to help you reach your goals. Also, if you have interest in expanding your

knowledge base in other ways, AAA has opportunities such as becoming a mentor, instructor, working overseas, or working a developmental assignment in our policy or communications division.

Opportunity to work different type of audits and the ability to move around the world with the Agency. The opportunity to control your own future growth within the Agency and make oneself more marketable for future opportunities.

Developmental assignments. My assignments have helped me to get a better understanding of the Army, which I can apply to my audit work when I return to the field as an audit manager.

Educational opportunities and value placed on education.

Overseas opportunities, including civilian deployments.

AAA is a place where you feel you have a future. Employees don't treat AAA as a placeholder until a better opportunity comes along.

Availability to programs such as Syracuse, Georgetown.

Opportunities to lead, mentor, and grow junior auditors.

The Agency provides a variety of growth opportunities without me having to leave to find that experience elsewhere.

Investment in training & professional development.

The Agency encourages and provides excellent training and developmental opportunities.

Good opportunities (overseas in Korea-Europe-Hawaii-Afghanistan, education, external organizations, etc.).

Promotion of professional/personal development.

There are opportunities for promotion all the way to senior levels.

You have the ability to grow, i.e., college, training (on/offsite), and mentorship program.

Opportunity for growth through funded graduate schools and overseas assignments within the Agency.

Experience qualifies for CPA examination purposes.

The Agency really supports the development of its people by things such as paying for advanced degrees and certifications.

Rotation among teams so everyone will be able to work in different areas.