

Optimizing Talent Management: Recommendations for the Next Version of the Assignment Interactive Module (AIM)



by Steven Lee

The Assignment Interactive Module (AIM2) marketplace is the tool that soldiers, units, and Human Resources Command (HRC) use to align individuals with their next assignment to optimize talent management. In my recent experience, AIM 2.0 is an intuitive tool that helps individuals consider their potential options for the next job in the Army.

My experience entering the 22-01 marketplace as an O-3 was overall positive. I received mixed reviews about the marketplace prior to participating, but was impressed by the system and the direction the Army is heading in regards to talent management. However, I would like to offer the following improvements to the AIM 2.0 web-based system. From my limited experience, I believe these changes would help all soldiers who participate in the

AIM 2.0 marketplace, regardless of rank or branch.

The AIM 2.0 Marketplace provides several dates throughout the market where participants can view assignments, interact with units, rank assignments, and lock in their preferences. At the conclusion of the marketplace's timeline, participants have ideally secured a one for one match with a unit assignment. I recommend improving this timeline by adding two additional dates in the final portion of the marketplace calendar. These two additional dates can serve as a "musical chairs" function and provide fidelity to both participants and units who are still in search of securing a one for one match. As each date passes, assignments that have been "one for one matched" with participants should be color coded to display what requisitions are remaining. All requisitions would still be visible to participants, but participants would be able to filter by "still available" or "matched" and not available. As the marketplace window nears closing the requisitions displayed as "still available" would get smaller and smaller. This change would give more weight behind one for one matches and minimize ambiguity between participants, units, and HRC. This change would also alleviate additional work for branch managers by producing a higher number of one for one matches based off continuously updated availability and realistic expectations.

Requisitions from units that are hiring in the marketplace currently display the quantity of participants they have ranked through preferencing out of the total number of participants in the marketplace. This could be improved by increasing the amount of information that is viewable regarding the requisition's preferences and candidate rankings. The requisition's list of "preferenced" candidates could be modified to display preferences by last four of DODID, in rank order, and if the requisition and participants have locked their preferences or not. From the requisition user's perspective, they should be able to see the participants requisition rankings by last four of requisition number. Adding this display feature to the final part of the AIM 2.0 marketplace timeline would spare participants and units from asking for screen captures for confirmation of one for one matches as the marketplace timeline concludes. This change also provides more fidelity to everyone involved and

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ensures both units and participants remain honest with one another, further leading to a higher percentage of one for one matches.

In conclusion, these recommended changes will lead to an improved experience for marketplace participants, unit requisition managers, and branches. The addition of two “musical chairs” dates and ranking displays viewing across the mirror into the participant’s and unit’s perspectives during the last portion of the marketplace timeline would provide mutual clarity as preferences are locked.

My first experience with the AIM 2.0 marketplace was very positive and I hope the Army continues to utilize the platform for talent management across the force. The above proposals could help soldiers and units of every branch maximize talent management across the force.

Steven Lee is a Captain in the U.S. Army and recent graduate of the Officer Transition course and MI Captain’s Career Course. Steven previously served as an Infantry Platoon Leader, Plans Officer, and Multi Function Team (MFT) Platoon Leader in the 82nd Airborne Division. Steven has completed the marketplace and is en route to Germany for his next assignment.

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