

Letter from the Editor

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Dear Readers,
Happy New Year! As we step into the first part of 2026, it is an honor to present Volume 2, Issue 1 of the Army Civilian Professional Journal. The start of a new year often brings a renewed sense of purpose, and this issue is designed to fuel that momentum by exploring the diverse facets of modern leadership—from the structured world of ethics to the boundless potential of creative thought.

In this issue, we feature the “Thunderbolts” of the Army Leadership Requirements Model: In our cover feature, we take an unconventional look at Army leadership dynamics through a reflection of two of Marvel’s *Thunderbolts* characters. By examining these complex characters—often individuals with checkered pasts working toward a common good—we draw parallels to the Army leadership requirements model that must be harmonized within high-stakes professional environments.

In another exciting article, we revisit a core pillar of our profession: Mentorship. This article moves beyond the “check-the-box” mentality of career counseling to explore how finding genuine mentorship can accelerate mission readiness and foster a culture of lifelong learning.

Innovation is not a happy accident; it is a discipline. In an article on cultivating creativity, we explore practical strategies for Army civilians to foster “cognitive flexibility” and create environments where unconventional solutions are encouraged and refined.

Finally, we refine the ethical compass by tackling the gravity of our responsibilities with a deep dive into improving ethical decision-making. This piece



offers frameworks for navigating the gray zones of professional service, ensuring our actions always align with the Army values.

As Army civilians, we are the continuity and the expertise that sustains the force. My hope is that the articles within this volume spark conversations in your hallways, breakrooms, and MS Teams channels. Whether you are finding leadership lessons in a comic book or refining your approach to mentorship, remember that your professional growth is the engine of our collective success.

Thank you for your continued service, your dedication to excellence, and your commitment to the mission. Here’s to a productive and transformative 2026.

Thank you for your dedication and service to the United States Army. ■

Call for Papers:

Advancing Professional Knowledge, Capabilities, and Leadership of the Army Civilian Corps

The new Army Civilian Professional Journal, a refereed publication, invites submissions from Army civilians, academics, and practitioners seeking to contribute to the professional development and intellectual growth of the Army Civilian Corps. We seek to publish innovative ideas, lessons learned, and scholarly research that address critical issues and advance the capabilities of Army civilians in support of the Army's mission.

Focus Areas:

We encourage submissions that explore a wide range of topics relevant to the Army Civilian Corps, including, but not limited to:

- Leadership, management, and decision-making within the Army Civilian Corps.
- Integration of Army civilians into multi-domain operations and organizational effectiveness.
- Army civilians and the Army profession.
- Professional development, talent management, and workforce modernization.
- Historical and contemporary case studies highlighting the role of Army civilians.
- Ethical challenges and considerations in the civilian workforce.
- Applications of emerging technologies and data in civilian roles.
- Any other topic that improves Army Civilian Corps effectiveness.

Submission Categories:

- Research articles: Original scholarly research (~3,000–8,000 words).
- Case studies: In-depth examinations of relevant organizational challenges or successes (~2,000–3,500 words).
 - Perspectives: Thought-provoking insights on current issues affecting Army civilians (~1,000–2,500 words).
 - Book reviews: Critical reviews of recent books on leadership, management, or defense topics (~500–1,000 words).

Submission Guidelines:

- Manuscripts must be original, unpublished, and not under consideration elsewhere. Please use the Chicago Manual of Style 18th edition.
- Authors must sign a publication agreement and biography form (bio ~75 words) and include contact information.

How to Submit:

Email your article to usarmy.leavenworth.tradoc.mbx.armyu-amsc-civilian-journal@army.mil. Include “Army Civilian Journal Submission” in the subject line.

Contact Information:

For questions or additional information, please contact the editorial team at usarmy.leavenworth.tradoc.mbx.armyu-amsc-civilian-journal@army.mil.

We encourage all members of the Army Civilian Corps and interested parties to contribute to this important forum for professional dialogue and intellectual growth. We look forward to receiving your submissions. Contribute to the conversation shaping the future of the Army Civilian Corps. Submit your work today!