



INTERAGENCY CONNECTION

215 Dean A. McGee, Suite 320, Oklahoma City, OK 73102

<http://www.oklahoma.feb.gov/>

(405) 231-4167

Chair's Corner



Fall Greetings to All!

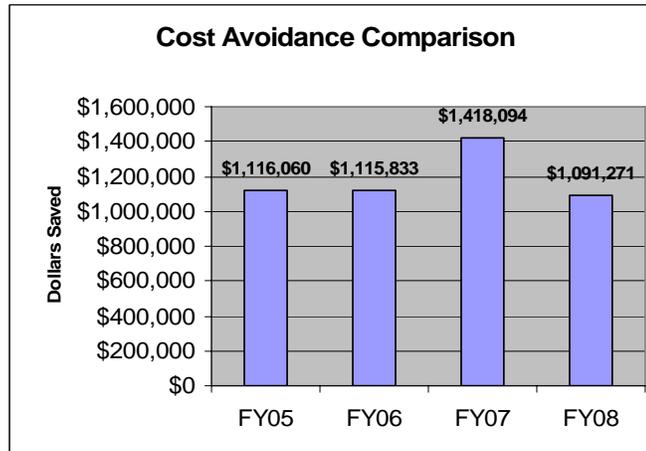
November is shaping up to be a busy month for our FEB. In addition to the Thanksgiving holiday, we will begin the month with our traditional "Transition of Officers" luncheon in which we will honor the work of Kevin McNeely during his term as FEB Chair. I would enjoy seeing you at this event and have the opportunity to hear what you would like to see from your FEB during Fiscal Year 2009. A registration form is provided in this newsletter for your convenience.

Due to numerous concerns that we all may have regarding the current state of financial markets, we have scheduled an FEB luncheon with a speaker to discuss "TSP Investment Strategies in the Current Market"

The speaker will provide information and discuss various investment strategies based upon your proximity to retirement and personal aversion to risk. If this luncheon fills to room capacity, as we expect it might,

we will schedule another luncheon to cover the same information in the very near future. A registration form for this luncheon is also provided within this newsletter for your convenience.

The FEB Staff are compiling the annual activity report which will be posted on our website soon. In an effort to provide you a preview of the results of our activity, I offer the following:



For the investment made by the funding agency, the Oklahoma FEB provides a valuable return. Based on an investment figure of \$159,305.66 in salaries per year, the FEB provided a *cost-avoidance to the Oklahoma Federal*

community of \$1,091,271.80, over a 6.9-fold return. The cost avoidances and savings for the Federal community occur as a result of the FEB's mediation program and its various educational and training programs.

Barry Dodson

Barry Dodson, Chairman

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Developing Critical Competencies Through the Intergovernmental Personnel Act Mobility Program

This Governmentwide program could help your agency develop needed critical skills.

One of the best ways to learn new competencies is to work with someone who has already mastered them. This is why good supervisors often assign new employees to work closely with one of their team's higher performing members during their first months on the job. But what if the office is doing a new kind of work in which no one has yet become proficient? One option is to send employees to training, but time, budget, and other constraints often stand in the way.

Another strategy many agencies have used is to detail employees to another organization that has experienced employees to learn from. For example, Federal employees may serve rotational assignments in other Federal agencies. In contrast, the Intergovernmental Personnel Act (IPA) Mobility program is designed to allow agencies to detail employees to non-Federal organizations as well. Under the provisions of the IPA, Federal civilian employees can temporarily work for state governments, local governments, universities, and other eligible public or nonprofit organizations. The act also authorizes employees of these non-Federal organizations to work temporarily in Federal agencies—in case this might be the better way to transfer their skills into the agency.

The legal authority for the IPA Mobility program can be found in 5 USC, sections 3371 through 3375. Regulations governing the program are specified in DFR part 5, chapter 334 and summarized on the Office of Personnel Management's (OPM) website at www.opm.gov/programs/ipa/mobility.asp. A few key facts can help you decide

whether to consider the program in developing the competencies of your workforce:

- The program is designed to transfer needed skills into Federal agencies, with development of individual competencies as a secondary benefit.
- Some employees—such as those in noncareer, excepted service, noncompetitive, temporary, or term appointments—are not eligible.
- Assignments under the program may last up to two years, with the potential for extending for another two years, and the time may be full time, part time or intermittent.
- Cost agreements for IPA mobility assignments are negotiated between the agency and the non-Federal organization. There is flexibility about which organizations pays for the employee's basic pay, benefits, travel and other expenses.
- While on assignment, Federal employees remain subject to conflict of interest constraints about matters affecting their home agency.

OPM has delegated authority to agencies to determine—within guidelines—which non-Federal organizations are appropriate for IPA Mobility assignments. Agency leaders should become familiar with this program and use it when appropriate to transfer needed expertise into their organizations—and develop their employees at the same time.

Taken from Issues of Merit, a publication of the US Merit Systems Protection Board, Office of Policy and Evaluation, dtd September 2008



Spotlighting Information in Public Service

Did You Know...



Defense Ammunition Center
McAlester, Oklahoma



The U.S. Army Defense Ammunition Center (DAC), located at the McAlester Army Ammunition Plant in McAlester, Oklahoma, offers many unique and special capabilities that serve the ammunition industry, both government and private, around the globe. The organization is part of the U.S. Army Joint Munitions Command, which is the largest subordinate command under the U.S. Army Materiel Command. Since 1920, DAC has delivered a broad range of products and services to the war fighter and other personnel engaged in ammunition logistics.

Their goal is to promote and assure safe and efficient operations involving ammunition and explosives from the time it enters the stockpile inventory from manufacture through use in training, wartime or demilitarization.

DAC accomplishes six major missions in pursuit of this goal:

Training: provides ammunition-related training annually to more than 35,000 DoD military, civilian, defense contractor, and international military students. Their training focuses on explosives safety, hazardous materials, technical ammunition, and surveillance operations. Recent changes include a shift to distance learning and accredited off-campus instructional activities, which save customers precious time and money while providing mandatory training.

Engineering: provides procedures worldwide to assure safe handling, transportation, and storage of ammunition explosives. Logistics Engineers design,

prototype, and field equipment for ammunition maintenance, renovation, demil, and surveillance. Engineers validate procedures and equipment, and provide instrumentation support on-site.

Explosives Safety: provides explosives and chemical agent safety technical information assistance to support Army Headquarters, the major commands, and the explosives/chemical agent safety community worldwide.

Demil Technology: synchronizes integration of demilitarization R&D technologies for DoD conventional ammunition, guided missiles and large rocket motors, into the organic and commercial base. Collaborating with other military services, academia, and industry, the Munitions Items Disposition Action System (MIDAS) provides the ammunition community with munitions-constituent information, capability data, stockpile and environmental analysis, and technical support.

Operations: provides DoD customers worldwide with current and relevant ammunition support through on-site reviews, technical assistance, special studies, and preparation of studies and informational booklets and pamphlets.

Ammunition Careerists: The Quality Assurance Specialist Ammunition Surveillance (QASAS) was established in 1920, and is the Army's oldest career program. The Ammunition Managers career program was established in 1983, and both programs are managed for the Army by the career offices at DAC. They ensure a source of trained, experienced civilian personnel.



Three Steps for Creating a Super Team and Not Just a Work Group

Everyone wants to be a part of a high-performing team. Research shows that it may take years to build a super team. We agree with that. But we want to do all we can to expedite the process. We want to help you create a super team that is incredibly productive and enjoyable. This short article is about the three steps that induce a sense of greater teamwork amongst people.

1. It has often been noted that people learn more from their failures than they do from their successes. We believe that this may be true for individuals, but not for teams. When teams experience setbacks, there can be a lot of finger-pointing and blaming that occurs. The ability to document team successes early on and build upon them is the preferred route to building a super team.

John, a crackerjack trainer and team facilitator, gave us this insight:

When I build teams, I look for “low-hanging fruit.” These are easy-to-grasp team successes that can be documented right away. To me, building a team is much like building a house and successes serve as a sturdy foundation. If there is a lot of storming, bickering and questioning going on during the early history of a team, I take control. I make the time to get consensus on some things that will create pride and connectivity. There are only two pieces to any team’s puzzle—performance and promotion. An effective team must perform and then be able to promote itself—tell the world about its success. Teams thrive on magnifying their accomplishments. I get a kick out of helping teams come together, gather confidence and take on the world. It happens first with successes—then the team can handle setbacks.

We have nothing against failure. We know it builds character. But we believe it is better for teams to rally around successes—particularly in the early going.

2. Don’t have everyone adopt this attitude: “I’ll do whatever it takes to make this team function effectively.” Indeed we’ve all heard the old adage that’s there is no “I” in team. But a super team has this approach to reality: “Bring your special talent(s) to this team. We want the best of you because you’re an integral component of this team. Without your uniqueness, we are not nearly as effective and cohesive.”

Jennifer, a magnificent team leader, shared this with us: *I bought everyone on my team a t-shirt with these words inscribed on it: “I am a respectful rebel.” That’s what I want from each of them! I’ve been on teams in the past where some individuals consistently acquiesce and give in without speaking up. These became “very vanilla” teams. There was little to no passion. To me, a half-hearted commitment is worse than no commitment at all.*

On my current team, we encourage disagreement, taking on big issues, holding everyone accountable, naming the “elephant in the room” and heartily celebrating whenever we can. Some day, this team will disband and I’m not looking forward to that because we have built something oh-so special. But I know that I’ll always be able to build strong teams in the future because of what I have learned from the individuals in this unit.

Get the picture? Know the key talents that you bring to your team and don’t be a wallflower. Bring them—share them! Speak your piece and encourage others to do the same. Everyone’s special contributions will make for a magnificent and memorable team mosaic.

3. In a nutshell, teams communicate, collaborate and create innovation. Therefore, fruitful dialogue creates innovation. But what else does? The answer may surprise you. It is competition! We have found that friendly competition among team members enhances innovation and creates greater camaraderie.

Donald, a vice-president and a team leader at a bank, told us this story:

I don’t like boring team meetings. I start every meeting with a mini-competition. Since we are a numbers-driven institution, I get on the internet and I find trivia questions like these:

- *Donald Trump is not the richest man in America. Where is he ranked in the top 100 richest Americans? (The answer is 71st.)*
- *Pike’s Peak is not the tallest mountain in the United States. Where is it ranked among the top fifty mountains in American? (The answer is 14th.)*
- *What year was the Hoover Dam completed? (The answer is 1935.)*

I challenge my colleagues with the question of the day and people look forward to this “kick-off ritual” in our meetings. I give an inexpensive prize to the individual who comes close to the right answer without going over the correct number. We have lots of laughs and it sets the tone for innovation and collaboration as a group when we get down to business.

Little things make big differences. Keep the “wheels greased” in regard to innovation by providing opportunities for competition and dialogue. It will pay high dividends as you develop your team.

We wish you nothing but the best as you build and maintain your super team(s). We believe that learning is the ultimate vacation and we hope you are able to adapt the above three concepts into your repertoire.

© Mark “Tenacious” Towers and Casey J. Towers
Mark: 817-421-4744 Casey: 512-659-6615



UPCOMING EVENTS November 2008

- Nov 2, 2008** **Time Changes to Daylight Time** 
- Nov 6, 2008** **Government Career Fair**
All Day Southwest Oklahoma State Univ
Weatherford, OK
POC: Tiffany Hawkins, 580-774-3233
or FEB Office, 405-231-4167
- Nov 11, 2008** **Veterans Day** 
- Nov 13-14, 2008** **Government Job Fair**
All Day Workforce Tulsa
POC: FEB Office, 405-231-4167
- Nov 18, 2008** **FEB Luncheon**
11:30 a.m. **TSP Investment Strategies**
FTC Training Center
7510 S. McArthur Blvd., OKC
POC: FEB Office, 405-231-4167
- Nov 18, 2008** **Emergency Preparedness Council**
2:00 p.m. USDA Risk Management Agency
205 NW 63rd St., Ste 170, OKC
POC: FEB Office, 405-231-4167
- Nov 19, 2008** **Interagency Training Council**
10:00 a.m. Arvest Bank
3900 N. Lincoln
POC: Ellen Parrott, 405-419-4291
- Oct 16, 2008** **Federal Employees Care Council**
11:00 a.m. Allegiance Credit Union
4325 N. Meridian, OKC
POC: Tom Burton, 405-954-0625
- Nov 27, 2008** **Thanksgiving** 

The best leaders operate in four dimensions: vision, reality, ethics, and courage. These are the four intelligences, the four forms of perceiving, the languages for communicating that are required to achieve meaningful, sustained results.

—Peter Koestenbaum

Your Federal Executive Board

“Federal Executive Boards (FEBs) are generally responsible for improving coordination among federal activities and programs in...areas outside of Washington, D.C...FEBs support and promote national initiatives of the President and the administration and respond to the local needs of the federal agencies and the community.” (GAO-04-384)

We applaud the efforts of the Oklahoma FEB Executive Policy Council members who ensure information is provided to direct our activities and efforts:

- Jim Akagi, US Drug Enforcement Administration
- Larry Flener, Representative for the District Director, US Postal Service
- Patti Ford, Director of Staff, Tinker AFB
- Col. Jennifer Graham, 71st MSG, Vance AFB
- Sam Jarvis, Director, VA Regional Office, Muskogee
- Scott Morgan, Director, US Postal Service National Center for Employee Development, Norman
- Dottie Overal, Director, Small Business Administration
- Lindy Ritz, Director, FAA Mike Monroney Aeronautical Center
- David Wood, Director, VA Medical Center

This newsletter is published monthly as a cost-effective tool for communicating events and issues of importance to the federal community in Oklahoma. If you have news of interest, please fax to the FEB Office at (405) 231-4165 or email to LeAnnJenkins@gsa.gov no later than the 15th of each month.

Officers:

Chair: **Barry Dodson**, Director
USDA Risk Management Agency

Vice-Chair: **LCDR David Nikodym**
Commander, Military Entrance
Processing Station

Ex Officio: **Kevin McNeely**
US Department of Housing and
Urban Development
Mike Roach, U.S. Marshal
US Marshals Service
Western District of Oklahoma

Staff:

Director: LeAnn Jenkins
Assistant: Julie Murray



F.E.B. LUNCH & LEARN



Topic: TSP Investment Strategies in the Current Market	Speaker: First Command
Date: Tuesday, November 18, 2008	Time: 11:30 a.m.—1:00 p.m.
Location: Federal Transfer Center Training Center 7510 S. McArthur Blvd. Oklahoma City, OK 73169	Directions: McArthur Blvd. south until it ends (south of FAA); turn left (the Federal Transfer Center will be directly in front of you), burn right at the stop sign, the training center is on your left about 1/8 th of a mile south.

Who should attend?

Any Federal Employee participating in the Thrift Savings Plan, interested in asking questions and gaining information about investment strategies.

REGISTRATION

Name:	Agency:
Phone:	Address:
Fax:	Email:

Cost: \$12.00 per person

Lunch includes: Buffet style, Chicken Cordon Bleu, wild rice, green beans, roll, cookie, tea and water.

Method of payment: Cash Government Voucher Credit Card Pay at the door

Mail registration to:	Federal Executive Board 215 Dean A. McGee, Ste 320 Oklahoma City, OK 73102
Or fax to:	405-231-4165

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, refunds and cancellations will be permitted through January 11, 2008. However, after that date, registrations must be honored by the individual or agency involved. If you are unable to attend, substitute attendees are authorized and encouraged!



FEB Transition of Officers Luncheon

Monday, November 3, 2008

11:30 a.m.—1:00 p.m.



NCED is located just off Highway 9 (east) in Norman.

Directions from the north: Take I-35 south to Norman, OK; Exit I-35 at **108A/B Lindsey St. Hwy 9 EAST**. [After exiting I-35, stay left and pass under Lindsey St. then move to the right (Exit 108A) to “loop” onto HWY-9 **EAST** (Route 9)] (Look for signs to University of Oklahoma); Stay on HWY-9 East until it changes from a 4-lane to a 2-lane highway. [There will be a family entertainment center (miniature golf, go-carts, driving range) on your right.] At this time you will be able to see NCED just past the next traffic signal (SE 24th Ave.) on the left. The Housing Facility is the six-story building east of the Training Center. Turn left off Highway 9 (at the Technology Place light) and take the first right into the housing Facility parking lot. If you need assistance along the way please call (405) 447-9000, ext. 0.

Directions from the south: Take I-35 North to Norman, OK; Exit I-35 at **108A Hwy 9 EAST**. (Look for signs to University of Oklahoma); Stay on HWY-9 East until it changes from a 4-lane to a 2-lane highway. [There will be a family entertainment center (miniature golf, go-carts, driving range) on your right.] At this time you will be able to see NCED just past the next traffic signal (SE 24th Ave.) on the left. The Housing Facility is the six-story building east of the Training Center. Turn left off Highway 9 (at the light at Technology Place light) and stop at the guard shack. They will be able to give you direction to where your meeting is being held.

Our luncheon will be a plated lunch, to include: Salad, Creamy wild mushroom ragout with strips of grilled chicken breast served over a bed of bowtie pasta, dessert and iced tea.

COST: \$15.00 per person

Name: _____ Agency: _____

Address _____

Phone: _____ Fax: _____

Email Address: _____

Payment Method: Cash Check made payable to the Oklahoma FEB Credit Card Govt Voucher

Please mail to:	Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 320 Oklahoma City, OK 73102
Or fax to:	405-231-4165

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PLEASE POST FOR ALL EMPLOYEES



SUN	MON	TUES	WED	THUR	FRI	SAT
30		November 2008				1
2 	3 FEB Luncheon	4	5	6 Govt Career Fair- Weatherford	7	8
9	10	11 Veterans Day	12	13 Govt Career Fair- Tulsa	14	15
16	17	18 11:30 FEB Luncheon 2:00 Emergency Prep Council	19 10:00 ITC	20	21	22
23	24	25	26	27  Thanksgiving	28	29

OKLAHOMA FEDERAL EXECUTIVE BOARD
 215 DEAN A. MCGEE AVENUE, STE 320
 OKLAHOMA CITY, OK 73102-3422
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We wish to thank the FAA Franchise Print shop for their monthly assistance in the duplication and distribution of this newsletter.