INTERAGENCY CONNECTION

215 Dean A. McGee, Suite 153, Oklahoma City, OK 73102 **http://www.oklahoma.feb.gov/** **(405) 231-4167**

Chair's Corner

'Tis the season for holidays, family and friends!

While we are trying to recover from the bountiful meals of Thanksgiving, beginning to plan the upcoming holidays with many activities that surround the season, and trying to determine how best to use that annual leave balance, our FEB office is planning for this fiscal year's activities.

Due to the flurry of activities described in the previous paragraph, the FEB office will provide a "repeated" notification to ensure everyone receives information and that nothing is overlooked or lost in the hubbub of the holidays. Notifications will be sent out via email, in this newsletter and posted to our website as information is developed and activities are confirmed.

- FEB Annual Awards solicitation…time to start preparing packages for your high-performing employees!
- Registration opportunity for the Awards luncheon scheduled for May
- Leadership FEB 2014 class registration form,
- Lunch n Learn training opportunities for federal leaders, managers, and supervisors (all for the cost of lunch),
- Pre-retirement training opportunities

This information will be sent to Federal Agency Leaders via email, it will be provided in our newsletters, and will be posted on our website to maximize your access to the information.

There are a few federal agencies that "touch your life" during the holidays! Here are a couple of tips to assist in your holiday plans for mailing and travel:

Sending holiday greetings and gifts? To ensure domestic mail delivery by December 24th, send mail by:

First Class	Priority Mail	Priority Mail Express
Friday Dec 20	Saturday Dec 21	Monday Dec 23

Check out the U.S. Postal Service website at www.usps.com for all your holiday mailing and shipping needs.

Travelling for the holidays? Since holiday travel is during the busiest travel time of the year, TSA wants to remind passengers of the security procedures in place and help travelers be prepared for security, before they leave home. Check this link for their "Holiday Traveler's Checklist". http://www.tsa.gov/traveler-information/helpful-hints-holiday-travelers

Wishing everyone a safe and enjoyable holiday season!

Julie A. Gosdin

Julie Gosdin, Chairperson

Inside Story	*Pg*	*Inside Story*	*Pg*
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Employee-Supervisor Relationships: A Key to Capitalizing on Employees' Talents

Federal agencies are in a difficult situation. Amidst freezes in hiring and pay, and of threats to benefits, Federal agencies are expected to attract, develop, and maintain a highly capable workforce. Although Federal budgets and resources remain depleted and training has become less accessible, expectations for creativity and innovation continue. And, despite continued questioning of the value of their work, Federal employees are called upon to be engaged and to generate high-quality products and services. Leaders of Federal agencies must find ways to overcome the many obstacles that currently threaten morale and mission success, and to motivate staff to utilize the full range of their talents.

Fortunately, there are actions that Federal leaders can take to encourage workforce motivation and capitalize on employees' talents. As recently discussed by MSPB[1], there are considerable opportunities for improvements to be made to job characteristics and reward systems. Briefly, ensuring that employees' interests, goals, and capabilities align with the characteristics of their jobs, and linking employees' work and accomplishments to agency mission success can be instrumental in motivating employees' effort towards their jobs. Similarly, taking stock of employees' reward[2] desires, tailoring recognition accordingly[3], and making sure employees see connections between their work efforts, valued rewards, and performance, can help fuel their motivational fire.

Critical to these improvement strategies are good supervisors who develop quality working relationships with their subordinates. Good employee-supervisor dynamics are necessary for identifying situations where job characteristics can be altered to better support employees' interests, goals, capabilities, and ultimately motivation. Such open dialogue and relationships can also pave the way for understanding how to best reward and recognize employees for their efforts.

While supervisors should take responsibility for building quality communication and relationships with their employees, employees should be prepared to collaborate. Employees need to be willing to engage in honest introspection—to examine how their jobs and rewards are (or are not) conducive to their motivation. Similarly, employees should be willing to work with their supervisors to strategize potential *individualized* improvements. Try as they may, supervisors are not mind readers; what may motivate one employee may stress another. One-size-fits-all motivational strategies should be avoided, as individual employees have different needs, desires, capabilities, and aspirations. The key to motivation, whether in the domain of job characteristics or rewards, is for employees and supervisors to jointly determine what works, what could use improvement, and to negotiate tailored improvement strategies.

Sound supervisory performance management practices are just as important for encouraging employee motivation. These practices include: communicating clear expectations, reviewing progress towards goals, objectively evaluating performance, holding employees accountable for results, and properly recognizing and developing performance. Quality employee-supervisor working relationships provide fertile ground for supervisory performance management practices to flourish.

Granted, supervisors may not always have as much information or solutions as they would like to confidently offer their staff. For example, giving clear expectations on project milestones or deliverables may be challenging in environments where such criteria are constantly in flux. In these and other similarly unpredictable situations, supervisors may rightfully feel "out of their comfort zones" with respect to trying to manage employees' performance. Yet, the key is that they make the effort. When times are tough, it is even more critical for supervisors to acknowledge that they don't have all the answers, and to be open to working with their employees to strategize solutions and craft a game plan. Honesty and open communication are hallmarks of performance management, and trusting working relationships in general.

These are challenging times for Federal agencies and the Federal workforce as a whole. Just as agencies have been encouraged to make the most of their budgets and resources, they should strive to make the most of their employees' motivational potential. Job characteristics and rewards provide opportunities for encouraging employee motivation. Both require the development of trusting and open relationships between employees and supervisors, and sound supervisory performance management practices. Such practices and relationships are especially important during tough times and when information may be lacking. Not easy, but essential, to ensuring that employees are motivated to maximally apply their capabilities towards mission success.

1. See U.S. Merit System Protection Board, Federal Employee Engagement: *The Motivating Potential of Job Characteristics and Rewards*, December 2012; and *Engaging Employees with Job Design and Rewards*, Issues of Merit, September 2012, pp. 1 & 6.
2. The term "rewards," includes both monetary and nonmonetary forms of recognition. There are many effective ways to reward employees for their work that don't involve money, and which may be especially attractive in light of continued budget challenges. Id., pp. 20-28.
3. Appropriately tailoring rewards will likely require discussion with stakeholders including agency leadership, HR, and employee representatives. Agencies need to be fair, transparent, and emphasize similar treatment for similarly situated employees. Id., pp. 25-28.

Taken from Issues of Merit, September 2013, pp. 4 & 7

Spotlighting Information in Public Service

Did You Know…

National Active and Retired Federal Employees (NARFE)

Since the Oklahoma NARFE Chapters were available at our October pre-retirement training sessions, many questions have been posed regarding the organization. As a result, I've asked a representative from the Oklahoma NARFE Federation to write an article for our newsletter providing additional info:

The National Active and Retired Federal Employees (NARFE) Association is dedicated to protecting and preserving the pay and benefits of all federal workers, retirees and survivors. Founded in 1921, NARFE's legacy spans more than 90 years – working tirelessly in support of our members, serving as a Legislative Voice and your membership strengthens our collective voice and fortifies our national outreach.

NARFE Mission Statement:

- To support legislation beneficial to current and potential federal annuitants and to oppose legislation contrary to their interests.
- To promote the general welfare of current and potential federal annuitants by advising them with respect to their rights under retirement laws and regulations.
- To cooperate with other organizations and associations in furtherance of these general objectives.

NARFE's mission includes assisting you in protecting your earned federal benefits and serves you as an information resource. The award-winning *narfe* magazine provides in-depth coverage of issues affecting the federal community; timely, accurate and understandable information on changes to your benefits; insight on how new legislation will affect you; answers to federal benefits FAQs; updates on NARFE's legislative agenda; financial planning tips; and much more.

NARFE Membership is open to civilians who are or will be eligible to receive an annuity or survivor annuity from the federal retirement programs of any agency of the United States government including: Active employees, retirees, spouses and surviving spouses of those eligible to join NARFE, former employees and any former spouse who is legally entitled to a federal survivor annuity.

We welcome ALL active employees and their spouses to share in the organization's mission. Join NARFE today -- Your membership will make a difference!

For more information see our website at www.narfeok.org or contact James Olden, Federation Pres. 405-424-3488, Dist. I VP - Jeff Vaughn 918-598-3891, District II VP - Ron Vick 918-623-1693, Dist. III VP - Jerry Walker 405-354-7816, Dist. IV VP -Marilyn Componation 405-741-1934 or Dist. V VP - Bob Edwards 405-691-8077. We will be happy to further share our mission, goals, and benefits with You!

Written by Lacinda Green, NARFEOK.

7 Signs You're Not Ready to Retire

By Tammy Flanagan National Institute of Transition Planning October 18, 2013

If you were one of the many federal employees who weren't able to work during the 16-day government shutdown, you may have given some thought to the question, "Should I stay or should I go?" If you are eligible to retire, did you think that maybe now is the time to call it quits?

How do you know when it's your time to retire? A good place to start is knowing when it's not a good time to move on. I recently read an article by Robert Laura at *Bankrate* called "7 Signs That It's Not Time To Retire Now."(www.bankrate.com/finance/retirement/signs-not-time-to-retire-now.aspx#slide=1) I've modified his list to fit the unique circumstances facing federal employees:

You're merely eligible. Just because you're eligible for Social Security or retirement benefits under the Federal Employees Retirement System or Civil Service Retirement System doesn't mean you should take them. There'll be a big difference in your retirement income between retiring at the end of 2013 and the end of 2018. By waiting, you'll have five more years of savings in your Thrift Savings Plan, plus the compounded growth of your existing savings. You'll have accrued another 5 percent or 10 percent of your high-three average salary toward your retirement benefit. If you're paying Social Security taxes, you'll contribute more toward your average Social Security earnings, which will boost your benefit. If you are between the ages of 62 and 70, you get an increase in your Social Security benefit for every month you delay receiving your benefit. Use this calculator (www.socialsecurity.gov/estimator) to estimate your Social Security benefits.

You plan to work part time. If you will need to work for personal or financial reasons after you retire, be aware that it isn't always easy to find a job that you will be happy with and be able to do it part time. With any luck, early next year the Office of Personnel Management will roll out the option for a phased retirement under CSRS or FERS. Not all employees will be eligible to do this, but for those who love their job but no longer want to do it full time, phased retirement could be the solution. I wrote about phased retirement in two columns earlier this year: Let the Confusion Begin! (www.govexec.com/pay-benefits/retirement-planning/2013/06/let-confusion-begin/64421) and Phased Retirement: The Bottom Line (www.govexec.com/pay-benefits/retirement-planning/2013/06/phased-retirement-bottom-line/64874).

Your spouse doesn't want you to retire. This sign is no different for feds than for private sector employees. As Laura points out, a successful retirement requires approval from your partner, and it's best if you both prepare for the transition. The recent furlough may have been a test for some feds about what it would be like to spend their days with their partners without working.

You don't have a place to go. I can comment on this from personal experience. My husband and I recently moved into an "over 55" community. The majority of the residents are retired. In these types of communities, there are committees for everything, and I think one reason is it makes retirees feel useful. But sometimes they take it to extremes. At one meeting I attended recently, one of the residents presented a 30-page report with addendums and exhibits to outline a problem he is

having with foggy windows in his condo. He might need a few more activities to fill his time.

You're counting on stock market investments. It would be wonderful if you could cover your living expenses with your monthly income from Social Security and your federal retirement benefit. (Believe it or not, many federal retirees do just that.) However, if you do need to withdraw money from the TSP on a monthly basis to supplement your other retirement income, be sure not to take out so much that you deplete your savings too early. A rule of thumb is to keep your withdrawals at 4 percent of the account balance or less per year. You have the option of converting some or all of your TSP to an annuity, but you pay for the security by giving up control of your investment. You also can get a monthly payout directly from your TSP balance that is based on your life expectancy and will adjust every year based on the balance in your account. Both of these options will reduce the risk of depleting your funds. You can try out various withdrawal options here (www.tsp.gov/planningtools/retirementcalculator/retirementCalculator.shtml).

You haven't planned for health care costs. While you are enjoying good health, you won't have much to pay out of pocket besides your health insurance premiums. Under the Federal Employees Health Benefits Program, most preventative care is covered 100 percent with no deductible when you use preferred providers or in-network services. However, when it comes to covering a medical emergency or a chronic illness, you may need a nest egg for the expenses you incur even after your health plan has covered its portion of the cost.

You have financial obligations. According to Laura, when it comes to major life decisions like retirement, sometimes the most obvious signs are the flashing red lights of too many financial commitments. So if your kids are in college (or out and still dependent on you), you have credit card debt, your parents haven't retired yet or you've co-signed a loan for someone else's house or car, now is probably not the time to retire.

Taking the Plunge

Written by Tammy Flanagan, August 7, 2009 (entire article at http://www.govexec.com/pay-benefits/retirement-planning/2009/08/taking-the-plunge/29714/)

Some people like to wade into cold water one step at a time, while others prefer to jump in feet first and get it over with all at once. The same applies to federal employees nearing retirement.

You could go cold turkey by accepting your last paycheck and never entering the workforce again. Or you can ease into retirement by shifting to a part-time schedule first, or leaving government and putting your expertise to use in the private sector before ending your career.

More employees are gravitating toward the gradual approach, according to a 2008 Labor Department report. Life expectancies are rising and people are healthy enough to work past the traditional retirement age. They also need to set aside more savings to support longer retirements.

Still, there are a number of factors to consider when determining the right approach for you. In past columns I have explored the pros and cons of working part time before you retire or becoming a reemployed annuitant, differences in how part-time work is treated under the Civil Service Retirement System and the Federal Employees Retirement System, and special considerations for Defense Department employees. I've also shared words of wisdom from a couple that has been retired since the mid-1970s.

4 Ways to Improve Morale Post-Shutdown

By Kris van Riper and Elisabeth Joyce CEB October 23, 2013 Taken from GovExec.com "Promising Practices"

http://www.govexec.com/excellence/promising-practices/2013/10/turning-point-federal-employee-engagement/72470/

Most federal managers have spent the last several weeks focusing on Congress, the budget impasse and factors outside of their control. The good news is that employees have returned to work and federal managers now have the ability to control one of the most important drivers for the future success of their teams – employee engagement.

The bad news, however, is that the effects of the government shutdown may affect employee engagement for far longer than federal offices were closed. The short-term nature of the budget deal creates ongoing uncertainty for employees' future, impacting their emotions, perceptions and behaviors. Additionally, while most managers acknowledge the importance of morale and engagement, they often struggle to define what it means and how to improve it. However, the most successful managers in this turbulent time will be those who focus on rebuilding employee engagement.

CEB, a member-based advisory company, has worked closely with over 2,000 public and private sector organizations, surveying over 10,000 employees to understand and identify the key drivers of employee engagement. CEB defines engagement as the amount of commitment, effort and intention to stay that employees exhibit given past experiences, present events and future expectations. Overall, CEB has found that the employees most committed to their organizations put forth 57 percent more effort and are 87 percent less likely to leave than employees who consider themselves disengaged.

Given data from The Federal Employee ViewPoint Survey (FedView), federal agencies and managers have demonstrated a wide range of success in their ability to drive employee engagement. CEB research shows that the organization, managers, and peers each make a difference in an employee's level of engagement; however, effective managers are proven to be the most impactful.

Part of the challenge in improving engagement is that many managers are uncertain of where to focus their efforts, given the many potential drivers of engagement. CEB analysis indicates that, rather than taking a blanket approach, managers should focus on four key imperatives that are proven to have a disproportionate impact on improving engagement.

1. Reconnect Employees to Mission–It is critical to communicate how an individual's work connects to the agency's broader mission and strategy. CEB research shows that this is the single largest driver of engagement. When individuals understand how their role contributes to the mission, the extra effort they contribute to the organization raises by one-third.

2. Navigate Role Complexities–The workplace has become increasingly complex and requires a large amount of collaboration with others in order to accomplish goals. Some managers try to simplify work by filtering activities and information, but these

tactics are often unsuccessful. Instead, managers can improve employees' performance by facilitating relationships and providing context and advice to help them effectively prioritize their own work and navigate complexity.

3. Empower Workforce Contribution– FedView survey results indicate that the percentage of employees who have a feeling of empowerment dropped more than 3 percent from 2011 to 2012. This is likely to trend downward again in 2013 following sequestration and the partial shutdown. Empowerment is an important engagement driver, as employees who feel empowered have engagement levels more than 20 percent higher than those who are less empowered. Managers can empower employees by allowing them to guide decisions, influence the way work is done and offer ideas for improvement.

4. Focus on the Future–In order to retain employees, organizations must focus not only on their present experiences but also on future opportunities, roles and career paths. Building engagement by focusing on future expectations as well as current experiences can result in a 17 percent increase in an employee's willingness to accept a new role within the organization and a 38 percent increase in willingness to accept increases in responsibilities.

Federal managers, while faced with many external forces beyond their control, have the ability to control all four of these proven drivers of engagement. Even better, these strategies focus not on changing existing compensation structures or performance models, but instead stress the importance of effective communication and a connection to mission. After several challenging weeks for federal employees, managers should now seize the opportunity to use the shut-down as a turning point to positively improve engagement and remind staff of their important contributions in serving the public.

Kris van Riper is a managing director and Elisabeth Joyce is a director at CEB, a member-based advisory company.

FAA loosens rules for devices on Aircraft

(from Federal Times article dtd November 4, 2013)

Airline passengers soon will be able to use portable electronic devices such as readers and games during takeoffs, landings and throughout flights, the Federal Aviation Administration announced last week.

Before the new rule takes effect, airlines must demonstrate that aircraft won't be at risk because of potential interference from portable electronic devices.

That is expected to take place quickly and the devices approved for use by the end of the year in most of the nation's airline fleet.

Connecting to the Internet remains prohibited when the plane is less than 10,000 feet in the air.

Voice calls also are banned during the entire flight, under a Federal Communications Commission rule.

The decision follows a report Sept. 30 from a 28-member committee representing airlines, manufacturers, electronics makers, pilots and flight attendants.

Wise investors accept some risks

Think you can accurately predict the future? It seems that many Thrift Savings Plan investors do. TSP-related message boards and online forums are filled with posts from participants who are obsessed with trying to position their accounts to either take advantage of, or defend against, this or that anticipated turn of events.

In some cases, this is smart; in others, it's not. In the case of rising interest rates, for example, the current environment makes higher future rates all but certain. This unusually high probability, along with the availability of an attractive substitute for bonds in this environment, make substituting some G Fund for F Fund a smart move.

On the other hand, trying to game a congressional action—or inaction—that tends to affect various economic factors, is not so smart. Consider what you are assuming when you make anticipatory investment decisions in these cases. Market prices move in anticipation of future events. These moves are driven by the expectations of a large number of very sophisticated players—the vast majority of whom are professionals with a deep supply of resources and experience who are doing everything they can to handicap the probabilities of future events and position their portfolios accordingly. Assuming that the market will fall as a result of a future event is only a safe bet if the rest of the market's players have failed to recognize the possibility of this coming to pass. By the time you recognize a risk, the market is likely to have done so and adjusted securities prices accordingly.

Why would an intelligent investor wait for the actuality to buy or sell when it's in their best interest to do so before the fact? To reliably profit from predictions, you have to know important information before others.

If your financial success depends on avoiding short-term losses, you're not doing it right. A much more reliable—and less stressful—approach is to design your investment plan from the start to tolerate the inevitable losses it will endure. I accept that certain risks are unavoidable. And design investment strategies around them. Short-term loss is one such risk.

When it comes to investment management, there are only two mistakes you can make. The first is begin too aggressive—that is, taking too much risk. The second is being too conservative, or taking too little risk. That sounds simple enough, but too much or too little risk compared to what?

Many investors judge the risk they perceive relative to their ideal of never suffering a loss. I can't count the number of TSP investors I've interviewed over the years who've described their investment goal as "to make as much money as possible without ever losing money!" This is ridiculous unless your lifetime financial goals can be realized with the G Fund. If so, that's where your money should be.

Most investors I've encountered are not in this position, however. Fulfilling their financial goals will require more growth than the G Fund can provide. And, with this additional growth potential comes the risk of short-term loss.

Ironically, what some investors do to try to shield themselves from the risk of short-term loss increases the risk of long-term failure. Assuming that your TSP is properly allocated, moving to a portfolio allocation—say, 100 percent G Fund—to anticipate a negative economic event, will mean that your portfolio is too conservative to meet your long-term needs, so you can't stay there. If you're wrong, you'll miss out on gains that might be important to your long-term success.

Whether you're right or wrong, you'll be in a position of having to decide when to shift back to the right asset allocation model.

Using this logic, you may as well have left the stock market in 1998 and not come back since—the time period during which a properly diversified and managed portfolio has doubled in value.

Taken from Federal Times, Personal Adviser article dated October 21, 2013, written by Mike Miles, a Certified Financial Planner licensee and principal adviser for Variplan LLC, an independent fiduciary in Ashburn, VA, specializing in retirement planning for federal employees.

EXCEPTIONAL LEADER

Date:	Thursday, August 7, 2014
Location:	Public Works Training Center, 3738 SW 15th Street, OKC
Time:	11:00 a.m.—1:00 p.m.
Cost:	$15.00 per person to cover lunch (must be paid in advance)
Who should attend:	Federal Leaders & Managers

Jack Zenger believes that average managers can develop the traits shared by exceptional leaders—traits that improve retention, customer satisfaction, employee engagement, and bottom-line profitability. Based on the best practices of leading organizations, he offers ten specific recommendations proven to enhance leadership development.

Program Highlights

- How to establish a leadership development plan that actually works.
- Why being allowed to make mistakes is critical to becoming a great leader.
- The differentiating attributes of extraordinary leaders: walking the talk, communicating powerfully, thinking strategically and connecting with the outside world.

This workshop is a 52 minute DVD presentation of Jack Zenger in Effective leadership. Empirical data shows a distinct correlation between quality of leadership and business performance. Effective leaders are therefore critical to the success of any enterprise. Yet 70% of Fortune 100 executives recently admitted their companies had insufficient bench strength to carry them into the next decade. How can leaders be found to fill this gap? While formal leadership development programs have often failed to achieve measurable results, Jack Zenger believes that average managers can develop the specific traits shared by exceptional leaders—traits that improve retention, customer satisfaction, employee engagement, and bottom-line profitability. Based on the best practices of leading organizations, Zenger defines these characteristics, and offers ten specific recommendations proven to enhance leadership development.

Jack Zenger has authored or co-authored six books including "Results-Based Leadership" and "Handbook for Leadership." He received an MBA from UCLA and a PhD from the University of Southern California. Zenger has taught at USC and served as an adjunct faculty member at the Stanford Graduate School of Business.

Following the viewing of the DVD, there will be a facilitated discussion on the leadership lessons presented, as well as an opportunity to learn from and network with your fellow Federal Leaders.

Executive Core Qualifications: Leading Change, Leading People, Results Driven

REGISTRATION

Name:	Phone:
Agency:	City:
Email:	

Cost: $15.00 per person **Buffet Luncheon**

Method of payment: [ ] Check [ ] Credit Card Phone # for card info:_____

By Mail:	By Email:	By Fax:	Questions Call
Federal Executive Board 215 Dean A. McGee, Ste 153, Oklahoma City, OK 73102	LeAnn.Jenkins@gsa.gov Lisa.Smith-Longman@gsa.gov	(405) 231-4165	(405) 231-4167

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, refunds and cancellations will be permitted through June 1, 2014. 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!

POWER OF PERSUASION

Date:	Thursday, June 5, 2014
Location:	Public Works Training Center, 3738 SW 15th Street, OKC
Time:	11:00 a.m.—1:00 p.m.
Cost:	$15.00 per person to cover lunch (must be paid in advance)
Who should attend:	Federal Leaders & Managers

Increase your power and influence with simple, guaranteed methods you'll start using right away. In this dynamic presentation, Robert Cialdini provides fascinating insights on how to be successful in your attempts to persuade all manner of other people. This program is a "must" for managers, marketers, and manipulators of all kinds!

Program Highlights

- If you have two proposals, is it more advantageous to present the most expensive one first or last?
- Is it better to tell prospects what they stand to gain, or what they stand to lose?
- Should a proposal's weaknesses be acknowledged early or late in a sales effort?

Call it persuading, negotiating or convincing. Ethical influence is the foundation of successful leadership, management, sales, and customer service. Robert Cialdini has spent his career systematically studying the psychology of influence. In this video, he reveals what lies at the heart of his findings: the *six principles* of influence that form the basis of effective, persuasive appeals. These principles—reciprocation, scarcity, authority, commitment, liking, and consensus—may seem like the jargon of social scientists, but Cialdini brings them to life.

In this workshop a dynamic 55 minute DVD presentation, Dr. Cialdini provides clear step-by-step examples of behaviors that you can put to use daily to increase your influence. You will learn why you say yes to some offers, simply based on the way they are presented. And you'll learn how to defend against offers that you're really not interested in, no matter how effectively they're presented.

Dr. Cialdini is the most frequently cited living social psychologist in the world. He holds a BA from the University of Wisconsin and a PhD from the University of North Carolina, Chapel Hill. Cialdini is a recipient of the Distinguished Scientific Achievement Award of the Society of Consumer Psychology. His book, "Influence: Science and Practice," appears in nine languages.

Following the viewing of the DVD, there will be a facilitated discussion on the leadership lessons presented, as well as an opportunity to learn from and network with your fellow Federal Leaders.

Executive Core Qualifications: Building Coalitions and Influencing/Negotiating

REGISTRATION

Name:	Phone:
Agency:	City:
Email:	

Cost: $15.00 per person **Buffet Luncheon**

Method of payment: [ ] Check [ ] Credit Card Phone # for card info:_____

By Mail:	By Email:	By Fax:	Questions Call
Federal Executive Board 215 Dean A. McGee, Ste 153, Oklahoma City, OK 73102	LeAnn.Jenkins@gsa.gov Lisa.Smith-Longman@gsa.gov	(405) 231-4165	(405) 231-4167

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UPCOMING EVENTS
December 2013

Dec 4, 2013 **Agency Visits: Lawton**

Dec 5, 2013 **Leadership FEB**
All Day Federal Highway Administration
POC: FEB Office, 405-231-4167

Dec 12, 2013 **Executive Policy Council Meeting**
10:00 am POC: FEB Office, 405-231-4167

Dec 14, 2013 **Recommended deadline for LFCC decisions on campaign mergers & expansions**

Dec 18, 2013 **Interagency Training Council**
Holiday Lunch
POC: Javier Solis, 405-739-7538

Dec 25, 2013 **Christmas**

Dec 26, 2013 **Kwanzaa**

Dec 31, 2013 **New Year's Eve**

INSPIRATION CORNER

Every now and then go away and have a little relaxation. To remain constantly at work will diminish your judgment. Go some distance away, because work will be in perspective and a lack of harmony is more readily seen. –Leonardo da Vinci

An organization's ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage. –Jack Welch

You will never do anything in this world without courage. It is the greatest quality of the mind next to honor. –James Allen

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:

- Michelle Coppedge, Director, FAA Mike Monroney Aeronautical Center
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- Jim Finch, Special Agent in Charge, FBI
- Joe Gallagher, Deputy to Commanding General, Fires Center of Excellence, Fort Sill
- Jerry Hyden, Director, US Department of Housing and Urban Development
- Ross Marshall, Executive Director, Tinker AFB
- Dottie Overal, Director, Small Business Administration
- Betty Tippeconnie, Superintendent, BIA-Concho Agency

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) 231-4167 or email to LeAnnJenkins@gsa.gov no later than the 15th of each month.

Officers

Chair: **Julie Gosdin**
District Director
US Postal Service, Oklahoma City

Vice-Chair: **Kevin Donovan**
Federal Security Director
Transportation Security Administration

Ex-Officio: **Adrian Andrews**
Special Agent in Charge,
US Secret Service, Oklahoma City

Staff

Director: LeAnn Jenkins
Assistant: Lisa Smith-Longman

SUN	MON	TUES	WED	THUR	FRI	SAT
1	**2**	**3**	**4** Agency Visits: Lawton	**5** Leadership FEB	**6**	**7**
8	**9**	**10**	**11**	**12** Executive Policy Council Mtg	**13**	**14**
15	**16**	**17**	**18** ITC holiday luncheon	**19**	**20**	**21**
22	**23**	**24**	**25** Christmas *Federal Holiday*	**26** Kwanzaa	**27**	**28**
29	**30**	**31** New Year's Eve				

December 2013

OKLAHOMA FEDERAL EXECUTIVE BOARD
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