



INTERAGENCY CONNECTION

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Chair's Corner



In my first newsletter article as Chair of the Oklahoma Federal Executive Board (FEB), I want to thank the members for their vote of confidence and ask that you assist me in implementing initiatives in response to the needs of our

federal agencies.

As Vice-Chair of our FEB, I've had the opportunity to be involved in many of our projects and work alongside Joe Gallagher, our previous Chairman, and members of our Executive Policy Council. I am excited to carry on the efforts that began under Joe Gallagher's leadership and begin new ones as we identify areas of opportunity in response to national initiatives.

Our Federal Executive Board is active and successful due to the efforts, involvement and support of its members! I ask that you continue your support of our FEB and invite you to let me know if there is anything we may do to assist through the development of programs or ideas that would provide a collaborative, interagency response to issues facing the federal workforce in Oklahoma.

I am honored to introduce our incoming FEB Vice-Chair, Michelle Coppedge. Michelle is the Director of the Mike Monroney Aeronautical Center in Oklahoma City since 2013 and has been an active member



of our FEB since even before that time.

In addition to Michelle Coppedge, Joe Gallagher (now Ex Officio), and myself, the members of our Executive Policy Council for FY 2017 are:

- Jeffrey Allen, Executive Director, Air Force Sustainment Center, Tinker AFB
- David Andra, Meteorologist-in-Charge, National Weather Service Forecast Office, Norman
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- Julie Gosdin, District Director, US Postal Service, Oklahoma City
- Dottie Overall, Director, Small Business Administration, Oklahoma City
- Betty Tippeconnie, Superintendent, BIA-Concho Agency, El Reno
- Ken Valentine, Special Agent in Charge, US Secret Service, Oklahoma City

By now, each federal Leader in Oklahoma has received their annual assessment of "cost avoidance" from participation in FEB activities, meetings, and trainings. This will provide you with specific feedback on your agency's cost avoidance through utilizing FEB-coordinated resources, compared to similar functions provided on the open market. Each year, I find the "cost avoidance" number to be enlightening. The assessment provides additional validation of the benefits my employees and Agency receive as a direct result of an active FEB.

John B. Fox, Chairman

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HOW TO COMPLAIN LIKE A LEADER

Great leaders have burning complaints.

I wonder how many great endeavors began as great complaints? The United States of America, for example, began with great complaints.

We know the name Martin Luther King Jr. because he voiced his complaint like a leader.

3 ways to complain like a leader:

The difference between complaining like a leader and complaining like a loser is duration, focus, and orientation.

1. Discuss problems long enough to understand them.
2. Focus on solutions. ***You never build the life you want by getting lost in things you don't want.***
3. Orient language and behavior toward positives. Say what you want, even if you began with complaints.

Find positive expression to negative complaints. The bigger your complaint, the greater the positive outcome you seek.

Purpose:

When you rule out complaining, you lose sight of your purpose.

Great complaints point to purpose. Have you noticed how some are deeply troubled by a problem and others don't care? Your great complaint explains who you are.

You lose yourself when you silence your

great complaint.

Achievement:

Great achievements are answers to great complaints.

When you rule out complaining, you accept the status quo.

The leaderly way to hear complaints:

If you're fortunate, you hear complaints. If you don't hear complaints, you're out of the loop.

1. Encourage team members to explain their complaints.
 2. Listen don't solve.
- When you solve a complainer's

complaint, they complain about the solution.

3. Ask four questions when teammates complain.

- What's the good you want ***for others?*** Solving self-seeking complaints invites more complaints. (This idea is for leaders on your team, not customers.)
- What makes this important to you? Give leaders opportunity to explore motivations and connect with purpose.
- What would you like to do about this today? Always identify simple behaviors. Create forward movement, not perfect solutions.
- How can I help?



Taken from
<https://leadershipfreak.wordpress.com/2016/08/08/how-to-complain-like-a-leader/>



Spotlighting Information in Public Service

Did you Know?

552d AIR CONTROL WING

The 552d Air Control Wing is responsible to the commander of Air Combat Command for the operations, maintenance, logistics, training, and combat support of E-3 Sentry Airborne Warning and Control System (AWACS) aircraft. The wing provides combat-ready theater battle management forces at the direction of the Chairman of the Joint Chiefs of Staff. It deploys, operates and supports these forces worldwide ensuring combat capability for all peacetime and contingency operations.

ORGANIZATION

The 552d Air Control Wing reports to 12th Air Force headquartered at Davis-Monthan Air Force Base, AZ. The wing consists of three subordinate units: the 552d Operations Group, the 552d Maintenance Group, and the 552d Air Control Group.

The 552d Operations Group provides the Combat Air Force with airborne systems and personnel for surveillance, warning and control of strategic, tactical and special mission forces. The group also trains crews for the Air Force's operational inventory of 31 E-3 Sentry aircraft. The group consists of four operational flying squadrons, an operations support squadron, and three training squadrons. Most recently, the 552 OG added the 436 Training Squadron (TS) at Dyess AFB. The 436 TS is responsible for a wide variety of formal training courses ranging from Safety to Aircrew Flight Equipment. They are a small but mighty cadre, with a throughput of 1400 students per year

The 552d Maintenance Group directs logistics support of 27 E-3 AWACS aircraft valued at \$ 9.2 billion, flying approximately

20,500 hours from numerous locations world-wide. The group leads over 1,450 personnel performing maintenance at both the organizational and intermediate levels. It provides trained personnel, resources, and equipment to support national policy, contingencies, and one of Air Combat Command's largest flying training programs, generating approximately 2,300 sorties annually.

The 552d Air Control Group is responsible for operations, maintenance, training, and combat support for two combat-coded Control and Reporting Centers.

Additionally, the group provides software and ground communications for the E-3 Airborne Warning and Control System fleet. The group consists of an air control networks squadron, an operations support squadron, and two geographically separated air control squadrons.

Finally, supporting the wing at Tinker are elements of the following commands: Electronic Systems Center of the Air Force Materiel Command and the Air Education and Training Command. The U.S. Navy also maintains a liaison office to interface with wing personnel.





USE THESE 3 STRATEGIES TO MANAGE THE DIGITALLY DEPENDENT

Marty, recruits restaurant managers. Last January, he interviewed a candidate for possible positions. This past week, he wanted to connect with this individual about a particular opportunity. He sent the following message:

“We talked back in January. I need to connect with you about a new job in Allentown. When would be a good time to call today?”

The candidate’s reply?
“My phone currently has issues on calls. It’s very difficult to speak over the phone. I am available via e-mail though.”

In his exasperation, Marty sent me an e-mail explaining what happened and adding, “In your words, FIGURE IT OUT!!!! His phone has issues???. Can he borrow someone else’s phone? Maybe go to his mom’s house and use her rotary-dial phone? How about Morse code???”

One of the big deceptions of the past twenty years has been that digital technology would make our lives easier. Perhaps, but only in ways manipulated by those producing the software. As we have grown more dependent on choose endless options, we’ve also become more shallow thinkers. The result? Limited thinking that can stump many of us even with everyday challenges.

So how do you supervise those who limit their problem solving to the options on a smart phone? Try these three strategies:

Don’t rush to their rescue – Sure it’s easy to just give provide a solution. If you do, be prepared for an endless parade of similar issues. Simply saying, “You can figure this

out,” will compel many to do so. The others will require more perseverance. When you set an unspoken expectation that people think for themselves, they will.

Ask “what else?” – When someone says, “I don’t know what else to do,” ask “What else might work?” and then get quiet and wait. We all need a little push sometimes to think more innovatively. When the person in charge

places that responsibility on us, we will try harder. If the person suggests a solution that might work but could be better, ask “And what else?” Do this several times and they’ll get the message that there is a better solution out there and it’s *their* job to find it. When they do, a complimentary word will encourage them to try harder next time *without* your assistance.



Work the problem with them, but make sure they do the thinking – Say, “Let’s work on this together. Where should we begin?” Then wait and watch. Be patient, it might a few seconds for their creativity to ignite. As they work the problem, act as a facilitator. Resist the temptation to make suggestions. If you do, they will be tempted to adopt your solution and stop there. Silence is your ally here. It will compel them to think harder and that’s the unspoken point.

When those around you conclude that they need to think for themselves, they will discover that most of life’s solutions lie in their critical thinking, not on-line. Digital dependency can be cured. It just takes a bit of persistence.

Copied from <https://commonsenseenterprises.net/use-these-3-strategies-to-manage-the-digittally-dependent/>



UPCOMING EVENTS October 2016

Oct 6, 2016 10:00 a.m.	Tabletop Exercise Hosted by OEM, welcoming federal leaders participation via webEOC or to attend, in person at the State EOC. POC: FEB, 405-231-4167
Oct 10, 2016	Columbus Day
Oct 12, 2016 All day	Agency Visits: Tulsa POC: FEB, 405-231-4167
Oct 13, 2016 All Day	Leadership FEB Forum US Secret Service, USDA-APHIS, DEA POC: FEB, 405-231-4167
Oct 17, 2016 All day	Agency Visits: Lawton/Ft. Sill POC: FEB, 405-231-4167
Oct 18, 2016 10:00 a.m.	Executive Policy Council Meeting POC: FEB, 405-231-4167
Oct 19, 2016 9:00 a.m.	Financial Wellness Workshop OKC Public Works, 3738 SW 15 th St, OKC POC: FEB, 405-231-4167
Oct 25, 2016 All day	Agency Visits: Tulsa POC: FEB, 405-231-4167
Oct 26, 2016 All day	Agency Visits: Lawton/Ft. Sill POC: FEB, 405-231-4167

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:

- Jeffrey Allen, Executive Director, Air Force Sustainment Center
- David Andra, Meteorologist-in-Charge, National Weather Service Forecast Office, Norman
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- Julie Gosdin, District Director, US Postal Service, Oklahoma City
- Dottie Overall, Director, Small Business Administration
- Betty Tippeconnie, Superintendent, BIA-Concho Agency
- Ken Valentine, Special Agent in Charge, US Secret Service

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 email to LeAnnJenkins@gsa.gov no later than the 15th of each month.

Officers

- Chair:** **John Fox**
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Federal Transfer Center
Oklahoma City
- Vice-Chair:** **Michelle Coppedge**
Director
FAA Mike Monroney Aeronautical Center
- Ex-Officio:** **Joe Gallagher**
Deputy to Commanding General
Army Fires Center of Excellence
Fort Sill

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- Director:** LeAnn Jenkins
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INSPIRATION CORNER

If you wish to travel far and fast, travel light. Take off all your envies, jealousies, unforgiveness, selfishness and fears. —Glenn Clark

Ideas are the mightiest influence on earth. One great thought breathed into a man may regenerate him. —William Ellery Channing

Problems are the price of progress. Don't bring me anything but trouble. Good news weakens me. —Charles F. Kettering

The most successful businessman is the man who holds onto the old just as long as it is good, and grabs the new just as soon as it is better. —Robert P. Vanderpoel

The leader... is rarely the brightest person in the group. Rather, they have extraordinary taste, which makes them more curators than creators. They are appreciators of talent and nurturers of talent and they have the ability to recognize valuable ideas. —Waren G. Bennis



America's PrepareAthon!

MOBILE APPS WITH LOCAL ALERT FUNCTIONS

AMERICAN RED CROSS APPS

The American Red Cross offers apps that provide alert functions for specific types of hazards. These apps also offer information on what to do in the event of the hazard, and safety information. You can download the app to your mobile device or smartphone free on iTunes (Apple-iOS 6.0 or later) and Google Play (Android) at www.redcross.org/prepare/mobile-apps.



TORNADO APP

Sends a text and/or sound (siren) alert based on NOAA alerts for severe thunderstorms or tornadoes. User-defined options include locations to be monitored and sound notifications. The app also features a geo-targeted map showing tornadoes that have occurred in your area and explains the difference between a tornado watch and warning.



EARTHQUAKE APP

Sends alerts generated by the U.S. Geological Survey when an earthquake occurs. User-defined options include locations to be monitored and sound notifications. The app allows users to send an "I'm Safe" update via Facebook, Twitter, email, and text.



WILDFIRE APP

Provides links to firefighting agencies' Twitter feeds and websites and access to your State's 511 for traffic updates for an evacuation. The "Blaze Alerts" notifies users about wildfires within 100 miles of any location monitored.



HURRICANE APP

Monitors and sends NOAA hurricane-related alerts based on user-identified locations. The app follows the storm's track and explains the difference between a hurricane watch and warning.



FLOOD APP

Monitors and sends NOAA flood and flash flood watches and warning alerts to users based on user-defined options including locations to be monitored. Preloaded content provides access to safety information even without reception or internet connection.



THE WEATHER CHANNEL

Tracks weather and provides local forecasts and push alerts of severe weather to your mobile device. Download the app to your mobile device or smartphone free on iTunes (Apple-iOS 6.0 or later), Google Play (Android), App World (BlackBerry), and Windows Phone at www.weather.com/services/mobilesplash.html.

Taken from America's PrepareAthon! www.ready.gov/prepare



Even a cell phone's presence impacts communication depth

Put your cell phone in your bag or in (not on) your desk for your next important conversation.



Researchers from England's Essex University write that a cell phone's nearby presence (not even checking it) lessens the depth of connection that takes place during conversation.

When a phone was nearby during important communication, study participants felt relationship quality was worse than participants without a cell phone present. The pairs also reported feeling less trust and thought that the one they were talking to was less empathetic.

As you meet with suppliers or employees for important matters, put your cell phone away for better relationship.

Taken from *Summit Solution Group* email summary. If you are interested in reading the entire article on the study, visit: <http://spr.sagepub.com/content/30/3/237>

Don't escalate conflicts with these errors

Disagreements at work may be inevitable, but they don't have to destroy relationships between co-workers.

Disagreements at work may be inevitable, but they don't have to destroy relationships between co-workers. You'll resolve issues quickly and constructively if you avoid these common mistakes:

- **Absolutes.** Exaggeration is easy but dangerous: "You never get reports to me on time." Better: "Your last three reports have been late, and that's not acceptable."

- **Personal attacks.** In the emotion of the moment, we sometimes go after the speaker instead of the problem: "You obviously don't understand this topic at all." Attacks aren't very likely to lead to a meeting of minds. Better: "I understand your basic idea, but let me give you a little background about the situation."

- **Questioning motivations.** For example: "You're just in favor of restructuring because it means a bigger budget for your department." Stick to the facts so you don't alienate the other person. Better: "I don't mind your department growing, but it will limit our ability to innovate."

- **Defensiveness.** Being criticized makes many people lash back: "You're just jealous of my idea because you know I'm right," for example. This sounds as if you're the one who's jealous. Better: "I think you're wrong about my idea, and here are the reasons I think so."

- **Threats.** Anger can lead to unproductive threats: "If you don't watch it, I'll make sure nobody works with you again." The problem with threats is that you have to back them up, which can lead to ugly consequences. In addition, people will start avoiding you in general. Better: "Let's try to get past the emotion and solve the problem."

Reprinted from

<http://www.managebetter.biz/Main/Articles/30449.aspx>



COMPANIES CHOOSE UNQUALIFIED MANAGERS 82% OF THE TIME

Only one in ten people have the talent to manage. No wonder, according to Gallup, companies choose unqualified managers 82% of the time.

If you disagree with Gallup's findings, establish a criteria for effective management behaviors and survey your employees, anonymously of course.

It's the "and": The "and" in the following sentences makes management challenging.

1. Building relationships and delivering results.
2. Answering expectations from higher ups and treating people like humans rather than tools.
3. Getting things done today and reminding people of the big picture.
4. Giving support and challenge.
5. Having tough conversations and staying optimistic.
6. Innovating and establishing routines.
7. Listening to input and making decisions.
8. Prioritizing time and remaining flexible.
9. Expecting performance and developing people.
10. Providing negative feedback and affirming positive behaviors.

Managers often tell me they're frustrated and feel unsupported.

Dealing with the "and":

The #1 behavior of the most effective managers at Google is coaching.

Dipping your toe in the coaching stream:



1. Stand beside and with people both figuratively and literally.
2. Say what you see without judging it.
 - a. I noticed your energy dip. What's happening for you?
 - b. That's not working for you.

What new behavior would you like to try?

c. How is that getting you where you want to go? (Use this question both to affirm and confront.)

3. Challenge people to give their best.
 - a. How might you bring your best to this project?
 - b. What behaviors align best with your highest aspirations?
 - c. How will you know you're succeeding?
4. Silence your inner fixer for a moment or two. Provide space for individuals to solve their own problems and seize their own opportunities. (This is the coaching-manager's greatest challenge and opportunity. If you do nothing else, do this.)
5. Practice forward-facing curiosity. Briefly explore what went wrong. Quickly move to, "How might you step toward your goal?"

Taken from <https://leadershipfreak.wordpress.com/2016/09/07/companies-choose-unqualified-managers-82-of-the-time/>



Oklahoma Federal Executive Board
and
Federal Labor Relations Authority

Have collaborated to provide training on:

Federal Service Labor-Management Relations Statute

Date:	Wednesday, January 18, 2017
Location:	Oklahoma City/County Health Department 2700 NE 63 rd Street, Oklahoma City, OK
Time:	8:30 a.m.—3:30 p.m. (all day)
Cost:	Free of Charge
Offered by:	Federal Labor Relations Authority, Office of the General Counsel, Dallas Regional Office

This course offers a broad overview of federal-sector labor law. Topics include: the duty to bargain in good faith, including the *de minimis* and "covered by" doctrines, and substantive versus impact and implementation bargaining; meetings, including formal discussions, bypasses, and investigatory examinations (or *Weingarten* meetings); interference with statutory rights and discrimination based on protected activity; bars to filing ULP charges, such as timeliness and prior grievances; and information requests.

Who should attend?

Union representatives – officers and stewards – and agency representatives – from first-line supervisor to agency head. If you are involved in labor-relations at your agency, this training will provide an overview of your rights and responsibilities under the Federal Service Labor-Management Relations Statute.

How do I sign up?

Go to the FLRA website and sign up (or click on this hyperlink):

<https://www.flra.gov/resources-training/training/basic-statutory-training-4>

When do I sign up?

As soon as possible! Seating is limited to 100; when registration reaches that number it will be closed.



**EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503**

September 19, 2016

Federal Executive Board Chairpersons and Executive Directors:

Federal agencies have been coming together in an unprecedented way to align programs and resources across agencies, providing a more seamless process for communities to access needed support and build local capacity. Today, over 15 Federal agencies are closely collaborating on dozens of community-based initiatives in over 1,800 communities nationwide. I am inviting your participation in a training which will connect the work of Federal Executive Boards (FEB) to a Government-wide network implementing place-based initiatives in the field.

The Partnership for Public Service (PPS) launched a new training for Federal staff, *Delivering Outcomes with Communities*, in May 2016. This training is designed for agency leaders working at the nexus of Federal government efforts with communities. The training equips participants with skills to more effectively deliver resources and results for communities. To date, 315 career Federal employees across 20 agencies have participated in the training, discovering and scaling strategies that are working in communities, connecting across agency silos, and networking with community leaders on the frontlines. **Given its success, the PPS is offering an additional training session from November 30th - December 2nd, in Washington, DC. The goal to improve Federal-Local partnerships closely aligns with the FEBs' mission, and I am explicitly inviting participation from the FEB network.**

Individuals interested in attending *Delivering Outcomes with Communities* **must apply online by October 28th**. The training registration fee is \$1,100.00, which includes meals and an off-site visit to Baltimore, MD. More information and a link to apply to this training is available online at: <https://communitysolutions.sites.usa.gov/category/training/>. Please send any questions to Ms. Jessica Weinfurter at (202) 464-2697 or jweinfurter@ourpublicservice.org.

Given the FEBs' experience coordinating across agencies and with local communities, I am confident you would both benefit from, and make an important contribution to, this effort. The previous trainings received significant positive feedback, with 98% of training participants indicating they would recommend the training to a colleague. In the words, of one participant: ***"This training will impact me personally and professionally for the rest of my life. It was a good reflection of the magnitude of the work we do as public service employees."***

The call to deliver outcomes with communities requires all Federal leaders to coordinate better at the top and on the ground, and to leverage one another's strengths and resources in advancing agencies' missions and local goals. Thank you for your ongoing commitment to advancing the work of the Federal government in communities across the country.

Thank you,

Tara McGuinness
Executive Director

White House Community Solutions Task Force



Financial Wellness Workshop



Date:	Wednesday, October 19, 2016
Time:	9:00 a.m. - Noon
Location:	Oklahoma City Public Works Training Facility, 3738 Southwest 15th Street, OKC
Why?	With Federal salaries not keeping up with the cost of living, it is more important than ever for federal employees to be equipped with information on how to maximize their incomes.
Topics:	 How Money Works – basic fundamentals you were definitely never meant to “know” Debt Solutions – alleviate unnecessary stress of too much month and not enough money   Software & Apps – tools to assist you in tracking expenditures, calculate interest on loans and keep you on track for “paying on time” Retirement Planning – protecting your money and never running out   Long-Term Care – fastest growing need of people over 50
Instructor:	Eric Dubbell, Senior Vice President of Primerica, SEC & FINRA registered

Quote from a participant:

“In our Financial Wellness Workshop, we got a lot of great ideas that everyone should be doing but nobody teaches us. Eric helped lay it out in a way that we could see exactly what was important for us to do right now and what to focus on down the road.” Nichole

Registration

Name _____ Agency _____

Email _____ Address _____

Mail registration to:	Federal Executive Board 215 Dean A. McGee, Ste 153 Oklahoma City, OK 73102
Fax to:	405-231-4165
Email to:	LeAnn.Jenkins@gsa.gov or Lisa.Smith-Longman@gsa.gov

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, cancellations will be permitted through October 12, 2016. Since this is a “no-cost” training, we ask your courtesy to cancel early so that we can accommodate people on the waiting list, if one exists.



SUN	MON	TUES	WED	THUR	FRI	SAT
30	31 Agency Visits: Tulsa		October 2016			1
2	3	4	5	6 Oklahoma Emergency Management Tabletop	7	8
9	10 Columbus Day	11	12 Agency Visits: Tulsa	13 Leadership FEB	14	15
16	17 Agency Visits: Lawton	18 Executive Policy Council	19 9:00 Financial Wellness Workshop	20	21	22
23	24	25 Agency Visits: Tulsa	26 Agency Visits: Lawton	27	28	29

OKLAHOMA FEDERAL EXECUTIVE BOARD
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We wish to thank the FAA Media Solutions Division for their monthly assistance in the duplication and distribution of this newsletter.