



# INTERAGENCY CONNECTION

215 Dean A. McGee, Suite 153, Oklahoma City, OK 73102

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

(405) 231-4167

## Chair's Corner



As we enter fully into the new Fiscal Year, our FEB's Executive Policy Council met to identify initiatives for FY16.

Our long-running, successful programs will continue such as

the Annual Awards program and Leadership FEB.

**Annual Awards Program:** The nomination solicitation package is being developed for release in the December/January time frame. We have combined a couple of categories and developed a new "Inter-agency Collaboration Effort" category to showcase inter-agency and/or intergovernmental efforts pursued by Federal agencies in Oklahoma. Deadline for nominations will be the third week of February with everything culminating at the Annual Luncheon Banquet scheduled for Monday, May 2, 2016.

**Leadership FEB Program:** FY 16 will be our 15th class for this program! The package, outline and registration form are being developed for release in the December/January time frame with the class planned to begin in late March.

**Leadership Development Training:** We have decided to build upon the Leadership Series that was so successful in 2015. We will use the Office of Personnel Management's (OPM) Federal Supervisory and Managerial Frameworks and Guidance Memo, dated September 28, 2015, as the basis for our training to ensure consistency and application to

all federal agencies. OPM has identified learning objectives and a training evaluation field guide identifying the Executive Core Qualifications (ECQ) to be addressed in the development of our workforce to ensure strong, resilient leadership. See the memo at <https://www.chcoc.gov/content/federal-supervisory-and-managerial-frameworks-and-guidance>

**Emergency Communication Plan:** With the approach of winter weather, we are updating the Emergency Communication Plan that is used by the FEB to share information on the operational status of various Federal agencies in Oklahoma. As soon as it is complete and fully coordinated you will receive a link via email and it will be posted on our website.

**Spotlighting Federal Agency articles:** I want to challenge our FEB members to have your Public Affairs staff submit articles about your agency and mission for our page 3 "Spotlighting" article. This is the means through which we can all share information regarding the diversity of federal missions and career fields in Oklahoma. Please provide to [LeAnn.Jenkins@gsa.gov](mailto:LeAnn.Jenkins@gsa.gov) in the FEB office over the next month or so. Article is no more than 1 page including photos. We will publish articles we receive over the course of the year.

Very Respectfully,  
Joe E. Gallagher, Chairman

<i>Inside Story</i>	<i>Pg</i>	<i>Inside Story</i>	<i>Pg</i>
Necessity for Success	2	Annuity Impact	8
Spotlighting Agency	3	Benefits Impact	9
13 Principles of Disagreement	4	Dining Etiquette	10
Employee Engagement	5	Upcoming Events	11



## THE NEW NECESSITY FOR LEADERSHIP SUCCESS

There is no secret to success, but some qualities and behaviors make success more likely.

### 25 qualities and behaviors that make success more likely:

1. Intelligence.
2. Authenticity.
3. Talent.
4. Sociability and connections.
5. Resilience.
6. Seeing the big picture.
7. Hard work.
8. Starting.
9. Finishing.
10. Inspiring others.
11. Focus.
12. Vision.
13. Surrounding yourself with talent.
14. Solving problems
15. Adding value.
16. Serving.
17. Passion.
18. Leveraging strengths.
19. Receiving help.
20. Having mentors and coaches.
21. Understanding people.
22. Courage.
23. Candor.
24. Transparency.
25. Compassion.

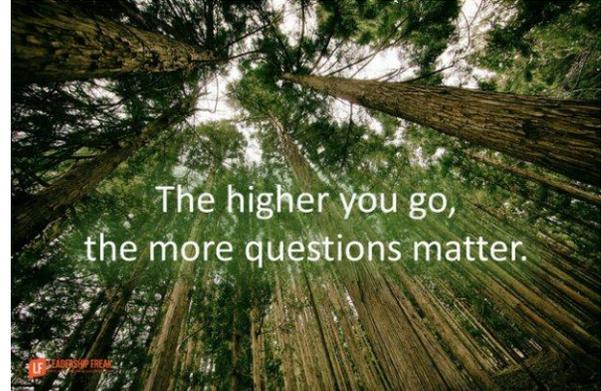
### *The new necessity for leadership success:*

When asked recently to name the one attribute CEOs will need most to succeed in the turbulent times ahead, Michael Dell, the chief executive of Dell, Inc., replied, “I would place my bet on curiosity.” HBR

(<https://hbr.org/2015/09/why-curious-people-are-destined-for-the-c-suite>)

Early in your career, you provide answers.

The higher you go, the more questions matter.



### *5 tips for crafting powerful questions:*

1. Enable openness. Ask questions that begin with what, how, when, and where. Avoid why.
  - Touch imagination. Use metaphors in your questions.
  - What would it look like if you hit a homerun?
  - If you cut the sandbags from your balloon, where would you go?
  - How might you navigate stormy seas?
2. Include action. Use terms like, doing and trying. What did you do that made this come together?
3. Add time to questions.
  - When will you try that?
  - What's next?
  - What worked last time? What didn't work?
4. Change perspective with questions.
  - What would you say if you were the CEO?
  - What might your colleagues say about this?
  - What challenges are direct reports facing?

I listen for the questions leaders ask. Sometimes, sadly, I don't hear any.

Taken from:

<https://leadershipfreak.wordpress.com/2015/09/16/the-new-necessity-for-leadership-success/>



## Spotlighting Information in Public Service

### Did you Know?

#### *Bureau of Alcohol, Tobacco, Firearms and Explosives*

ATF is a law enforcement agency in the United States' Department of Justice that protects our communities from violent criminals, criminal organizations, the illegal use and trafficking of firearms, the illegal use and storage of explosives, acts of arson and bombings, acts of terrorism, and the illegal diversion of alcohol and tobacco products. We partner with communities, industries, law enforcement, and public safety agencies to safeguard the public we serve through information sharing, training, research and use of technology.



#### **What We Do**

ATF's responsibilities include the investigation and prevention of federal offenses involving the unlawful use, manufacture, and possession of firearms and explosives; acts of arson and bombings; and illegal trafficking of alcohol and tobacco products. The ATF also regulates, via licensing, the sale, possession, and transportation of firearms, ammunition, and explosives in interstate commerce. Many of ATF's activities are carried out in conjunction with task forces made up of state and local law enforcement officers, such as Project Safe Neighborhoods. ATF operates a unique fire research laboratory in Beltsville, Maryland, where full-scale mock-ups of criminal arson can be reconstructed.

#### **Alcohol & Tobacco**

The goal of ATF's Alcohol and Tobacco Enforcement Programs in order to target, identify, and dismantle criminal enterprises with ties to violent crime, that traffic illicit liquor or contraband tobacco in interstate commerce; seize and deny their access to assets and funds; and prevent their encroachment into the legitimate alcohol or tobacco industry. [Learn more about ATF and our role with alcohol and tobacco.](#)

#### **Firearms**

ATF uses these statutes to target, investigate and recommend prosecution of these offenders to reduce the level of violent crime and to enhance public safety. ATF also strives to increase State and local awareness of available Federal prosecution under these statutes. To curb the illegal use of firearms and enforce the Federal firearms laws, ATF issues firearms licenses and conducts firearms licensee qualification and compliance inspections. [Learn more about ATF and firearms.](#)

#### **Explosives**

Federal explosives law and regulations affect all persons who import, manufacture, deal in, purchase, use, store, or possess explosive materials. They also affect those who ship, transport, cause to be transported, or receive explosive materials. ATF plays a vital role in regulating and educating the explosives industry, and in protecting the public from inadequate storage and security. [Learn more about ATF and explosives.](#)

#### **Arson**

The Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) is the Federal agency primarily responsible for administering and enforcing the criminal and regulatory provisions of the Federal laws pertaining to destructive devices (bombs), explosives, and arson. Over nearly 40 years, ATF has developed scientifically proven investigative capabilities, expertise, and resources they have positioned ATF as the Nation's primary source for explosives and fire investigative knowledge and assistance. [Learn more about ATF and arson.](#)

Taken from <https://www.atf.gov/about/what-we-do>



## THE 13 PRINCIPLES OF DISAGREEMENT

Agreement hinders effective decision-making.

The bobble-heads that surround leaders may soothe the leader's ego, but they're harming organizations. They're protecting their salaries.

Agreement before dissent is a pathetic waste of talent.

"The first rule in decision-making is that one does not make a decision unless there is disagreement." Peter Drucker

### 13 principles of disagreement:

1. Dissatisfaction drives decisions. If you aren't dissatisfied, what are you talking about?
2. Real decisions begin with alternatives.
3. End decision-making meetings when they begin with agreement. They're a waste of time.
4. Commission everyone to come to meetings with an option for consideration.
5. Decisions aren't decisions until there are at least two viable options on the table.
6. Spend more time developing options than wading through information. Studying the problem is helpful, options are essential. Chances are, you don't need another study.
7. Options give meaning to decisions. *The better the options, the more effective the decision.*
8. Successful leaders explore real options. Weak leaders need agreement.
9. Disagree without being disagreeable.

10. Invite the entire team to argue for *and* against each option, regardless of their preferred position.

11. Argue for the option, not against a person.

12. Grab an oar and row, regardless of the final decision. Own it.

13. Evaluate decisions, frequently. Adapt as you go.

### *Options, compromise, and values:*

When good options are present, decisions are compromises.

Any good option will work. If it won't work, it's not an option. It takes courage to compromise – to give up the good that might be lost when choosing one direction over another.

The true value of values is revealed in compromise.

Make compromises based on values, not just the bottom line. In a world of options, you pursue the best, but never attain it.



<https://leadershipfreak.wordpress.com/2015/09/22/the-13-principles-of-disagreement/>



## 6 SURPRISING INSIGHTS OF SUCCESSFUL EMPLOYEE ENGAGEMENT

**Leaders finally realize the importance of a fully engaged workforce. Now they should learn what practices drive and sustain happy employees.**

BY MARK C. CROWLEY

Finally, leaders are now convinced one of their last remaining competitive advantages lies with their people. Businesses have begun to signal to workers that their needs will now be honored on a scale only previously reserved for customers and shareholders.

Raising employee engagement has become one of the highest priorities for organizations all around the globe, according to a 2015 Conference Board CEO study.

While leaders have come to appreciate the importance of having a fully engaged workforce, they also have a very limited understanding of what practices truly drive and sustain it.

Researchers from Deloitte Consulting, Sirota, and the Conference Board combined efforts in October 2014, and performed a deep dive into 12 companies consistently recognized for having high-performing, employee-centric cultures. The end product of their study defined the common-denominator characteristics, or the DNA, of highly engaged organizations.

**EMPLOYEE ENGAGEMENT CAN NEVER BE BOUGHT; IT MUST BE EARNED.**

Although the analysis was specifically performed to benefit the clients of the three respective organizations, I had the privilege of reading it, and later meeting with the leader of the project, Rebecca Ray PhD, executive vice president for human capital and engagement research at the Conference Board.

The study yielded many uncommon and useful insights, most especially these six:

### 1. ENGAGEMENT IS STILL A NEW CONCEPT

In the 1990s, William Kahn, professor of

organizational behavior at Boston University, introduced the term engagement based on his observation that people have a choice as to how much of themselves they're willing to invest in their jobs.

Kahn conducted in-depth interviews with employees at two organizations. He discovered they were far more emotionally and physically engaged when they experienced:

**Psychological meaningfulness:** a sense that their work was worthwhile and made a difference

**Psychological safety:** a feeling they were valued, accepted, and respected—and able to perform in a positive work environment

**Availability:** routinely feeling secure and self-confident while possessing the emotional and psychological energies to perform their job

Nearly 25 years later, these three elements remain at the core of most theories of employee engagement. It's also important to note that pay isn't even on the list.

While fair compensation will always be a key component of job satisfaction, it's not a factor as a day-to-day motivator of engagement. Neither is whether a company can attract and retain talented people. The conclusion for organizations everywhere is this: Employee engagement can never be bought; it must be earned.

### 2. EVERYONE MEASURES ENGAGEMENT DIFFERENTLY, BUT THE FINDINGS ARE THE SAME

Gallup reported in January 2015 that 30% of the working population in the United States is willing to do anything and everything they can to help their boss and organization succeed.

Many business leaders remain unpersuaded that engagement is anywhere near that dire in



## 6 SURPRISING INSIGHTS OF SUCCESSFUL EMPLOYEE ENGAGEMENT (CONT'D)

their respective organizations, often because they create their own surveys and don't use the same tools as Gallup.

"There is really no way to compare organizations to organizations tied to survey data, simply because there's no consistency in what questions get asked," says Ray. "But most of the published engagement studies report the very same thing. Only a third of the population, more or less, is really engaged."

### 3. LOW ENGAGEMENT CAN'T BE ENTIRELY PINNED ON BAD MANAGERS

In April 2015, I wrote in *Fast Company* that directly expressed the idea that managers have the greatest impact on employee engagement.

While Ray doesn't refute this, she's nevertheless hesitant to say this "lays entirely at their feet." Ray sees a workplace that changed profoundly amid the crash and recovery that began in 2008. Many companies removed multiple levels of management as cost-cutting and preservation-motivated measures. Consequently, many people who were individual contributors were additionally tasked with managing teams on top of their original roles.

THE CULTURE YOU CREATE OR THE CULTURE YOU DESTROY WILL DETERMINE THE SUCCESS OF YOUR BUSINESS.

"When you put pressure on people to perform in that kind of environment—and they themselves are scrambling to learn how to be a good manager—their go-to impulse is to just get the work done in any way they can," Ray explains.

Ray also believes many companies have "broken the contract," giving people far fewer reasons to be loyal and sacrifice their personal lives to their organizations.

"People feel there's too little reward for their

discretionary efforts," she adds. "Most workers today have seen co-workers or family members get laid off, and also have had their benefits cut and bonuses frozen. All this just makes people focus on their survival."

### 4. HELPING PEOPLE GAIN BACK TIME IS ONE POWERFUL WAY OF DRIVING ENGAGEMENT

With people spending most of their waking days at work, many have the additional stresses of raising children, caring for elderly parents, and dealing with long and tedious commutes.

Ray insists that companies have no direct responsibility for supporting employees with these challenges. "Smart employers are figuring out that helping people gain back time back in their day," she says. This is an extremely powerful way of demonstrating how highly they are regarded.

Allowing people flexibility with work hours, where they work, and being willing to accommodate individual needs all have proved to have very positive impacts on performance and job satisfaction, the Conference Board study shows.

"Not everyone can work flexibly because of the nature of some roles," Ray says. "But more and more, people are looking for that flexibility because it gives them the ability to exhale, and come at work very differently."

### 5. QUICKEN LOANS: AN EXAMPLE OF WHAT FULL ENGAGEMENT LOOKS LIKE

Organizations including Whole Foods, Alcoa, and NASA were profiled during the DNA study. However, Ray was emphatic in suggesting that mortgage giant Quicken Loans may now be the most actualized employer on the planet.

She stressed that few companies have



## 6 SURPRISING INSIGHTS OF SUCCESSFUL EMPLOYEE ENGAGEMENT (CONT'D)

committed themselves more to creating a positive and enabling workplace, which they fully leverage to drive high performance. In fact, *Fortune* magazine has ranked them as one of the Top 30 Best Places to Work in America for 11 consecutive years.

At Quicken Loans, employee engagement is not a process, a department, or a survey, states the DNA report. Engagement is part of the business strategy and culture. Much of this is owed to the vision and leadership of the company's founder and chairman, Dan Gilbert.

Quicken Loans is headquartered in Detroit. As part of its mission, the company has made a deep commitment to helping that community recover from the devastating effects of the economic downturn.

Employees themselves frequently have written heartfelt letters to express how much a job at Quicken Loans has helped them turn their own lives around. "So many of the stories they tell about working there are things of kindness, things of caring about one another, or going the extra mile," Ray says.

IF YOU CAN GET A CARING MANAGER WHO MAKES YOU FEEL VALUED AND RESPECTED, PEOPLE ARE HESITANT TO GO SOMEPLACE WHERE THEY MIGHT NOT BE AS LUCKY AS WITH THE MANAGER THEY HAVE NOW.

Gilbert has created a culture that's as demanding as it is nurturing. Once a year, he updates a book that describes all of the firm's key values. He ensures every person knows what behaviors are rewarded, and what principles are to inform every decision.

Wanting all of his people to know and feel that they matter to the success of the company, Gilbert and CEO Bill Emerson, personally facilitate an eight-hour long orientation for all new employees.

Quicken Loans is intentionally generous with benefits and perks—which includes a concierge service—knowing that by highly supporting their people they'll instinctively do the same for customers.

### 6. A CARING BOSS MAY STILL BE THE GREATEST DRIVER OF ENGAGEMENT

Ray shared what she would say to large group of CEOs seeking to create high engagement in their companies.

"Many recruiters try to tell people how it's going to be much better down the street," she says. "But if you can get a caring manager who makes you feel valued and respected, people are hesitant to go someplace where they might not be as lucky as with the manager they have now. If you have a boss who cares about you, is interested in your development . . . if you find someone who has your back and has your best interests at heart, and wants to see you become better and more down the road, that's one very powerful cocktail."

### FEELING LOVED AND RESPECTED AT WORK

With unemployment back to pre-recession levels and the job market heating up, people now have choices about where they work. All things equal, people will stay at a company where they feel loved, respected, and where they can do work they enjoy and believe in matters.

For all of us who manage other humans at work, we must always remember what Ray said was one of the most important conclusions of her research: "The culture you create or the culture you destroy will determine the success of your business."

[http://www.fastcompany.com/3048503/hit-the-ground-running/6-surprising-insights-of-successful-employee-engagement?utm\\_campaign](http://www.fastcompany.com/3048503/hit-the-ground-running/6-surprising-insights-of-successful-employee-engagement?utm_campaign)



## Going Back to Work for the Government – Annuity Impact

Published: [September 23, 2015](#)

More in: [Reg Jones Expert's View](#)

After you've retired you may want to go back to work for the government. The big question is this: "What will happen to my annuity if I do that?"

If you met the age and service requirements to retire on an immediate annuity and later return to work for Uncle Sam, in most cases the salary of your new position will be reduced by the amount of your annuity. On the other hand, if you didn't meet the age and service requirements but instead went out on a discontinued service retirement, your annuity will stop and you'll be treated the same as any other employee.

If you fall into the first category, you can retire again whenever you feel like it. On top of that, if you work long enough and have retirement deductions taken from your pay, you'll receive either a supplemental or redetermined annuity. (You'd be entitled to a supplemental annuity if you worked full-time for at least 1 year; a redetermined annuity if you worked full-time for at least 5 years.) If you fall into the second category, you won't be able to retire until you meet the regular age and service requirements to do so.

What I've just described is the usual way things go. However, in rare cases, a reemployed annuitant whose salary would normally be offset by the amount of his annuity can keep both his annuity and the full salary of his new position.

Under the "exceptional needs" authority, agencies can ask OPM to waive the salary offset when they need to increase their number of experienced contract specialists, grants management specialists, human resource specialists, and project managers. (Note: They

may also request the waiver of the requirement that a retiree who received a buyout repay that amount, plus interest, when they have a uniquely qualified individual who is needed to fill a key position.)

Also available are time-limited appointments when an agency head determines that reemploying the retiree is necessary to carry out functions critical to the mission of the agency (or one of its components) or to assist in one to the following tasks: implementation or oversight of the American Recovery and Reinvestment Act, the development, management or oversight of procurement actions, providing assistance to the agency's Inspector General, promoting training or mentoring of employees, or responding to direct threats to life or property.

There are also agency-specific authorities which provide for the waiver of the salary offset provision, for example, by DoD and the FBI, or occupational, such as foreign service officers for certain purposes.

As a rule, if you are hired into a position that allows you to keep both your annuity and the full salary of your new position, you won't be eligible for a supplemental or redetermined annuity.

FYI: Reemployed annuitants are considered to be "at will" employees. So, if you are reemployed by the government, you can be terminated at any time, with or without cause. However, that doesn't give your employer absolute power over your continued employment. You would still be covered by laws that protect you against discrimination and prohibited personnel practices, for example.



## Going Back to Work for the Government – Benefits Impact

Published: *September 30, 2015*

More in: *Reg Jones Expert's View*

Last week I filled you in on what happens to your annuity if you retire and go back to work for the federal government. This time I want to explain how your FEHB, FEGLI and TSP benefits would be handled. In all three cases it will depend on whether your annuity stops when you are reemployed or it continues. As a rule, it will continue if you met the age and service requirements to retire voluntarily on an immediate, unreduced annuity. It will stop if you didn't.

(Note: Reemployment has no impact on the FLTCIP or FEDVIP programs except that rehired annuitants go back to paying FEDVIP premiums with pre-tax money.)

**FEHB:** If your annuity stops, so will your FEHB coverage. If you are hired into a position that allows for FEHB coverage, you can reenroll in the program. And just like a regular employee, you'll be able to pay your premiums on a pre-tax basis. On the other hand, if your annuity continues, your retirement system coverage will be transferred to your new agency and you'll be able to pay those premiums on a pre-tax basis. In either case, when you once again leave government, your enrollment will be transferred to the retirement system and you'll lose the privilege of paying your premiums on a pre-tax basis.

If you weren't enrolled in the FEHB program when you left government – or weren't eligible to continue that coverage when you left – you'd be able to continue your coverage in retirement if you worked for the five consecutive years before you once again left government.

**FEGLI:** If your annuity stops, your FEGLI coverage will not only stop, but you won't be able to convert to an individual policy. However, as long as you were hired into a position that

permits enrollment in the FEGLI program, you'll be able to enroll in any or all of the options, which include Basic, Standard Optional and Family Optional.

However, if your annuity continues, you'll retain your current coverage as a retiree unless your appointment makes you eligible for FEGLI coverage as an employee. In that case, your retiree coverage will be suspended and you'll be covered as an employee, with the premiums taken from your pay. When you once again retire, your original retiree coverage will be reinstated and the premiums you were paying as a retiree will be reinstated.

Just as true of FEHB, if you weren't enrolled in the FEGLI program when you left government – or weren't eligible to carry that coverage into retirement – you'd be able to continue your coverage if you worked for the five consecutive years before you once again left government.

**Note:** If you die while reemployed, your survivor will be entitled to the proceeds of the insurance you had as an employee or the one you had when you retired, whichever is greater.

**TSP:** Whether you retired under CSRS or FERS, if you continue to receive your annuity, in most cases you'll be eligible to participate in the TSP. And if you are a FERS retiree (or elect to be covered by FERS), your agency will begin making its contributions on the effective date of your appointment. However, if you receive an intermittent appointment or are entitled to receive both your annuity and the full salary of your position, you are barred for participating in the TSP.

If your annuity stops when you are reemployed, you'll be able to participate in the TSP in the same way as any other employee.



## Dining Etiquette: 10 Tips to Increase Your Confidence at a Dinner Interview

BY [KATHLEEN PAGANA](#)

Do you know which water glass is yours? Which roll belongs to you? These are concerns that can make you feel flustered during a meal. Interviews are tough enough without worrying about your table manners. However, your table manners will leave a positive or negative impression. Test your knowledge and follow the 10 dining etiquette tips below to feel more comfortable and confident.



### 1. What do I do when the silverware at the restaurant is wrapped in the napkin?

Carefully unwrap the napkin so you don't drop the silverware on the floor. Place the silverware where it belongs in the place setting. Forks go to the left of the plate. Knives and spoons go to the right. Put the napkin on your lap.

**2. Which water glass is yours?** An easy way to remember which water glass and bread roll are yours is to think of the BMW automobile. Think of BMW as Bread, Meal, and Water. Your bread or dinner roll is to the left of the entrée plate, your meal is in the center, and your water glass is to the right of the plate.

**3. Which fork should I use first?** When it comes to dining utensils, a good rule of thumb is to work from the outside to inside. The salad fork will be the smaller on the outside, and the larger fork will be on the inside.

### 4. Where do I put my fork after I use it?

Used utensils do not go back on the tablecloth. Put them on the salad or entrée plate.

**5. Who should pass the bread around?** If the bread is in a basket in front of you, pick it up and offer it to the person on your left. Then,

take a piece yourself and pass it to your right. Or, just pick up the basket and pass it to your right without serving yourself first.

**6. If I need to excuse myself to use the restroom during the meal, where should I put my table napkin?** Place your napkin on your chair so others do not see your soiled napkin.

**7. How should I handle messy foods like BBQ ribs?** The best advice I can give is not to order anything messy. Save them for eating at home or with friends in an informal setting. Remember, this is not your "Last Supper."

**8. If I am passing the salt to someone across the table, is it OK to salt my food?** No. Pass the salt and pepper as a pair to the requester. Then politely ask to have the salt passed to you. Both the salt and pepper should be passed together to you.

**9. Is it polite to offer to pay the tip?** No, because you would need to know the cost of the meal to calculate the tip.

**10. If the person interviewing me has poppy seeds in his or her teeth, should I tell him or her?** Yes. This is the polite thing to do. People want to know this, and you would also.

Use these tips to avoid worrying about etiquette blunders. If you are more comfortable and confident, you will have a better chance of making a good impression and getting the job.

*Taken from the American Management Association's Playbook, Your source for practical working solutions*

<http://playbook.amanet.org/dining-etiquette-10-tips-to-increase-your-confidence-at-a-dinner>

[mailto:talent@amanet.org?code=XC6A&utm\\_source=eloq&utm\\_medium=email&utm\\_campaign=Talent\\_Playbook\\_September\\_2015](mailto:talent@amanet.org?code=XC6A&utm_source=eloq&utm_medium=email&utm_campaign=Talent_Playbook_September_2015)



## UPCOMING EVENTS November 2015

**Nov 9, 2015**      **FEB/OPM Conference Call**  
1:00 p.m.      POC: FEB Office, 405-231-4167

**Nov 10, 2015**      **Agency Visits: OKC**

**Nov 11, 2015**      **Veterans Day**



**Nov 16-18, 2015**      **Meeting at FEMA Region VI**  
All Day      Denton TX  
POC: FEB Office, 405-231-4167

**Nov 23, 2015**      **National Workforce Development  
and Support Conference Call**  
1:00 p.m.      POC: FEB Office, 405-231-4167

**Nov 26, 2015**      **Thanksgiving**



*Happy Thanksgiving*

### INSPIRATION CORNER

Study the unusually successful people you know, and you will find them imbued with enthusiasm for their work which is contagious. Not only are they themselves excited about what they are doing, but they also get you excited.  
—Paul W. Ivey

In the business world, everyone is paid in two coins: cash and experience. Take the experience first; the cash will come later.  
—Harold Geneen

You seldom get what you go after unless you know in advance what you want. Indecision has often given advantage to the other fellow because he did his thinking beforehand.  
—Maurice Switzer

Failure to make a decision after due consideration of all the facts will quickly brand a man as unfit for a position of responsibility. Not all of your decisions will be correct. None of us are perfect. But if you get into the habit of making decisions, experience will develop your judgment to a point where more and more of your decisions will be right. —H. W. Andrews

## 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
- Michelle Coppedge, Director, FAA Mike Monroney Aeronautical Center
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- 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 email to [LeAnnJenkins@gsa.gov](mailto:LeAnnJenkins@gsa.gov) no later than the 15<sup>th</sup> of each month.

### Officers

**Chair:**                      **Joe Gallagher**  
Deputy to Commanding General  
Army Fires Center of Excellence  
Fort Sill

**Vice-Chair:**              **John Fox**  
Warden  
Federal Transfer Center  
Oklahoma City

**Ex-Officio:**                **Julie Gosdin**  
District Director  
US Postal Service, Oklahoma City

### Staff

**Director:**                      LeAnn Jenkins  
**Assistant:**                      Lisa Smith-Longman



SUN	MON	TUES	WED	THUR	FRI	SAT
<b>1</b> All Saints Day	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b>	<b>9</b> 1:00 FEB/OPM Conf Call	<b>10</b> Agency Visits: OKC	November 11 <i>Today we honor those who have fought for our freedom</i> <b>Veterans Day</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
	FEB/FEMA Region VI mtg-Denton, TX					
<b>22</b>	<b>23</b> 1:00 WDS Conf Call	<b>24</b>	<b>25</b>	<b>26</b>  Happy Thanksgiving	<b>27</b>	<b>28</b>
<b>29</b>	<b>30</b>		November 2015			

OKLAHOMA FEDERAL EXECUTIVE BOARD  
 215 DEAN A. MCGEE AVENUE, STE 153  
 OKLAHOMA CITY, OK 73102-3422  
 OFFICIAL BUSINESS ONLY

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