



INTERAGENCY CONNECTION

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

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Chair's Corner



Greetings to all! The fiscal year is almost half finished and we are already receiving sequestration info for FY 17 in response to the Office of Management and Budget's report to

Congress on February 9, 2016. The FEB office sent the document to Federal Agency Heads in Oklahoma, Houston and Arkansas on February 10, 2016. If you missed it and would like a copy, please contact the FEB office so they can resend to you.

In the meantime, our FEB is planning those activities that create the most cost avoidance:

Leadership FEB—the 2016 Leadership FEB program is still open for registrations through the first week of March.

Tabletop Exercise—we have an inter-agency, inter-governmental tabletop exercise scheduled for the end of this month (registration in this newsletter). If you are interested in an interactive information-sharing tabletop to get ideas from other agencies and share what you know, be sure to register!

Pre-retirement Seminars—we have our 3-hr intro scheduled for March for those interested in beginning to delve into the deep pool of retirement planning. We will try to schedule a full-day of training later in the year, similar to the workshops we had last October that

provide more comprehensive details and information.

Annual FEB Awards—this is the opportunity for your agency to nominate the best and brightest from your workforce for recognition. Each year we honor the efforts and accomplishments of federal employees in Oklahoma during Public Service Recognition Week. While the deadline for nominations has passed, there is still time to register to attend the luncheon on Monday, May 2, 2016. A registration form is provided in this newsletter and on our website for your convenience. Come support your nominees, support other nominees, and/or take advantage of the networking opportunity!

Leadership Development—the FEB Office is currently coordinating a series of one-day workshops on timely leadership issues and challenges. More to come on this, as instructors and facilities are confirmed.

In addition to the spring FEB meeting which will be our Awards program, we are planning a **fall FEB meeting** for agency leaders in August. Watch your email for details.

Joe Gallagher, Chairman

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12 WAYS TO RISE AFTER BEING THROWN UNDER THE BUS

Every leader has a few tread-marks on their back. How deep they go depends on you.

Being thrown under the bus means someone elevated their status and lowered yours in front of others.

12 ways to rise after being thrown under the bus:

1. Keep delivering great results. Don't throw yourself under the bus by pulling back.
2. Prepare for the next time. Examine the patterns of being thrown under the bus. What do you want to do when it happens again? Who do you want to be?
3. Don't complain to the boss about others, unless there are ethical issues.
4. Determine what you want. Clinging to past offenses obscures positive outcomes. Aim for positive outcomes for yourself, others, and your organization.
5. Maintain civility. Bad behavior from others is no excuse for bad manners from you.
6. Don't take it personally. (Well, do your best.) Taking it personally clouds your judgment, deflates your spirit, and may open the door to revenge.



7. Talk things over with someone outside your organization. The goal is working on *yourself*, not others.
8. Reflect. What are you learning about yourself? People who hurt us, help us, when we learn.
9. Grow. How might this situation make you a stronger leader? Humility and grit

are born in adversity.

10. Stand up for your ideas. Give information without sounding defensive. Let performance speak for itself.
11. Find ways to highlight your great work. Publicly thank

teammates who help move your projects forward, for example.

12. Proactively build strong relationships. Being thrown under the bus requires an audience. Make sure you have great relationships with the audience.

Being called to live up to expectations *isn't* being thrown under the bus.

Reprinted from the Leadership Freak blog:
<https://leadershipfreak.wordpress.com/2015/11/06/12-ways-to-rise-after-being-thrown-under-the-bus/>



Spotlighting Information in Public Service

Did you Know?

Federal Bureau of Investigation

To do its job, the Federal Bureau of Investigation (FBI) works with both government & private sector partners every day & at every level—local, state, federal, tribal, & international. In some cases, these partnerships directly support their investigations & operations. In other cases, it enables mutually beneficial information sharing that help to better understand emerging threats & foster crime prevention initiatives.

Some of the FBI's most significant partnerships are listed below.

Operational/Investigative Partnerships

FBI's national headquarters in Washington, D.C. & local field offices have built investigative partnerships with just about every local, state, federal, & tribal law enforcement & intelligence agency in the nation. They also work closely with international organizations such as Interpol & with law enforcement & security services in foreign countries across the globe.

The following are just a few of their operational task forces (TF) & partnerships: Joint Terrorism TF; National Counterterrorism Center; Terrorist Screening Center; Violent Crimes Against Children International TF; National Cyber Investigative Joint TF; Regional Computer Forensics Laboratories; Violent Gang TF.

Public & Private Sector Information-Sharing Alliances

The FBI leads or participates in a range of government only & public/private information-sharing initiatives & partnerships, including:

*The Counterintelligence Strategic Partnerships Program builds relationships between private industry, academia, government agencies, the FBI, & its counterintelligence community partners to identify & protect projects of great importance to the U.S.

*The Domestic Security Alliance Council (DSAC) strengthens information-sharing with the private sector to help prevent, detect, & investigate threats impacting American businesses.

*Fusion Centers—usually set up by states or major urban areas & run by state or local authorities, often with the support of the FBI—“fuse” intelligence from participating agencies to create a more comprehensive threat picture, locally & nationally.

*InfraGard brings together representatives from the private & public sectors to help protect our nation's critical infrastructure—both virtual & physical—from attacks by terrorists & criminals.

*The Internet Crime Complaint Center (IC3) is a partnership of the FBI & the National White Collar Crime Center that serves as a clearinghouse for triaging cyber complaints.

*The National Cyber Forensics & Training Alliance consists of experts from industry, academia, & the FBI, who work side by side to share & analyze information on the latest & most significant cyber threats.

*The National Gang Intelligence Center integrates gang intelligence from across federal, state, & local law enforcement on the growth, migration, criminal activity, & association of gangs that pose a significant threat to the U.S.

Community Outreach Partnerships

The FBI's Community Relations Unit at FBI Headquarters & their community outreach specialists in each field office around the nation create & strengthen relationships locally & nationally with minority groups, religious & civic organizations, schools, non-profits, & other groups. Through these relationships, ideas are exchanged & become more aware of the FBI's respective resources & needs, & build key contacts within organizations & communities. These partnerships have led to a host of crime prevention programs, enabling families to keep safe from frauds & cyber predators; businesses to protect themselves from hackers & economic espionage; schools & workplaces to safeguard themselves from violent rampages & illegal drugs; & all citizens to become alert to potential acts of terror & extremism.



THE 10 PRACTICES OF THE COACHING-LEADER

Top talent doesn't like being told what to do. Authoritarian leaders are becoming dinosaurs.

Expect to coach, if you expect to lead.

The practices of coaching maximize talent and enable fulfillment.



The 10 practices of the coaching-leader:

#1. Compassionately prepare for relationship before coaching sessions begin. Internal coaches wear several hats. *Tell coaches they matter by being prepared for their arrival.*

Give yourself three to five minutes to prepare before they arrive.

Turn off or put away distractions. This includes cell phones. Recent research shows that just the presence of a cell phone hampers interpersonal connections.

Remind yourself of the strengths and potential of your coachee. *Don't coach anyone you don't believe in.*

Expect others to be like themselves, not like you.

Review notes from previous sessions.

Reconnect with coaching behaviors like forward-facing curiosity and calm listening.

Let go of your aspirations *for* your coachee. *Their aspirations matter more than yours.*

#2. Exercise courageous authenticity. Success includes bringing your true self to challenges and opportunities. Your authenticity opens the door for theirs. *Everyone who fakes it, invites others to fake it too.*

Allow for the journey in yourself and others. Reject perfectionism.

Share lessons learned from mistakes, when applicable.

Reject blame. *Never defend your weakness or failure because of someone else's behaviors.*

Allow for confident self-doubt. "I'm not sure. But we can figure this out."

Joyfully celebrate your strengths. *Being transparent with weaknesses is the playing field for celebrating skills and talents.*

#3. Consistently build safe environments. We are most afraid of being our true selves. After all, if your true self is rejected, what's left?

Say thank you when you hear courageous honesty.

Relax and lean in when you feel like pulling away. *Change often begins in awkward moments.*

Take on one issue at a time.

What behaviors exemplify preparing for relationship, courageous authenticity, or building safe environments? (Please feel free to add to or modify the lists.)

The remaining seven practices. *(The follow on article will be in our April newsletter.)*

#4. Cling to *forward-facing* curiosity.

#5. Engage in calm listening.

#6. Provide vulnerable reflections.

#7. Carefully monitor energy.

#8. Inspire ownership by aligning values, strengths, and purpose.

#9. Clarify goals – coaching goals are ultimately about behaviors.

#10. Establish self-designed accountability.

<https://leadershipfreak.wordpress.com/2016/01/21/the-10-practices-of-the-coaching-leader/>



THE ONE QUESTION CHALLENGE

Curiosity is the universal answer to aspiration, frustration, disappointment, and opportunity.

Talk as much as you want as long as curiosity motivates your words.



13 powers of curiosity:

1. Connection. Show interest in someone if you hope to connect with them.
2. Respect. Sincere curiosity feels like respect.
3. Softens. Curiosity softens the blow of tough conversations.
4. Invitation. Curiosity is an open door.
5. Lowering. An honest question lowers barriers.
6. Expansion. Questions create more opportunities than statements.
7. Ignition. Energy goes up when curiosity comes out.
8. Exploration. Curiosity is both a telescope and a microscope.
9. Acknowledgement. Show respect for what others may know.
10. Openings. New perspectives follow curiosity.
11. Challenge. "I haven't thought about that," indicates new options are possible.
12. Revelation. We all hold false assumptions that propagate frustration and disappointment.
13. Transformation. Forward-facing curiosity transforms problem to opportunity.

One question challenge:

Ask at least one question before making statements.

Two question challenge:

Ask two questions before making one statement.

The two-question challenge doesn't apply to every conversation. You may come off as evasive or indecisive, if you ask too many questions. Use second questions to:

1. Clarify.
2. Define.
3. Respect.

3 warnings:

You can't have too much curiosity, but you can ask too many questions.

- #1. Don't hide behind questions. Reveal yourself.
- #2. Don't use questions to control or manipulate.
- #3. Avoid machine gun questions. One question after another feels like the inquisition.
 1. Make statements *before* asking questions. "That's really interesting. Tell me more."
 2. Explain motivation when asking questions. "I'm working on a project that I think you might know about. Could I ask you some questions?"
 3. Declare intent before asking questions. People wonder what you're after. Tell them.
 4. Show gratitude for responses to questions.
 5. Use language like:
 - That's interesting.
 - I hadn't thought of that.
 - I'd like to learn more.
 - That's fascinating.

Reprinted from The Leadership Freak Blog
<https://leadershipfreak.wordpress.com/2015/12/02/the-one-question-challenge/>



ELEVATE ONE-ON-ONES TO POWER MOMENTS

Saying “we” is weaker than saying “you” during one-on-ones.

Don’t say “we” when you mean “you”. It might feel like good manners to say “we”, but it’s disingenuous. It might soften the blow, but it borders on deceit.

I always hated it when a leader said “we” when they actually wanted me to do something. What could “we” do about that, is manipulative, unless you are prepared to be involved.

When you want others to take personal ownership, say “you” not “we”. Reserve “we” for topics that include several people, including yourself.

“We” gives the impression others are responsible. Ownership is an individual matter before it’s the team’s.

One-on-ones:

The term “you” is especially relevant during one-on-ones and coaching sessions. But, don’t use “you” to pressure people. Strong leaders don’t need to be coercive.

4 guidelines for one-on-one locations:

Choose a location for one-on-ones that minimizes disparities in position and status. Don’t sit in your office. Find environments that are:

1. Neutral.
2. Comfortable.
3. Semi-private.
4. Off site when possible.

7 ways to enhance one-on-one dynamics:

1. Give power seats to your conversation partner.
2. Sit with an open posture.

3. Relax and smile.
4. Speak less and listen more. The one with the most power speaks the most. Let others speak more to elevate their power.
5. Explain yourself. Don’t allow others to speculate about your thoughts and attitudes.
6. Avoid judgment – embrace exploration. Judgment cause people to lift protective barriers..
7. Resist your inclination to give answers and offer solutions. Place power and responsibility in their court by exploring answers and solutions “with” not “for”.

One-on-ones are powerful opportunities for people to explore their passion and move toward meaningful contribution. Give power, don’t seize it. Release, don’t control. Timid people don’t dare to take action.



Power makes people bold.

Article printed from LeadershipFreak post: <https://leadershipfreak.wordpress.com/2016/01/10/elevate-one-on-ones-to-power-moments/>



UPCOMING EVENTS March 2016

Mar 8, 2016 **PreRetirement Seminar**
8:30-11:30am 3738 SW 15th St, OKC
1:30-4:30pm POC: FEB, 405-231-4167

Mar 10, 2016 **PreRetirement Seminar**
8:30-11:30am 3738 SW 15th St, OKC
1:30-4:30pm POC: FEB, 405-231-4167

Mar 13, 2016 **Daylight Savings
Begins**



Mar 17, 2016 **St. Patrick's
Day**



Mar 22, 2016 **Leadership FEB (1st Forum of 2016)**
All Day NOAA Agencies in Norman
POC: FEB, 405-231-4167

Mar 30, 2016 **FEB Inter-agency Tabletop Exercise**
All Day 2600 NE 63rd St., OKC

INSPIRATION CORNER

While the charismatic has an uncanny outside source of strength, the authentic is strong because he is what he seems to be. –Daniel J. Boorstin

Keep focused on the substantive issues. To make a decision means having to go through one door and closing all others. –Abraham Zaleznik

You can't lead a cavalry charge if you think you look funny on a horse. –John Peers

Success comes most readily to the commander whose ideas have not been canalized into any one fixed channel, but can develop freely from the conditions around him. –Field Marshal Erwin Rommel

Be willing to accept actions that may have a negative impact upon a particular component but are in the best interests of the company as a whole. –Reginald H. Jones

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 Overall, 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 no later than the 15th of each month.

Officers

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

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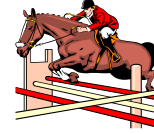
Ex-Officio: **Julie Gosdin**
District Director
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Staff

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Assistant: Lisa Smith-Longman



Half-Day Pre-Retirement Training Seminar-2016



Be sure you are financially prepared to do all the things you've planned for your retirement!!

<p>CSRS session topics:</p> <ul style="list-style-type: none"> ➤ Overview of CSRS ➤ Survivor Benefit ➤ Voluntary Contribution Program ➤ Federal Employee Health & Life Insurance Programs ➤ Identity Theft Solutions ➤ Social Security ➤ Flexible Spending Accounts ➤ Annuity Calculation ➤ Thrift Savings Plan Allocation Strategies 	<p>FERS session topics:</p> <ul style="list-style-type: none"> ➤ Overview of FERS ➤ Survivor Benefit ➤ Voluntary Contribution Program ➤ Federal Employee Health & Life Insurance Programs ➤ Identity Theft Solutions ➤ Social Security ➤ Flexible Spending Accounts ➤ Annuity Calculation ➤ Thrift Savings Plan Allocation Strategies
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TIME: 8:30am–11:30am OR 1:30pm-4:30pm (each day)
Registration will begin 30 minutes prior to the training

LOCATION: OKC Public Works Training Center, 3738 SW 15th Street, Oklahoma City

COST: No Cost

- [] I am registering for the CSRS session on Tuesday, March 8, 2016, 8:30 am-11:30 am
- [] I am registering for the CSRS session on Tuesday, March 8, 2016, 1:30 pm-4:30 pm
- [] I am registering for the FERS session on Thursday, March 10, 2016, 8:30 am-11:30 am
- [] I am registering for the FERS session on Thursday, March 10, 2016, 1:30 pm-4:30 pm

Seating is limited to 50 per session. Once a session is filled, future registrants will be notified and provided the opportunity to be placed on a waiting list for the next Pre-Retirement session.

NAME(S): _____
List name of employee and spouse on same form

AGENCY: _____

ADDRESS: _____

PHONE: () _____ EMAIL: _____

Mail this registration form to:	Oklahoma FEB 215 Dean A. McGee, Suite 320 Oklahoma City, OK 73102	OR Email to: LeAnn.Jenkins@gsa.gov Or Lisa.Smith-Longman@gsa.gov
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Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, substitute attendees are authorized and encouraged!



2016 Leadership FEB Class Registration

Return this portion to FEB



In order to maximize the benefits and expand the cohesive networking opportunities, no alternates will be authorized to attend single sessions. However, if an identified participant becomes unable to honor their commitment to the program, the employing agency is authorized to replace that individual for the duration of the program.

Participants **must attend a minimum of five sessions** in order to receive a certificate of completion for this program. The majority of sessions will occur in the Central Oklahoma area; however, to illustrate the diversity of the nature and geographic areas of our federal community, a couple of sessions will be to visit federal agencies in outlying areas.

Forums may involve agencies with missions that require background investigations prior to the visit. If a registered employee has findings, their participation in that particular forum may be denied.

Due to limited availability, register as early as possible to reserve a slot for your participant. It is suggested that registrations be submitted no later than Friday, February 26, 2016. Cancellations will be processed at no charge to the agency through that date. After that, we ask the agency to honor their obligation due to cost incurred; however, a substitute participant is authorized and encouraged. *Tuition for the program is \$750.* This covers *Leadership FEB* program expenses for each forum, leadership books, parking fees for designated forums, and other materials. Personal expenses, lodging, and mileage are not included in this cost. Tuition is payable by the individual, the employer, or the sponsoring organization. Tuition paid with the application will be held until the selection process is completed. Tuition will be refunded if the applicant is not selected. *Agency/Registrant may pay the course fee (\$750) by check, credit card, or government voucher*

Name: _____

Title: _____

Dept & Agency: _____

City: _____

Phone: _____ Cell: _____

Email: _____

Participant's Signature

Date

Agency Director/Commander Review/Approval

Date

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



Registration for Interagency Intergovernmental Table Top



**Active Shooter Scenario **

This event is an interagency intergovernmental planning effort that includes the FEB Comprehensive Emergency Management Team, FEMA, and Oklahoma Emergency Management. This exercise is for government leaders (federal, state, local) to discuss issues necessary to provide effective planning to increase the safety of our workforce and an opportunity to share lessons learned and best practices. Your agency's participation in this exercise is very important. We ask that only a couple of organizational leaders attend from each organization. There will be no After Action Report generated through the tabletop, rather a "self-evaluation" for the participants that can serve as a foundation for reviewing, updating, and continuing to improve relevant policies, plans, and/or procedures that will continue to build your organization's readiness.

Date:	Wednesday, March 30, 2016
Time:	8:30 a.m. Registration – 9:00 a.m. Start Time End Time scheduled for 3:30 p.m. (to include a working lunch)
Location:	Oklahoma City County Health Department, 2600 NE 63 rd St., OKC
Who Should Attend?	Agency Leaders, Emergency Coordinator and/or Facilities Manager
Cost:	No Fee

Agency: _____

Agency Leader (or designee) to attend: _____
Spelling for name tent

Phone: _____ **Fax:** _____

Email: _____

Emergency Coordinator, Facility Manager or Other to accompany Agency Leader:

Name Email Address

Name Email Address

<i>Please mail to:</i>	<i>Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 320 Oklahoma City, OK 73102</i>
<i>Or Fax to:</i>	<i>(405) 231-4165</i>
<i>Or email to:</i>	<i>Leann.Jenkins@gsa.gov</i>

Cancellation Policy: In consideration of those planning this event, we ask that registered participants attend. Understanding that unforeseen circumstances may preclude an individual from attending, substitutions will be permitted through March 18, 2016.

Please register no later than March 18, 2016.



SUN	MON	TUES	WED	THUR	FRI	SAT
March 2016		1	2	3 Executive Policy Council-Norman	4	5
6	7	8 8:00 Preretirement 1:00 Preretirement	9	10 8:00 Preretirement 1:00 Preretirement	11	12
13 	14	15	16	17  St Patrick's Day	18	19
20	21	22 Leadership FEB: NOAA	23	24 FEB Speaker at UCO class on public partnerships	25	26
27	28	29	30 FEB Inter-agency Tabletop Exercise	31		

OKLAHOMA FEDERAL EXECUTIVE BOARD
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