



INTERAGENCY CONNECTION

215 Dean A. McGee, Suite 349, Oklahoma City, OK 73102

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

(405) 231-4167

Strategic Connections resulting in Unique Solutions

Chair's Corner



I am hoping the operational disruption of ice is behind us!

Our Federal Executive Board is looking forward to many activities!

Our **2018 Leadership FEB class** does not begin

until March 8th with a visit to the McAlester Army Ammunition Plant. A registration form is included in this newsletter for those who wish to register for this before the start date. We have a robust class roster and I look forward to meeting all of our participants this year!

Our Driving Concern: With the approach of warmer weather, children are outdoors playing and there are increased distractions for drivers. Traffic crashes exact a heavy toll on their victims and on businesses. According to the National Safety Council, vehicle collisions are the top cause of work-related death in Oklahoma. As a result, our FEB has partnered with the Oklahoma Safety Council to host a train-the-trainer event to increase the number of federal employees that are reached by this training. We are seeking Managers, HR professionals and safety professionals and/or instructors who are willing to return to your agency and teach the "Our Driving Concern" Curriculum, in-house, multiplying the effort and benefit! A registration form is provided at page 9 of this newsletter for your convenience.

We have partnered with FEMA Region VI to provide one of the rare **FEMA L-141** classes in Oklahoma this year! This three-day course addresses the practicalities of conducting

successful classroom interactions, managing the classroom experience, and making presentations. Priority will be given to those working toward a COOP Practitioner certificate and space is limited to 21 Seats. Registration information is provided on page 10, along with instructions of additional forms necessary to register.

FEB Awards Ceremony: I want to applaud all of you who took the time to nominate your high-performers for recognition in our annual awards program! The nominations received in the FEB Office have been sent to our Selection Committee members for ranking. Winners will not be announced until the day of our Ceremony, scheduled for Monday, May 7, 2018. I hope to see all of you and all of your nominees on May 7th! ALSO, I want to remind you that your nominees should arrive no later than 11:00 a.m. for a pre-brief. The luncheon registration form is provided on our website for easy access.

<https://www.oklahoma.feb.gov/Documents/2018AwardNominationPkg.docx>

FEB Member Tour: We have an agency tour scheduled for the leaders of our Oklahoma Agencies in April. If you are eligible for this, you would have received a registration via email. This will be a Quarterly event and I look forward to seeing you there!

Michelle Coppedge
Michelle Coppedge, Chair

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THREE WAYS TO CHANGE PEOPLE

It's absurd to say we can't change people.

The people in your story have changed you. You're who you are, in part, because of them.

Influence is the power to produce change.

#1. If you want to change people, change what they believe about themselves.

If people believe in you, encourage them to believe in themselves.

1. Explain the positive influence of their passion, strength, or behavior. "The influence of your (strength) on (name people) is (impact)."
2. Avoid superficial compliments.
3. Offer assessments based on character. "You're loving, kind, tenacious, or forthright."
4. Accept that doing poorly comes before excellence. "What are you learning?"

#2. If you want to change people, tell them the truth.

Blindspots are deadly because they aren't seen.

Positive blindspots occur when people don't see their strengths, value, or contribution.

Negative blindspots are imagined strengths, value, or contribution.

Blindspots – positive or negative – limit our reach and hinder our potential.



1. Don't bring sour to the table unless you're prepared to add some sweet. *Coach when you critique.* Criticism apart from coaching is an arrogant power-play designed to put people down.
2. Immediate feedback opens eyes to blindspots. Lights come on when you catch people in the act of offending behaviors. "You're putting people on edge right now.", for example.
3. Explain their values based on their behaviors. "This is what I see you doing. Your actions indicate xyz is important to you."

#3. If you want to change people, explain how they're changing.

1. "I notice you've improved the way you lead meetings." (Skill)
2. "This bothered you in the past. Now you're great at it. Way to go." Explain what you mean. (Character)
3. "Your numbers are improving." (Results)

You can't change someone who refuses to change. Everyone else is fair game.

<https://leadershipfreak.blog/2018/01/26/three-ways-to-change-people/>

Spotlighting Information in Public Service

Did you Know?

Getting to Know the Mike Monroney Aeronautical Center's - FAA Academy

While many federal agencies across the state of Oklahoma understand the rituals of rush hour, the FAA Academy located at the Mike Monroney Aeronautical Center is no different. Positioned just west of Will Rogers World Airport, the Aeronautical Center provides aviation training, research, logistics, and enterprise business services to federal agencies domestically and internationally. During each work week it is not uncommon to have over a 1,000 students on the premises, attending training at the FAA Academy. Instruction is delivered in technical and specialized training using diverse and state-of-the-art methods, helping to advance members of the aviation community. Since courses have different admissions criteria, prospective participants are admitted on a course-by-course basis. Certain courses may not be open to the general public, but many courses are available to other government agencies, industry, and international civil aviation authorities.

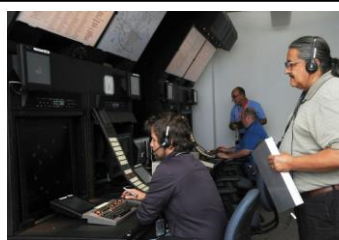
Since 1991, courses at the FAA Academy have been accredited by the North Central Association of Colleges and Schools (NCA). In 2013, the Academy obtained accreditation in the category of "Digital Learning Supplemental" which is valid until 2018. The Academy continues to meet or exceed NCA's rigorous accreditation standards. The Academy also has the honor of being the first federal non-military training organization accredited by NCA.

In addition to training FAA and non-FAA personnel in the United States, the Academy has trained international participants from 172 countries. Many of the world's leaders in civil aviation are alumni of the FAA Academy. In March 2015, the Academy was officially recognized as an International Civil Aviation Organization (ICAO) TRAINAIR PLUS Program "Full Member."

While the Academy conducts numerous aviation-



Representing the Aeronautical Center NextGen Integration Committee (ACNIC): L-R: Tony Darnell, Co-Chair, ACNIC, FAA Academy; Michelle Coppedge, Director, Mike Monroney Aeronautical Center; Ed Bolton, Assistant Administrator for NextGen; Roger Heard, Lead Chair, ACNIC, FAA Academy.



Technical Training at the FAA Academy: Air Traffic En Route Initial Qualification Training in the En Route Automation Modernization (ERAM) Lab.



An instructor oversees students in the FAA Academy's Regulatory Standard's Flight Training Device.

related courses, equally diverse are the training platforms used for instruction. Courses can be delivered via classroom, through distance learning (DL) including eLearning, Blackboard Training, Aviation Training Network (satellite-delivered training), DL platforms, virtual training technologies/blended-learning, correspondence study, or on-site at your facility. Over 2,200 courses are conducted annually with approximately 80,000+ training completions during fiscal year 2015.

As the Federal Aviation Administration continues to address modern challenges facing our aging aerospace system, the FAA Academy is also making their contributions:

- Over the past five years, the FAA has hired approximately 4,400 new air traffic controllers with another 5,900 anticipated to be hired over the next five years due to attrition. In the interest of saving taxpayer dollars, the Academy developed their own simulation software (SIGNAL) to use in their En Route Automation Modernization (ERAM) lab training, which increases en route training by 20%.

- The Academy continues to collaborate with the FAA's Office of Commercial Space Transportation providing a 20-hour training course (Licence2Launch) for those working in the commercial space industry and global government outreach.

- The Academy formed an Aeronautical Center NextGen Integration Committee (ACNIC) committed to reviewing National Airspace Enterprise Architecture, helping to determine appropriate timeframes of introducing new technologies into our airspace system.

TSP Participants Are Leaving Money on the Table, Fund Changes, and More

Officials at the federal government's 401(k)-style retirement savings plan said Tuesday that some employees are actually investing too much of their paychecks, and as a result they're leaving money on the table.



Geoffrey Nieboer, the Thrift Savings Plan's chief of business intelligence, told members of the Federal Retirement Thrift Investment Board, which governs the TSP, that every year, several thousand federal workers cease contributing to their accounts because they have hit their annual cap on pre-tax investments.

"There are a group of participants who are contributing a high percentage of their income and are reaching their annual contribution limit well before the end of the year," he said. "While certainly this is well intentioned, they may not understand that by stopping contributions early, they will no longer receive matching contributions and may actually be losing money."

The federal government provides an employer match for federal employees on the first 5 percent of their paycheck that they invest in the TSP. Officials said those who wish to invest more should still attempt to only hit that cap at the end of the year, so they can continue to receive the employer match.

"We message this regularly, but unfortunately for us, it's from OPM to everybody, it's that one-to-many message," Nieboer said. "Really, in order to address the few thousand people we're talking about, we need to do a personalized message. Make that phone call, send that email or that letter and say, 'You're contributing X, but you really should be contributing Y.'"

The FRTIB board also voted unanimously

Tuesday to expand the portfolio of the TSP's I Fund, which is made up of international investments.

Currently, the portfolio is invested in the Morgan Stanley Capital International Europe Australasia Far East index fund, which makes up about 59

percent of the non-U.S. investment market. But in the coming years, the I Fund will shift over to the MSCI All Country World ex U.S. IMI fund, which encompasses all the entire non-U.S. market.

Consultants with Aon Hewitt recommended the change, and estimated that increases in returns would outpace the increased volatility of expanded foreign investment. In 2017, the I Fund has posted some of the highest growth of the TSP's various investment portfolios.

Sean McCaffrey, TSP's director of investment, said plans to shift to the new index fund will be incorporated into an ongoing bid process for a vendor for the I Fund.

"We would look to implement this after the rebid for the I Fund, which is something that should be completed by September of next year," he said. "Whoever that manager is can take us through the process to move to the new index, and depending on how they feel about working over the holidays, that could start in October or in January [2019]."

Article written By [Erich Wagner](http://www.govexec.com/pay-benefits/pay-benefits-watch/2017/11/tsp-participants-are-leaving-money-table-fund-changes-and-more/144163/)
<http://www.govexec.com/pay-benefits/pay-benefits-watch/2017/11/tsp-participants-are-leaving-money-table-fund-changes-and-more/144163/>

Value of a Great Boss

I lost one of my managers a couple of years ago and I can't seem to forget him or the legacy he left behind. He was one of my earliest examples of true leadership. I often refer to him as "The Memorable Leader."

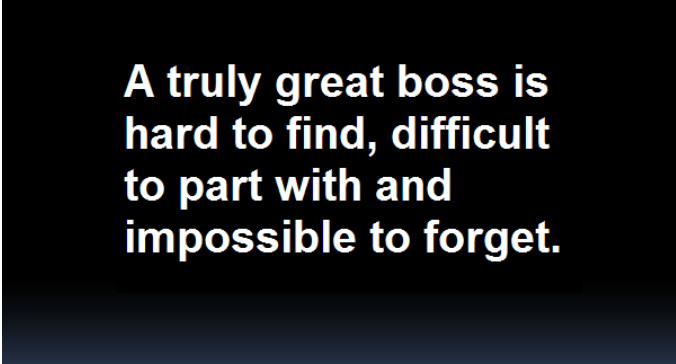
I had a family emergency and before I could finish explaining to him the situation. He said, "And you are still standing here talking to me? Why aren't you out the door yet?"

"I'll cover for you." I smiled then went to my desk, took my belongings and left. Thereafter, he had my full commitment.

Here are five qualities of memorable leaders:

1. **Integrity & Authenticity** go hand in hand. Joseph was honest with employees even though this trait was sometimes unpopular with top management. He often took the slack for his team. If leadership is not authentic, then what is it?
2. **Humility.** True leaders always aim to serve rather than be served. Being humble makes you more approachable to your followers and allows you to create an environment of open communication and more effective feedback.
3. **Empathy** plays a critical role in one's ability to be a successful leader. It sharpens your "people acumen" and allows leaders to develop and maintain relationships with those they lead. Leaders that possess this trait always make time for people.
4. **Communication Skills** - Great leaders are able to communicate their vision in

such a way that motivates their team. They are great communicators; quick to listen and slow to speak. They possess high emotional intelligence skills.



5. **Inspirational**- Joseph didn't need a title to get us to complete tasks. He had our full support. Words such as "Good work team," "You are the best", "I trust your judgement"

were at the top of his dictionary. Team spirit was high during his reign.

If your actions inspire others to dream more, learn more, do more and become more, you are a leader." - John Quincy Adams

Managers are forgotten but true leaders live on in the hearts and minds of followers. Sometimes I can still picture Joseph walking through the office, greeting staff on mornings, and might even give me a little nod or pat on the back. Those were the special moments I still hold dear. It doesn't take much to create those special moments with your team.

Good bosses are few and far in between, but if and when you get one, really appreciate them.



[Brigette Hyacinth](#)

Author: The Future of Leadership: Rise of Automation, Robotics and Artificial Intelligence

Source: <https://www.linkedin.com/pulse/great-boss-hard-find-difficult-leave-impossible-forget-hyacinth/>

Explain the Difference Between Cell Phone Call and Talking to a Passenger



In her latest vlog, Our Driving Concern Senior Program Manager Lisa Robinson recounts the story of a man who spent 20 years working on a road maintenance crew. He died a crash. He was not wearing his seat belt, and he was ejected from his vehicle.

Robinson wonders: How many of his co-workers knew he did not buckle up? She goes on to explain how a passenger in a car or truck plays just as important a role as a co-pilot in an airplane. Conversation with a passenger is safer than conversation on a cell phone – even if that phone conversation involves using a hands-free device.

When talking on a cell phone, you cannot read cues from the person on the other end of the line in the same way as you can during face-to-face conversation. So, you focus more on the conversation than usual. This distracts your mind from focusing on driving.

Also, passengers can see your driving environment. They tend to adjust conversation when risks are heightened. And they can call out those risks, too.

Watch: Life is Better in the Company of a Good Co-Pilot.

Make It Easy to Check: Distribute VIN Reminder Cards



Safer cars mean safer driving for all us: 23.8% of vehicles on the road in Oklahoma have an unrepaired, open recall. That ranks in the top half of all states.

The 10 Oklahoma cities where the problem is most significant:

1. Oklahoma City (26%)
2. Muskogee (26%)
3. Tulsa (25%)
4. Claremore (25%)
5. Norman (25%)
6. Enid (24%)
7. Edmond (24%)
8. Lawton (24%)
9. Yukon (24%)
10. Broken Arrow (24%)

Source: <https://okdrivingconcern.org/january-2018-newsletter/>

TOP 10 QUOTES OF FIVE TIME SUPER BOWL WINNER BILL BELICHICK

Bill Belichick has the most wins among all active professional football coaches. Additionally, he has a record five Super Bowl wins.

Belichick is a no-nonsense leader who says what he thinks.



Top 10 Belichick quotes:

Power of leadership:

#1. Good players can't overcome bad coaching.

The above quote is one of his most challenging. Team performance is leadership's responsibility. No excuses allowed.

Leaders who take 100% responsibility for the team:

1. Deal with underperformers quickly.
2. Expect team members to support each other.
3. Bring tough issues into the light.
4. Measure what matters and display it publicly.
5. Find roles where team members leverage their strengths for success.
6. Own failure and honor success.
7. Listen deeply.

Face the future:

#2. To live in the past is to die in the present.

Control:

#3. We can only control what we can control in the short-term....

#4. We don't talk about last year. We don't talk about next week. We talk about today, and we talk about the next game. That's all we can really control. The rest of it will take care of itself.

Character or talent:

#5. Talent sets the floor, character sets the ceiling.

#6. Success is not all about talent. It's about dependability, consistency, and being able to improve.

#7. The one thing I've definitely learned is you've got to count on your most dependable people... It might not be your most talented people. But you count on your most dependable people...

#8. I'm going down with that person. (Referring to the dependable person.)

Serving the team:

#9. Mental Toughness is doing the right thing for the team when it's not the best thing for you.

#10. Whatever success I've had it is because I've tried to understand the situation of the player. I think the coach's duty is to avoid complicating matters.

<https://leadershipfreak.blog/2018/02/04/top-10-quotes-of-five-time-super-bowl-winner-bill-belichick/>

**UPCOMING EVENTS
March 2018**

Mar 2, 2018 11:00 a.m.	FEB Nat'l Perf Improvement Call POC FEB office, 405-231-4167
Mar 8, 2018 All Day	Leadership FEB Forum McAlester Army Ammunition POC: FEB Office, 405-231-4167
Mar 9, 2018 12:00 noon	CFC Conference Call-nationwide
Mar 12-13, 2018 All Day	L-548 COOP Program Manager Training, Choctaw Nation POC: FEB Office, 405-231-4167
Mar 14-16, 2018 All Day	L-550 COOP Planners Course Training, Choctaw Nation POC: FEB Office, 405-231-4167
Mar 23, 2018 12:00 noon	Zone 16 LFCC Conference Call
Mar 27, 2018	Push Partner Training POC: FEB Office, 405-231-4167
Mar 27-29, 2018 All Day	FEMA L-141 Training OCCHD POC: FEB Office, 405-231-4167
Mar 29, 2018 10am-1pm	Executive Policy Council Mtg Tulsa POC: FEB Office, 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:

- David Andra, Meteorologist-in-Charge, National Weather Service Forecast Office, Norman
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- Joe Gallagher, Deputy to Commanding General Army Fires Center of Excellence, Fort Sill
- Julie Gosdin, District Director, US Postal Service, Oklahoma City
- Dottie Overal, Director, Small Business Administration
- Rose Roberson, Superintendent, BIA-Anadarko Agency
- Kevin Stamey, Executive Director, Air Force Sustainment Center
- Ken Valentine, Special Agent in Charge, US Secret Service

INSPIRATION CORNER

“Accomplishing tasks through people” is a different paradigm than “building people through the accomplishment of tasks.” With one, you get things done. With the other, you get them done with far greater creativity, synergy, and effectiveness...And in the process, you build the capacity to do more in the future as well.

--Stephen R. Covey

Ideas are a dime a dozen. The person who puts them to use is priceless.

--Joe Sabah

The best revenge is massive success.

--Frank Sinatra

It does not require many words to speak the truth.

--Chief Joseph

A problem is a chance for you to do your best.

--Duke Ellington

A person always doing his or her best becomes a natural leader, just by example.

--Joe DiMaggio

Officers

Chair: **Michelle Coppedge**
Director
FAA Mike Monroney Aeronautical Center

Vice-Chair: **Basharat Siddiqi**
Division Administrator
Federal Highway Administration

Ex-Officio: **John Fox**
Warden
Federal Transfer Center
Oklahoma City

Staff

Director: LeAnn Jenkins
Assistant: Lisa Smith-Longman



Our Driving Concern Train-the Trainer



Date:	Wednesday, April 25, 2018
Time:	8:30 a.m.- 12:30 p.m.
Location:	Oklahoma Safety Council, 2400 S. Vermont Ave., Oklahoma City, OK 73108
Why?	Traffic crashes exact a heavy toll on their victims and on businesses. According to the National Safety Council, vehicle collisions are the top cause of work-related death in Oklahoma. Injuries result in costly lost-time workers' compensation claims, and fatalities leave businesses exposed to liability and the possibility of paying multi-million dollar settlements.
Topics:	Our Driving Concern provides your managers, HR professionals and safety instructors with the resources you need to address distracted driving, drowsy driving, aggressive driving, passenger restraint, impaired driving, and other traffic safety topics in your workplace. Our Driving Concern also offers tools and resources to help you build a company-wide traffic safety program.
Instructor:	Betsey Kulakowski, CSHO, COSS, Oklahoma Safety Council
Who Should Attend?	Managers, HR professionals and safety professionals and/or instructors who are willing to return to your agency and teach the "Our Driving Concern" Curriculum, in-house, multiplying the effort and benefit!
Cost:	Thanks to a grant from OHSA, this 4-hour course is provided free of charge

In Guidelines for Employers to Reduce Motor Vehicle Crashes, the Oklahoma Highway Safety Office (OHSA) says the real tragedy is crashes are largely preventable. Recognizing the opportunity that employers have to save lives, a growing number of employers have established traffic safety programs in their companies. No organization can afford to ignore a major problem that has such a serious impact on both their personnel and the agency budget.

Registration

Name _____ Agency _____

Phone _____ Email _____

Mail registration to:	Federal Executive Board 215 Dean A. McGee, Ste 349 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 April 18, 2018. 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.



Training Announcement: FEMA L-0141

Course:	L0141: Instructional Presentation and Evaluation Skills
Description:	<p>This three-day course addresses the practicalities of conducting successful classroom interactions, managing the classroom experience, and making presentations. It covers the basics of adult learning and of training evaluation for those wanting more experience in this area.</p> <p>Participants will have several opportunities to practice presentation and instructional skills, culminating in 20-minute individual presentations using material related to their own programs or functions.</p> <p>After the successful completion of this course, coupled with IS-242: Effective Communication https://training.fema.gov/is/courseoverview.aspx?code=IS-242.b, participants will be eligible for a FEMA Basic Instructor Certificate. For more information: https://training.fema.gov/tp/basicinstructorcertificate.aspx</p> <p>This course, or its equivalent, is required to become a Master Continuity Practitioner Level II. For more information: http://training.fema.gov/EMIWeb/COOP/</p>
Dates/Times:	March 27-29, 2018 8:30 a.m. – 4:30 p.m. each day
Location:	Oklahoma City/County Health Department, 2600 NE 63 rd Street, Oklahoma City, OK
Eligibility Priority:	Subject Matter Experts who have been given the responsibility to deliver instruction. Priority will be given to those working toward a COOP Practitioner certificate. NOTE: Space is limited to 21 Seats.
Cost:	There is no cost for the training; however, the participant’s agency is responsible for all travel costs associated with this training.
Application:	<p>Individuals applying for FEMA classes are required to obtain a FEMA Student Identification (SID) number if they do not already have one. This number must be entered in Box 3 of the 119-25 application form.</p> <p>How do I obtain my FEMA Training Identification Number (FTIN)/CDP Student Identification (SID) number?</p> <p>Step 1: To register, go to https://cdp.dhs.gov/FEMASID</p> <p>Step 2: Click on the “Create Account” button on the left side of the screen.</p> <p>Step 3: Follow the instructions and provide the necessary information to create your account</p> <p>Why is it important to register for a FEMA SID? Any applications for EMI courses that do not include the FEMA student ID number will not be processed.</p>
Registration:	Please submit FEMA Form 119-25 to the Course Manager at FEMA-Region6-Training@fema.dhs.gov . The course code number is L0141.
Course Host	Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 349, Oklahoma City, OK
Course Manager	Angela Stapleton, Regional Training Manager FEMA Region VI 940-898-5509 or angela.stapleton@fema.dhs.gov

	<h2 style="margin: 0;">2018 Leadership FEB Class Registration</h2> <p style="margin: 0;"><i>Return this portion to FEB</i></p>	
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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, March 9, 2018. 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*

Registrations may be submitted by one of the following methods

Mail:	Fax:	Email	Questions? Call:
Federal Executive Board 215 Dean A. McGee, Ste 349 Oklahoma City, OK 73102	405-231-4165	LeAnn.Jenkins@gsa.gov Or Lisa.Smith-Longman@gsa.gov	405-231-4167

SUN	MON	TUES	WED	THUR	FRI	SAT
	March 2018			1	2 FEB Council Call	3
4	5	6	7	8 Leadership FEB- McAlester	9 OPM/CFC call	10
11	12	13	14	15	16	17
	L-548 and L-550 classes Location: Choctaw Nation					
18	19	20	21	22	23 OPM/CFC call	24
25	26	27 Push Partner training with OCCHD	28	29 Executive Policy Council mtg	30	31
		FEMA L-141 course				

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.