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

As we "ring in" the New Year, our Federal Executive Board is providing information to all of you that can be used to recognize outstanding employees. Our **2019 FEB Awards Program** is planned and the solicitation package is provided on our website. The FEB Office has also sent this information to you via email, for your convenience.

Agency Leaders are encouraged to attend the Awards Luncheon on May 6, 2019 (even if you haven't nominated employees). By attending, you see the diversity of our federal community in Oklahoma and obtain information that may provide you with ideas of who you may wish to nominate in future years!

The FEB Office is also finalizing the topics and speakers for our **2019 Leadership Series**; a series of five classroom training days. Information will be provided on our website and via email after all the details are confirmed.

As we reflect on our past year and look forward to 2019 by considering "Resolutions", I would like to encourage everyone who receives this email to add "Networking" to your list of New Year's Resolutions.

Our government and the environment in which we operate are constantly changing. The challenge of staying abreast of new information, new initiatives, new ways of conducting business and agency initiatives are daunting. The value of networking is that we learn from each other! We all know something different; through networking we can share what we know and learn from others. This increases the knowledge we can apply to new projects/solution development/strategic development which allows us to "add value".

An article on **Networking** is provided on page two in which Jeff Beals outlines eight ways to overcome the discomfort of networking. This may be useful to share with employees you believe may benefit.

Watch for information on future programs offered by our FEB (such as Leadership FEB and the Leadership Series) coming to your email inbox soon!

Basharat Siddiqi

Basharat Siddiqi, Chair

8 Ways to Overcome Social Discomfort at Networking Events

By Jeff Beals

While preparing to go to a networking event, have you ever worried, What if I don't know anyone?

It's a common concern, but knowing nobody at a networking event is actually a blessing if you have the right attitude.

Not knowing anyone forces you to use your networking skills. Too many people will go to a function and sit in the corner with their friends, co-workers, spouse, whoever. That's a waste of time. If you're going to do that, just go to a restaurant.

If you find networking intimidating, you're not alone. Many professionals who are good at networking have had to work hard to make it look that way. Sure, some people are naturally gregarious, but they are the exception, not the norm. It is natural to feel tinges of uneasiness when you attend a networking function by yourself where you know nobody.

Here are eight things you can do to make you feel more comfortable:

#1 Practice: There is absolutely nothing wrong with rehearsing how you will act in a networking encounter in the quiet privacy of your home or office. Some people even practice in front of a mirror.

#2 Observe the Masters: Think of someone you know who is socially gifted, very at ease working a room. Watch that person. Study that person. Think how you can imitate him/her. Each time you go to a networking event, do something he/she does. Instead of reinventing the network wheel, figure out how you can mimic someone who has already figured it out.

#3 Hold a Drink: Holding a drink at a social function can help you be more comfortable.

If you're a non-drinker, there is nothing wrong with holding a soda or virgin cocktail. The drink is useful, because it gives you something to do with your hands.

Just be careful not to become intoxicated. You don't want to do anything that would embarrass your company or damage the reputation you are working so hard to build. Some networkers will order one drink and nurse it for a couple hours, just taking infrequent sips. I know of one person who orders a 7-Up with just a tiny amount of alcohol in it. That way, it smells like a drink, but there's not enough live ammo in it to compromise his faculties.

#4 Positive Vision: Another way of dealing with shyness is to envision success before going to an event. Like a coach mentally preparing athletes for a big game, you can increase your likelihood for success by imagining yourself doing well in a social situation. Sit down and envision yourself saying the right things, using good interpersonal skills and being professionally assertive. If you do this regularly, you will evolve into a graceful networker.

#5 Brush it Off: Operating out of your comfort zone can increase introversion tendencies. Some networkers worry they will say the wrong thing and sound stupid. Others are afraid to interrupt someone at a party. Others fear they might be rejected when they reach out to another person. Even as an established professional, it is an unpleasant experience to introduce yourself and attempt to carry on a conversation with someone who is clearly uninterested in you. When it happens to you, just brush it off and go to the next person.

When someone gives you a cold shoulder, it likely means that person's problems are greater than yours.

#6 Pair Busting: Periodically, you will find

Article continued on page 6

Spotlighting Information in Public Service

Did you Know?

SBA Celebrates 65 Years of Service to America's Entrepreneurs

The U.S. Small Business Administration (SBA) marked 65 years of serving as a voice and ally to millions of small businesses in July. Since its founding on July 30, 1953, SBA has connected small businesses with access to funding, mentoring, counseling, and when disaster strikes, support to recover and get back to business.

"Small business is a consistent force in the Oklahoma economy," Dottie Overal, Oklahoma District Director said. "While other areas may see cyclical changes, small business represents 97.1% of all businesses with employees. When Oklahoma small businesses grow, our state grows!"

Through an extensive network of partners, entrepreneurs can get the support and resources they need to succeed and build a legacy that will benefit not only them and their family but also the state of Oklahoma.

SBA partners are accessible throughout the state and include the Oklahoma Department of Commerce, the Oklahoma Small Business Development Center Network (SBDC), SCORE, and the Women's Business Centers.
In addition, we work with Chambers of Commerce; Metro Technology Centers; Oklahoma Bid Assistance Centers; Incubators and many other Economic Development Organizations throughout the State.

There are currently over 30 million small businesses and they create two out of every three net new jobs in the private sector each year, and more than half of all Americans either work for or own a small business. SBA provides a "hand up" to these businesses with access to capital, mentorship and counseling to entrepreneurs, connections to contracting opportunities, as well as directly issues low-interest loans to people affected by declared disasters.

The U.S. Small Business Administration makes the American dream of business ownership a reality. As the only go-to resource and voice for small businesses backed by the strength of the federal government, the SBA empowers entrepreneurs and small business owners with the resources and support they need to start, grow or expand their businesses, or recover from a declared disaster. It delivers services through an extensive network of SBA field offices and partnerships with public and private organizations. To learn more, visit www.sba.gov.

SBA U.S. Small Business Administration

6 Myths About Federal Retirement Benefits

In everyday life, rumors, legends and misconceptions abound. For example, were George Washington's false teeth actually made of wood? Nope.

"While Washington certainly suffered from dental problems and wore multiple sets of dentures composed of a variety of materials—including ivory, gold, and lead—wood was never used in Washington's dentures nor was it commonly employed by dentists in his era," writes William M. Etter, a professor at Irvine Valley College.

I think one of the most important contributions I make in helping federal employees plan for retirement is to dispel rumors and myths. Here are some of the most common retirement-related myths I've come across in my conversations with federal employees.

Myth 1: Social Security will not be there when I retire.

About 62 million people, or more than one in every six U.S. residents, collect Social Security benefits. Almost all workers participate in Social Security by making payroll tax contributions, and almost all elderly Americans receive Social Security benefits. According to a recent Social Security trustees report, "Lawmakers have a broad continuum of policy options that would close or reduce the long-term financing shortfall" in Social Security. Of course, legislators have to choose from among these options and actually implement new policies—and the sooner they do so, the better.

Myth 2: The G Fund is the best place to keep my Thrift Savings Plan account safe.

The G Fund may never have a negative return, but the key to financial freedom in retirement is understanding how to invest and manage your retirement savings for maximum benefit. To learn more about retirement investing, you can start with the TSP website. There you can learn about the C, G, F, S, and I funds, as well as how you can diversify your TSP balance and future contributions based on how far you are from your need to use these funds in your retirement years.

The more you learn, the less you'll fear managing your TSP. Or you can use one of the TSP's Lifecycle fund options for investing, and minimize the need to actively manage your investments.

Myth 3: The best day to retire for everyone is the last day of the leave year.

This myth has arisen from the many articles that have been published about picking a retirement date—including some that I've written. In my most recent Best Dates to Retire column, I tried to explain that the reason to consider retiring at the end of the year—or more specifically, the end of the leave year—is to maximize the payout of your unused annual leave balance. Many employees carry over a balance of 240 hours of unused annual leave every year. In their last year of employment, they're willing to save up a full year of leave accruals to boost their total hours of unused annual leave to 440 hours or more by the end of leave period 25 or 26. It's like designing your own buyout.

But if you're not among the people who save up that much leave, then there are good dates to retire throughout the year based on tax planning, a move to a new state, the weather, your retirement eligibility and many other considerations.

Myth 4: If you maintain Federal Employee Health Benefits coverage in retirement, you should not enroll in Medicare Part B.

This statement is debated frequently at

6 Myths About Federal Retirement Benefits (cont'd)

retirement luncheons and pre-retirement seminars as well as in the comments section of this column. There are two reasons why federal retirees consider using their FEHB coverage with only Medicare Part A (hospital insurance) when they reach age 65. The first is that your FEHB plan will continue to cover you even if you don't enroll in Part B (covering doctors' services and outpatient care) at age 65. (You aren't required to enroll in Part A to have FEHB coverage, but you will be automatically enrolled in Part A if you file for Social Security retirement, and there's no cost for it if you've paid the Medicare tax during your career or the career of your spouse).

The second reason some retirees decide not to enroll in Medicare Part B is because they don't want to pay the premiums. The monthly Part B premium in 2019 will range from $135.50 to $460.50 per person. That's in addition to paying premiums for your FEHB plan. But the benefits of dual coverage can minimize your out-of-pocket health care costs over the rest of your life. And there are ways to manage the cost of the additional premium. I've covered reasons to consider Part B coverage in several columns over the years.

Myth 5: If you're federal employee old enough to retire with at least 30 years of service, you can afford to retire.

Many employees are under the impression that once they're eligible to retire from federal service (at age 55 with 30 years under the Civil Service Retirement System or at the Federal Employees Retirement System minimum retirement age with 30 years of service), they can stop working and live happily ever after. But that fairy tale ending isn't always a reality.

For many employees, retirement after 30 years will provide a little more than 50 percent replacement of their gross federal salary, but not enough to replace their net income—let alone be able to retire comfortably. In order to retire with a sense of financial security, you may need to have not only a government pension, but retirement savings, eligibility for Social Security benefits, and health and life insurance coverage. Financial freedom in retirement also requires not having excessive debt, and many retirees need to make lifestyle changes in retirement to be able to make ends meet.

Myth 6: CSRS is better than FERS.

I think that after more than 30 years of FERS being in existence, this belief is finally being laid to rest. There's no question that some aspects of CSRS are more generous than FERS. The basic CSRS retirement benefit was designed to stand alone without the additional benefit of Social Security or personal retirement savings. CSRS retirees also receive immediate and full cost of living adjustments throughout their life after retirement. FERS retirees generally don't receive a COLA until they reach age 62 and then it can be a "diet" COLA.

On the other hand, FERS offers flexibility that allows federal employees to retire and maintain lifetime health insurance with as little as 10 years of service if they are at the FERS minimum retirement age. FERS employees who contribute at least 5 percent of their salary to the TSP will receive a deferred 5 percent pay raise because of agency automatic and matching contributions. FERS employees who have spent a portion of their career covered by Social Security can maximize their Social Security retirement benefit and avoid the effects of the Windfall Elimination Provision or the Government Pension Offset that can adversely impact CSRS retirees.

The important thing to remember, whether you're under CSRS or FERS, is that your retirement can be financially secure if you take control of the planning. This requires educating yourself on your benefits and how they can help you maintain a stable retirement income.

Written by Tammy Flanagan, National Institute of Transition Planning

https://www.govexec.com/pay-benefits/retirement-planning/2018/11/6-myths-about-federal-retirement-benefits/152692/?oref=retirement_planning_nl

8 Ways to Overcome Social Discomfort at Networking Events

(cont'd from page 2)

yourself at a networking event, standing by yourself with nobody to talk to. You look around the room and everyone is already engaged in conversation with someone else. There are no other single people. It can feel unnerving. When this happens, it's time to be a pair buster.

Simply look around for a pair of people and walk toward them. Don't worry if you feel like you're interrupting. Just go up to the pair and introduce yourself. Be assertive. Sometimes it helps to say "Mind if I join you?" in a joking sort of way. Ninety-five percent of the pairs you bust open, will welcome you. The other 5 percent are not worthy of your attention.

#7 Welcome other Busters: When you are already talking to someone else and a third person tries to bust into your pair, be sure to make that person feel welcome. Treat the conversational newcomer the same way you would like to be treated. Don't act as if you're inconvenienced. Just introduce yourselves and allow the person to feel part of the group.

The tone of your voice and body language will help make such a person feel more welcome. Slightly turn your body toward the new person. If the person comes in mid-conversation, explain what you have been talking about in an effort to bring the new person up to speed.

#8 Connecting: Networking gives you the opportunity to be a "connecter" a person who introduces two people to each other. Go out of your way to connect others to each other. If you connect two people who end up doing business together, you have earned social capital. The two people who profited from that relationship will always appreciate you and owe you a debt of gratitude Connecting also helps mitigate shyness. Instead of focusing on the stress of networking, make it your mission to find people you already know but who don't know each other. You could make a game out of it.

Jeff Beals is an international award-winning author, sought-after keynote speaker, and accomplished sales consultant. He delivers compelling speeches and sales-training workshops, worldwide. He has spoken in 5 countries and 41 states. A frequent media guest, Jeff has been featured in Investor's Business Daily, USA Today, Men's Health, Chicago Tribune and The New York Times.

I don't feel like it

"I don't feel like it." Have you ever had this thought in the morning when the alarm clock goes off? It's natural to want to hit the snooze button and explain away all the reasons why you shouldn't.

The "Feel like it" mindset can be a real obstacle to increasing our productivity or performance. When we let our feelings or emotional state determine our actions, results can suffer.

The behavior of a "feel like it" mindset looks like this:

- Keeping busy, perhaps even wasting time, when not on a deadline
- Constant complaining — everyone always knows the mood you are in
- Finishing tasks at the last minute with little concern for quality

One way to combat this mindset is to tackle whichever task is most challenging first, and set a timer on it. Setting a timer on each task is a great way to stay focused and helps eliminate self-inflicted distractions. This technique is based on Parkinson's Law, which holds that work will expand to fill the time available for its completion.

For example – working out. I used to work out in the afternoon or early evening about three-four times a week. I noticed that on some days I simply didn't feel like exercising. After a long day my willpower had decreased, and my lazy feelings would win out.

To combat the "feel like it" mindset, I changed my workout time to the morning. Not only did I achieve a better work out, but it gave me the momentum to get other tasks out of the way.

Author and speaker Mel Robbins has a great technique and has inspired millions to do the things they don't feel like doing. She calls it her 5-second rule. Anytime your brain stops you from doing something, like hitting snooze instead of getting out of bed or skipping a workout, you countdown in your head 5-4-3-2-1. And then you get in motion.

I certainly find it to be effective.

Eric Papp, Time Management Speaker

https://www.ericpapp.com/2018/12/12/i-dont-feel-like-it/

When Conflict is Brewing

3 Ways to Have that Difficult Conversation

How do you feel when there's a difficult conversation brewing at work that you won't be able to duck? Unless you're a sociopath, the answer is usually "not good."

Most of us know the ill effects of dreaded discussions. A brewing conflict will make you more distracted and irritable, which has knock-on physical effects, which makes you even more distracted and irritable. And woe to family members, friends, and coworkers who catch you off guard when you're in that horrible headspace.

When conflict is brewing, so is the acid in your suddenly gurgly stomach. You are more prone to indigestion, gut pain, and poor bathroom outcomes. Your heart beats faster. Researchers from the University of Amsterdam found this stress produces "incident mild hypertension" with effects that can be measured for several days. Any natural tremors or nervous tics that you have get dialed up several notches.

It also hurts your sleep. Your rest is less restful, when you can get it. But mostly you toss and turn and agonize. The sleep deprivation is no small thing. Dr. Joyce Walsleben is the former director of Bellevue Hospital's Sleep Disorder Center. "Mood and sleep use the same neurotransmitters," she told the *Atlantic*. That makes it "very hard to tell if someone has sleep loss or depression." Other nasty effects of short-term sleep deprivation include memory impairment, mood swings, dullness, fatigue, even hallucinations. Sleep time is the time when you recover from the stresses of life. Take that away and brain and body suffer a little more every day.

Many folks tackle the alertness problem by adding lots of caffeine, but it's a poor substitute for sleep that can exacerbate those things that are already making you feel miserable—chiefly, your pulse rate, jitteriness, and digestive issues. And while caffeine can heighten your alertness for a brief time, if you try to extend that it only wears you down.

The rapper Eminem captures in a few deft words how many of us feel when a difficult conversation is almost here. The poor guy's "palms are sweaty / knees weak / arms are heavy" and the queasiness has already produced unfortunate results "on his sweater already / mom's spaghetti."

Why are we so bad at this? The authors of the most popular book on this subject, *Crucial Conversations*, speculate that it's because "we're designed wrong." "Countless generations of genetic shaping drive humans to handle crucial conversations with flying fists and fleet feet, not intelligent persuasion and gentle attentiveness," they write.

Crucial Conversations offers up all kinds of suggestions for how to navigate these thorny conversations, many of which are worth following. But the sheer number of suggestions and strategies shows just how ingrained our fight-or-flight instincts are. Heated words have often led to heated actions. Our brains and bodies know and fear this, and the processes they use to cope take away from the control and concentration we need to reason together.

Heated words have often led to heated actions.
–Jeremy Lott

With all of this in mind, I have three suggestions about how to have these difficult conversations, starting with preparation. If you are going to have a difficult conversation at work, have it with yourself first. Try to figure out the information people are going to want and the objections they are going to raise. Commit at least some of it to paper or screen, so you have something to turn to if you clam up in the heat of the moment.

Next, don't delay. The longer you put this off, the more it grinds on you. Spend as much time as you need preparing and no more. Schedule and have the conversation with your boss, colleague, client, or subordinate as soon as possible and get it over with.

Finally, stand down, soldier. Refuse to think of a single conversation in all-or-nothing terms. You might believe you have only "one shot / one opportunity" to get it right, but that's rarely the case. Failure happens. So do second chances.

Failure happens. So do second chances. –Jeremy Lott

One final caveat: These "difficult conversation" tips do not apply neatly to firings or layoffs. That usually takes longer. There are legal and moral issues involved with terminations and, frankly, as a leader, you ought to sweat it.

But maybe that helps put the problem of most difficult conversations in the right perspective. You are saying these hard words for a reason. If you get better at getting the issues out now, you may be able to head off some awful consequences down the line.

https://michaelhyatt.com/confrontation-physiology/

White House opens 2019 Fellowship Applications

The White House program that gives young Americans the chance to work under top government officials announced Nov 1 that it will be accepting applications for the 2019-2020 class.

The White House Fellows program, started in 1964 by President Lyndon B. Johnson, is designed to encourage nonpartisan public service by giving participants a year of high-level federal employee experience.

"This uniquely nonpartisan program has a distinguished legacy that reaches back more than half a century, and we hope that Americans with a passion for leadership and public service will take a look at the website, examine the criteria, and consider applying—or urge others to consider applying," said Robert M. Duncan, the chairman of the President's Commission on White House Fellowships, in a news release.

Of potential applicants, the program accepts around 100 regional finalists in spring before the fellowship program is planned to start. Those finalists then undergo daytime and evening interviews to narrow the applicant pool to about 30 national finalists.

National finalists then go through a background check and selection weekend in June, interviewing with members of the President's Commission on White House Fellowships, who then recommends between 11 and 19 individuals to the president for appointment as fellows.

Applicants to the program must be U.S. citizens, have completed their undergraduate education and must not already be federal employees, with the exception of career military personnel.

According to the White House Fellows website, 44 program alumni have been elected to public office, while 70 have been confirmed by the Senate to federal office.

Applications for the new class of fellows remain open until Jan. 16, 2019, and the program is scheduled to run from August 2019 to August 2020.

Reprinted from Federal Times December 2018

Americans Value Critical Thinking But Choose Not To Practice It

If a lack of civility in public discourse is the problem, a lack of critical thinking may be partly to blame.
A recent study by the Reboot Foundation, which was founded to fund research on critical thinking and develop resources for parents and schools, concluded that while the American public claims to engage with opposing views, people don't actually do so in practice.
Only 25% of people are willing to regularly have debates with people who disagree with them; roughly the same share says that they regularly *avoid* talking to people with opposing views. It is hard to build critical-thinking muscles when they are engaged simply to confirm one's own existing beliefs. Men are particularly poor at seeking discussions with people with opposing views: they are about 20 percentage points more likely than women to avoid people with whom they disagree.
The study surveyed more than 1,000 people online and weighted the results along demographic lines.
The Reboot Foundation defines critical thinking as, "reflective thought that requires reasoning, logic and analysis to make choices and understand problems." Key elements, it noted, include seeking out opposing viewpoints, using evidence, and engaging in debate.

Critical thinking is buzzy in educational circles. Some think it's a skill that has existed forever (Socrates: "The unexamined life is not worth living") and is being merely rebranded for the 21st century; others believe that automation and the warp-speed pace of technological change make it more urgent for kids to be able to think, reason, dissect, and analyze with greater rigor than in the past.
For example, P21 (The Partnership for 21st Century Learning), an advocacy group founded to figure out how schools can prepare kids with "21st century skills," developed a framework for learning that put critical thinking at the center of everything.
Reboot's research reveals the need to bolster society's capacity for critical thinking. Only a fifth of parents asked their kids frequently or daily to consider an opposing view; only a quarter of parents frequently help their children evaluate evidence, an essential skill to honing one's reasoning abilities; and only a third of parents have their children regularly discuss issues without a right or wrong answer.

https://www.govexec.com/excellence/management-matters/2018/12/americans-value-critical-thinking-choose-not-practice-it/153397/

10 Essential Event Budget Tips for a Better Bottom Line

Meetings are big investments. At my company, Meeting Sites Resource, just one of the ways our budget and cost savings strategies add value to meetings and the bottom line is achieved by developing a negotiation plan for each event.

Following are the "top 10" cost-savings tips from Meeting Sites Resource you can implement into your event budget strategy to save on the bottom line while delivering a top-shelf meeting to attendees and stakeholders.

1. Understand How Hotels Value Your Meeting/RFP: Hotels analyze everything from arrival/departure pattern to rooms-to-space ratio, F&B contribution, lead time, history, seasonality, incremental revenue and other groups contracted over dates.

2. Understand Your Leverage: Are your dates flexible? Can you shift your pattern? Do you have strong history of room pick-up and spend by category? Can you waive rental by increasing F&B commitment?

3. Food and Beverage Cost Savings: Work with the banquet chef to customize menus using seasonal items and/or by sharing menus with other in-house groups (to capitalize on purchasing economies of scale). Other strategies include shortening the length of receptions or skipping breakfast by offering an a.m. break instead.

4. AV/Production Cost Savings: Contract discounts in advance; bring your own AV with waived Fees; bid AV to multiple companies with on-site typically surcharged at 25 percent; and negotiate a flat rate for Internet.

5. Food and Beverage Guarantee: Calculate your F&B commitment from your RFP using mid-range menu prices. State your F&B guarantee, less 20 percent allowable attrition.

(i.e., $30k F&B guarantee x 20% attrition = $24k final guarantee).

6. Report Cost Savings to Measure Success: Track all savings with metrics you can defend that are not inflated and then report to stakeholders (i.e., calculate room rate savings from the original quote, not rack rate).

7. Cost Savings Containment: Base the guest room attrition and cancellation calculation on profit, not revenue, as a hotel's "true loss," which can be calculated in case of non-performance.

8. Risk Reduction Clauses: Be sure to include a published rate clause, resell clause, rebook clause, unauthorized changes clause, force majeure and mutual indemnification clause.

9. Prepare a Strategic RFP: Provide a detailed RFP from meeting needs to history to concessions.

10. Have a Negotiation Plan for Each Meeting: Understand spend contributions as it relates to how the hotel values your meeting. Do you have flexibility? What are the must haves?

And know when to walk away. Once your negotiated contract is countersigned, you can easily prepare a cost savings/risk reduction report for each meeting and distribute to senior management and key stakeholders (an important way to demonstrate meeting [and your] value, based on negotiations)

Article written by *by Robyn Mietkiewicz*
https://www.meetingstoday.com/magazines/article-details/articleid/32999/title/10-essential-event-budget-tips

UPCOMING EVENTS

January 2019

Jan 1, 2019	**New Year's Day**
Jan 6, 2019	**Epiphany**
Jan 15-17, 2019	**Executive Director in Houston** **FEB Strategic Planning Meeting** POC: FEB Office, 405-231-4167
January	**Various Agency Visits around Oklahoma will be scheduled in order to meet our new Federal Agency leaders coming into the State** *If your agency has a new Director, Commander or Special Agent in Charge, please call the FEB office so that we can schedule a visit!*

INSPIRATION CORNER

Let's invest in people, not ideas. A good idea is often destroyed by bad people, and good people can always make a bad idea better. –*Simon Sinek*

There is no limit to what a man can do or where he can go if he doesn't mind who gets the credit.
–*Robert W. Woodruff*

You give me the right people, and I don't much care what organization you give me. Good things will happen. Give me the wrong people, and it doesn't matter what you do with the organization. Bad things will happen.
–*Colin Powell*

Life is a grindstone, and whether it grinds a man down or polishes him up depends on the stuff he's made of.
–*Josh Billings*

There are half hours that dilate the importance of centuries. –*Mary Catherwood*

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
- Dr. Lee Denney, State Coordinator, USDA Rural Development
- David Engel, Chief Administrative Judge, Social Security Administration, Tulsa
- John Fox, Warden, Federal Transfer Center
- Joe Gallagher, Deputy to Commanding General Army Fires Center of Excellence, Fort Sill
- Julie Gosdin, District Director, U.S. Postal Service, Oklahoma City
- Dottie Overal, Director, Small Business Administration
- Rose Roberson, Superintendent, BIA-Anadarko Agency
- Ken Valentine, Special Agent in Charge, U.S. Secret Service

Officers

Chair:	**Basharat Siddiqi** Division Administrator Federal Highway Administration
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Director:	LeAnn Jenkins
Assistant:	Lisa Smith-Longman
Detailee:	Sarah Musler, TSI

2019 Public Service Recognition Week
Employee of the Year Awards Banquet

Event information:
Date: Monday, May 6, 2019
Time: 11:30am-1:00pm
Location: Remington Park
One Remington Place, Oklahoma City, OK 73111

Location: . If you are traveling on I-35, exit west on NE 50th (also known as Remington Place). If you are traveling on I-44, exit south on M.L. King Boulevard. (specific directions can be obtained from www.mapquest.com or www.google.com/maps). Enter the door marked CASINO; walk straight back, just left of the escalators, to our event.

Valet parking will be available for our Awards Program

If you require a special dietary accommodation, please contact the FEB Office at 405-231-4167.

Nominees should arrive no later than 11:00 a.m. for pre-brief.

Name:______________________________ Agency: _____________________________

Address: ___________________________ Phone: _____________________________

Cost: $25.00 per person

Payment must be made in advance
[ ] Cash [ ] Check [ ] Credit Card Phone #:
If you wish to utilize a credit card for payment, please provide the contact number for the credit card information in the space above.

Luncheon Tickets will be mailed to the address listed above for all pre-paid registrations with sufficient time to receive before the luncheon. This allows expedited entry into the event, without checking in at the registration table.

Please mail with payment to:	Fax to:	Email to:
Oklahoma 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

Make checks payable to: Oklahoma Federal Executive Board

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, refunds and cancellations will be permitted through April 19, 2019. However, after that date, registrations must be honored by the individual or agency involved. If you are unable to attend, substitute attendees are authorized and encouraged!

SUN	MON	TUES	WED	THUR	FRI	SAT
January 2019		**1** New Year's Day	**2**	**3**	**4**	**5**
6 Epiphany	**7**	**8**	**9**	**10**	**11**	**12**
13	**14**	**15**	**16** Houston FEB Strat Planning Session	**17**	**18**	**19**
20	**21** Martin Luther King, Jr Day	**22**	**23**	**24**	**25**	**26**
27	**28**	**29**	**30**	**31**		

OKLAHOMA FEDERAL EXECUTIVE BOARD
215 DEAN A. MCGEE AVENUE, STE 349
OKLAHOMA CITY, OK 73102-3422
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