



CPC CyberFlash

HONOR

RESPECT

COMMITMENT

From the Director's Desk

In this article, I thought I would share another excerpt from a paper written by a former boss of mine. His paper centered on the book "First Break All the Rules: What the World's Greatest Managers Do Differently." This excerpt focuses on the importance of properly setting expectations for employees.

Expectations are the milestones against which we test our progress. Within the workplace, knowing what is expected can be viewed as the pathway that guides us toward achievement. If expectations are not clear, we are hesitant, indecisive, and unsure of ourselves.

So, how does a manager, who is held accountable for a team's performance, set expectations? The best managers tell us they define the right outcomes first, and then let each person find his or her own route toward those outcomes. This approach allows for growth of the individual to occur via the individual's discovery of his or her own "path of least resistance." It appreciates and values differences between employee styles and flow, and allows individuals to use their strengths to their fullest potential.

This approach also encourages employees to take responsibility. Great managers want each employee to feel a certain amount of tension to achieve. Defining the right outcomes creates that tension and the thrill and pressure of being out there by oneself, having a very definite target.

We, of course, realize that every job has a certain number of steps associated with it. Some jobs have more of them than others do. The question is, do the steps support a clear perspective on the particular outcomes that are desired?

Roger D. Mason

Acting Director, Commissioned Personnel Center

PERSONNEL CHANGES TO THE OFFICER ASSIGNMENT BOARD (OAB)

CAPT Emily Christman has assumed the role as the MOC-Atlantic Liaison Officer.

LCDR Jeremy Adams has assumed the role as the Fisheries Liaison Officer's Technical Advisor.

Effective August 1, 2006, CAPT Kenneth Barton will replace CAPT Sean White as the new Chair, Officer Assignment Board.

A special thanks goes out to CAPT Sean White and LCDR Karl Mangels for the hard work

and dedication they have devoted to their positions on the OAB over the past several years. CAPT White will continue to serve as the National Weather Service Liaison Officer while LCDR Mangels will be leaving the Silver Spring area to become the next Commanding Officer, OSCAR ELTON SETTE. Thanks again for a job well done and best of luck in your new assignments!!!

CPC POINTS OF CONTACT (301) 713-3444

Assignments	LCDR John Caskey
Awards	Greg Raymond
Career Counseling	CDR Brad Kearse
Correspondence Courses	LCDR Anne Lynch
DEERS/ID Cards	Neavaly Touray
EEO	Katherine Raymond
Medical Issues	LCDR Liz Hobson-Powell
OPF Online	Greg Raymond
Payroll	Carol Holley / J. Thompson
PCS Travel/Vouchers	Neavaly Touray
Promotions	Katherine Raymond
PUT	CDR Brad Kearse
Recruiting	LTJG Nicole Manning
Retirement/Resignation	Greg Raymond
Training	LCDR Anne Lynch
Transportation	Neavaly Touray

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