



# CPC CYBERFLASH

SEPTEMBER 27, 2007

HONOR

RESPECT

COMMITMENT

## In This Issue

### Director's Message

### Announcements

- NOAA Locater
- Seattle ACO Dining In Awards
- Uniform and Awards Board
- Uniform of the Day for Next Weeks Events
- Uniform of the Day
- Assignments
- Promotion Update
- Approved Retirements

### On the Horizon

## Director's Message

My message this week is a quote from the book "Measure of a Leader" by Aubrey C. Daniels and James E. Daniels. The book provides a framework for the development, practice, and measurement of leadership skills by tuning into the behavior of followers. Additionally, the book has some interesting stories and insights that apply to our everyday duties. I have really enjoyed the book. It's an easy read. I have RADM DeBow to thank for bringing this book to my attention.

**The leader who insists that everything is important diminishes the importance of everything. It is the leader's responsibility to clearly distinguish for the followers which activities and goals are important and which are not. Simply increasing the scope of effort reduces a leader's impact. Conversely, tightening the scope clarifies the resource needs and thus facilitates the tasks at hand.**

**The old expression "jack of all trades, master of none" is a particular significance to leaders. It says that the more you ask people to do, the less they can do any one task well. The leader's function is to increase the reinforces for the followers' behaviors that are mission-essential and to reduce the reinforces available for behaviors that are non-mission-essential. This requires that the leader simplify the requirements for success to a minimum set of actions and that he/she delivers frequent, positive consequences to those responsible for carrying out the mission.**

**Once the parameters are set, leaders must stay the course. This does not imply rigidity. The captain of a sailing vessel does not keep the bow pointing in the same direction regardless of the environment and circumstances. To do so is to flounder and to make progress more difficult. Rather, he keeps the orientation constant, always knowing the destination, even when he/she has to steer in another direction to get there. Leaders are constantly**

**shaping the behavior of their followers, much as the captain trims his sails with a vigilant watch on the compass and on the direction of the wind.**



CDR William B. Kearse, NOAA  
Director, Commissioned Personnel Center

## **Announcements**

### **NOAA Locator**

Officers are responsible for maintaining their correct phone numbers and mailing/e-mail addresses in the NOAA Locator. Updates can be easily made by going to the NOAA Locator website: <https://pictor.rdc.noaa.gov:9001/nsd/intsearch> and following these steps 1) Enter Name and Request Search; 2) Request More Information; and 3) Update Member. It's important that officers update their information as soon after reporting to a new assignment in order to meet DOC IT requirements, have accountability during natural disasters/emergency events, and to minimize errors with payroll and mailing issues. Therefore, I would like all officers to take this time to visit the NOAA Locator website and ensure that their information is up-to-date and accurate. If you should have any questions or problems updating your contact information, please contact LCDR John Caskey at [john.caskey@noaa.gov](mailto:john.caskey@noaa.gov) or 301-713-7748. Thank you.

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### **Seattle ACO Dining In**

Please mark the date of January 5th, 2008 on your calendars for the next Seattle ACO Dining In. The event will be held at the Lake Washington Rowing Club. Menu, prices, and other information will be forthcoming as the ACO Board puts together the specifics and places the information online.

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### **Uniform and Awards Board**

The next Uniformed and Awards Board Meeting will be held on October 17, 2007. Submissions should be received by CPC no later than October 12, 2007. If you need additional information, please contact Neavaly Touray at 301-713-7729.

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### **Uniform of the Day for Next Weeks Events**

Retirement Ceremony/Reception for RADM Samuel P. De Bow, Jr, (Uniform of the Day or Business Casual)

## Change of Command (Service Dress Blues)

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### **Uniform of the Day**

The Spring-Summer Uniform wear period is April through September. The Fall-Winter Uniform wear period is October through March. The changeover dates are the first Monday in April and the first Monday in October, respectively.

Effective the first Monday in April, the Uniform of the Day for the Spring-Summer period for all locations is the Summer White Uniform. Officers may also elect to wear the following alternatives: Service Khaki (all locations) or Flights Suits (Tampa, Florida Only). No alternate uniforms are prescribed or allowed for officers working at the Herbert C. Hoover Building.

Effective the first Monday in October, the Uniform of the Day for the Fall-Winter period is Service Dress Blue. Officers also may elect to wear the following alternatives: Service Khaki (all locations) or Flights Suits (Tampa, Florida Only). No alternate uniforms are prescribed or allowed for officers working at the Herbert C. Hoover Building.

The prescribed uniform for officers conducting official business in non-NOAA facilities and conducting official business on Capitol Hill to include attending or testifying at Congressional Hearings will be Service Dress Blue without substitutions and regardless of command.

Working Khaki is authorized only in the appropriate shipboard or field environment, and when traveling directly to and from work. Foul weather gear, coveralls, and command ball caps may be worn with the working khaki uniform as weather and circumstances dictate.

All NOAA Corps officers shall wear the uniform properly and adhere to appearance standards in the NOAA Corps Directives, Chapter 12.

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### **Assignments**

An updated Billet List has been posted on the CPC - Assignments website: <http://www.noaa.gov/cpc/careermgmt/assignments.html>. This Billet List reflects assignments that the Director, NOAA Corps approved on September 10, 2007. If you should have any questions regarding the Billet List or assignments in general, please contact LCDR John Caskey at 301-713-7748 or [assignmentbranch.cpc@noaa.gov](mailto:assignmentbranch.cpc@noaa.gov).

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### **Promotion Update**

The promotion package is at the White House pending approval by the President. After approval, it will be forwarded to the Senate. The Senate will review and give their consent to the promotions. After that the package will be returned to the White House and then to the Department. At that time, CPC will prepare and submit the package to promote officers based on

vacancies at that time.

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### **Approved Retirements**

The following officers have approved retirements. Be sure to thank them for their service to NOAA and nation and wish them the best the next time you see them!

RADM Samuel P. De Bow, Jr.	October 1, 2007
CDR James R. Meigs	November 1, 2007
CAPT Richard S. Brown	December 1, 2007
CAPT George E. White	January 1, 2008
CAPT Gary D. Petrae	January 1, 2008
CAPT Jon E. Rix	February 1, 2008
CAPT Stephen A. Kozak	March 1, 2008
CAPT Sean R. White	July 1, 2008
CAPT John W. Humphrey, Jr.	August 1, 2008

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### **On the Horizon**

September 15	OERs due at CPC for ENS/LTJG (Past Due)
October 5	Director, NOAA Corps Change of Command at the Jefferson Memorial
October 5	Officer Assignment Board
October 15	Start date for REFTRA 63
October 31	OER end of reporting period for CAPT/CDR
November 30	OER end of reporting period for LCDR/ LT
December 15	OERs due at CPC for CAPT/CDR
January-May, 2008	Billet Review
January 5, 2008	Seattle ACO Dining In
January 15, 2008	OERs due at CPC for LCDR/LT
January 15, 2008	Documents for OPF due at CPC for officers in selection zones
February 1, 2008	ODU becomes the prescribed uniform to wear aboard ships, marine centers, and small boat assignments.
January-May, 2008	Billet Review
March 3-7, 2008	Selection Boards for O-6 to O-2

Please see NOAA Corps website for additional information:

Assignments: <http://www.noaacorps.noaa.gov/cpc/careermgmt/assignments.html>

Evaluations: <http://www.noaa.gov/cpc/careermgmt/evaluation.html>

Training: <http://www.noaa.gov/cpc/careermgmt/training.html>

Uniforms & Awards: <http://www.noaa.gov/cpc/perservices/awards.html>

ODU: <http://www.noaa.gov/cpc/index.html>