

# Commissioned Personnel Center CYBERFLASH



**April 6, 2009**

## **Director's Message**

### Developing Our Officers

As managers and leaders, how do we know when to support and develop junior officers, and when to cut our losses? When should we mentor someone, when should we offer them developmental opportunities? Essentially, to coach or mentor or develop someone, you have to believe the person has potential. I believe each NOAA Corps officer has potential.

NOAA Corps Leadership Development Framework was approved by the Department of Commerce on February 13, 2008. The framework sets forth a standard and developmental path by which NOAA Corps officers can meet the same core qualifications as a federal Senior Executive Service employee. Beginning with our Core Values as the foundation, thirty leadership competencies are established under this framework.

We are developing the execution plan for the framework which is currently called NOAA Corps Leadership Development Education (LDE). LDE is a systematic plan to address leadership development needs for officers as they progress throughout their commissioned careers. LDE should be viewed as a series of "bricks" that lay the foundation and help facilitate the leadership development of officers, which should lead to increased performance. As officers emerge into positions of leadership, performance will be increasingly related to the ability to influence, persuade, and develop others to accomplish organizational goals. LDE will begin to catalyze leadership development of officers early in their career, and in so doing, improve the potential performance of officers throughout their career and across the ranks.

There are seven proposed elements of the NOAA Corps Leadership Development Education. These elements are chosen and designed to address the gaps that have been identified to improve officer leadership development, cultivate uniform service identity, and promote esprit-de-Corps. The seven elements are Basic Officer Training (this is a true BOTC), Operational Leadership Training, First Assignment Transition, Residential Leadership Coursework, PSSO Leadership Training, Advanced Leadership Course, and Executive Leadership Develop. Each element of leadership training focuses specifically on one or two groups of core competencies, while also reinforcing the broader suite of competencies.

OMAO is asking for \$1M to fund the leadership framework in FY10. This a significant step forward for the Corps. How do we know when to support and develop junior officers? When senior management believes they have potential. As stated in the opening paragraph, I believe each NOAA Corps officer has potential.



**CAPT Raymond C. Slagle, NOAA**  
**Director, Commissioned Personnel Center**

## **Announcements**

### **Ship Augmentation Needs**

Please don't forget the augmentation policy (officers are required to augment up to 30 days per year in the first two years after completing a sea assignment). It is the officer's responsibility to volunteer for augmentation periods. Your colleagues on ships need time off for leave and training, and they need your help! You'll need their help as well when you're at sea, of course. Please go to the Ship Augmentation Needs link shown on the bottom of the Cyberflash to plan your augmentation periods.

### **OER Hardcopies Sent to CPC**

CPC is still receiving OERs that are printed double sided. OERs need to be single sided so they can scan more clearly into your OPF. Guidance for writing OERS is available on the CPC web site:

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

## **Approved Retirements/Resignations/Separations**

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

LT Bryan R. Wagonseller	May 1, 2009
CDR James D. Rathbun	June 1, 2009
CAPT Emily B. Christman	July 1 2009
CAPT Sean R. White	July 1, 2009
CAPT Steven R. Barnum	January 1, 2010

## **On the Horizon**

May 4, 2009

Start of A School 114

**Please see CPC website for additional information:**

Ship Augmentation Needs: <http://www.corpscpc.noaa.gov/cpchome/augmentation.html>

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

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

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

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