

Commissioned Personnel Center CYBERFLASH

December 03, 2010

Director's Message

There is influence and there is power. As a NOAA Corps officer, you will have opportunities to utilize both. Influence is the power and the ability to personally affect others' actions, decisions, opinions or thinking. Power is the capacity or potential to exert influence. The [NOAA Corps Leadership Development Framework](#), under Leading Others, defines influencing other as follows.

Influencing Others - Leaders possess the ability to persuade and motivate others to achieve a desired outcome. They persuade by communicating, directing, coaching, and delegating, as the situation requires. Successful leaders understand the importance and relevance of professional relationships; develop networks; gain cooperation and commitment from others; build consensus; empower others by sharing power and responsibility; and establish and maintain rapport with key players.

Remember, position power does not equal personal power. You may use your power of authority over other people to get something done, but are you influencing them?

The [Center for Creative Leadership](#) applies one of three different research-based influence tactics - Head, Heart and Hand. The Logical Appeals (Head) is based on organizational or personal benefits. The Emotional Appeals (Heart) is based on individual goals and values. The third tactic, Cooperative Appeals (Hand) is based on collaboration, consultation or alliances. The influence tactic used depends on the situation. However, any successful influence model possesses one common trait. That trait is a win-win outcome. I will go into more detail for each of the research-based influence tactics in future CyberFlash messages.



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

Announcements:

Congratulations to CDR Timothy J. Gallagher for his promotion effective 01 December, and welcome aboard LT Christopher Kerns who will be reporting to AOC this month.

January B-School CANCELLED

For all officers expecting to attend B-School this January 4th through 25th, the class has been cancelled. Please be sure to notify your chain of command and cancel any travel

arrangements that have been made. Currently there is no plan to re-schedule this class, CPC will notify when the next B-School will be once that decision is made.

Officer Career Management Division's Points of Contact

OER Submissions and Training

CDR Jon Swallow is on leave through the end of the year. In his absence LCDR Hancock will be available to answer questions on training classes and OER submissions. CDR Joe Pica, now returned from sea duty, is assisting the Career Management Division with processing OERs and reviewing billet descriptions.

As we draw close to the BOTC selection board process, the division will be focusing its efforts on that task. Barbara Smith will be working on BOTC application packages for the Recruiting Branch on Mondays, Wednesdays, and Fridays. She will be working on **TDY travel Tuesdays and Thursdays**. If you have questions about your CPC related Travel Requests, Authorizations, or Vouchers please keep in mind that she will only be working on those items two days out of the week.

Recruiting Update

The application deadline for BOTC 118 is December 31, 2010. The Officer Recruiting Branch is on track toward 100 BOTC applications, and is currently trying to schedule interviews for a number of applicants. If your assistance is requested, please try to make room in your schedule for this critical step in the application process. As an interviewer, you may be the only one to meet an applicant in person. Great organizations are built from great people. Let's make sure we're getting the best!

Billet Description Updates

Assignments Branch is working in concert with CDR Joe Pica to review the annual submission of billet descriptions in an effort to provide updated billet descriptions for review on the CPC website. Currently some of the billet descriptions are outdated. If you have not written your billet description this year it is in need of update, so please contact your Line Office Liaison to get the latest version of the billet description form. The list of [Line Office Liaisons](#) is located on the CPC Assignment's webpage.

Active Duty Dental Program

Beginning **01 Jan 2011**, NOAA Corps' dental care will be provided under the Active Duty Dental Program (ADDP). The ADDP is administered by United Concordia Companies, Inc. (UCCI) for the TRICARE Management Activity.

Active duty NOAA Corps Officers qualify as "Remote ADDP." This means that you are permitted to seek care in the private sector from any United Concordia network dentist; however, you are still eligible to receive care from a military dental treatment facility, if space is available. You will receive additional information Dec 17, 2010 from CPC. In addition, you will receive by mail an ADDP identification card, and an ADDP brochure this

month. The brochure is also available on the [ADDP website](#). This site also includes other pertinent information, your covered benefits, finding a network dentist, how to make an appointment (including the difference between accessing routine vs. specialty care), and much more. As a reminder, this dental care option does not begin until January 01, 2011. You will not be able to make any appointments until the program is implemented.

If you have any questions, please contact Captain Jane Powers, Director OMAO Health Services at jane.powers@noaa.gov.

NOAA Officers' Family Association Holiday Party

All officers, active or retired in the DC area, are invited to attend this year's NOAA Officers' Family Association's Holiday Party on Saturday, December 11th. Please [RSVP](#) via the link by Tuesday, December 7th. At the event NOFA will be collecting DVDs for the wounded warriors receiving care at the National Naval Medical Center and Walter Reed Army Medical Center. Along with your gift basket for the raffle or silent auction item, please bring a brand new, unopened, non blue ray, non warfare-themed DVD. All guests who bring a DVD for our nation's heroes will receive 10 free raffle tickets at the door!

ACO Dining-In

Save the Date: Friday, January 7, 2011

The Washington DC Section of the Association of Commissioned Officers will be hosting a NOAA Corps Dining-In at the Army and Navy Club on Friday, January 7, 2011. The Army and Navy Club is located on Farragut Square at 901 17th Street NW in Washington, DC. More details will be forthcoming.

This Month in NOAA Corps History*:

Extract from 1938 Season's Report of H. Arnold Karo, Hydrographic and Geodetic Engineer Commanding Officer, U. S. Coast and Geodetic Survey Motor Vessel WESTDAHL (From the U.S. Coast and Geodetic Survey FIELD ENGINEERS BULLETIN no. 12, December 1938)

"The survey of the lower part of Glacier Bay was not without its compensations, however. The local name for Point Gustavus is Strawberry Point and investigation readily shows why it is so called. Thousands and thousands of strawberry plants (and almost an equal number of bear tracks), covered the point, although few berries were obtained this season due to the continued cold and rainy weather. It is reported that in summers when good weather prevails, the strawberry crop is most prodigious. Wild strawberries are found along the shores of Glacier Bay as far as the party worked this year although the crop was very poor due to unfavorable weather. However, a few tasty feasts of berries were gathered and proved a welcome change of diet. From all reports, the topographic party usually managed to take their noonday lunch in the center of a favorable strawberry patch. While it was not admitted by them, it is believed by the remainder of the party that their taste for

strawberries was the cause of their skirmish with a black bear, which fortunately, ended in a draw.



(The article is accompanied by a cartoon by C. E. Pedersen showing a bear taking an interest in plane table operations in Glacier Bay. The characters speak as follows. Rodman: "Yo-oo-you'll h-h-have- e-e to h-h-urry--- Gulp!!" Bear: "?" Man holding instrument shade: "Huh! Looks like a bear don't it?" Topographer: "Yeh- HEY! Hold that rod steady!")

On this particular day the party was working in the bright south of Berg Bay - a particularly choice location for the elusive berry. Seeing the rodman waving frantically and hearing him shouting to hurry up with the rod readings, the rest of the party were at a loss to understand this sudden burst of activity on his part. After each rod reading he would literally run up the beach to the next point, and would again wave frantically and beseech the topographer to hurry and read the rod. He was rodding toward the plane table setup and as he rounded the point and approached closer, the reason for all this agitation was soon apparent; for rounding the point about a hundred yards astern of him, was a black bear of no mean proportions! Each time the rodman stopped to give a reading, Mr. Bear stopped still and stood upright, almost in imitation. When the rodman started up the beach, after him came Mr. Bear on all fours..." [Read more.](#)

Upcoming Uniform and Awards Board Meetings

December 6
January 4
February 1

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!

ENS Sam Peterson	December 31, 2010
CDR Stephen Beckwith	January 1, 2011
LT Lindsey Wright	January 1, 2011

ENS Brett Floyd	January 14, 2011
LT Laurel Jennings	April 1, 2011
LT Katherine Peet	April 15, 2011
ENS Alexander Johnston	May 30, 2011
LT Jason Seifert	June 1, 2011
CDR Carl Groeneveld	June 1, 2011
LCDR James Illg	July 1, 2011
CAPT Michael Francisco	August 1, 2011

On the Horizon

November 29 - December 18, 2010	B-School Session 1 (Kings Point, NY):
December 6-10, 2010	XO Conference Tampa, FL, POC is Chief Ops MOC-A/P
December 6 -18, 2010	C-School Session 1 (Norfolk, VA)
January 4 -25, 2011 CANCELLED	B-School Session 2 (Kings Point, NY):
January 3 -17, 2011	C-School Session 2 (Seattle, WA):
January 10-14	Conference Newport, OR, POC is XO MOC-P

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>

Wiki Fleet: <https://www.st.nmfs.noaa.gov/confluence/display/FleetWiki/Home>