

Commissioned Personnel Center CYBERFLASH

March 18, 2011

Director's Message

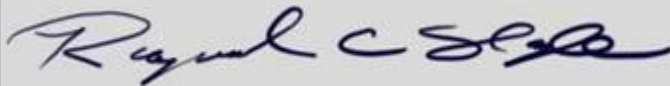
NOAA Corps Leadership Development Framework Leading Self

Interpersonal Skills - Leaders treat others with courtesy, sensitivity, and respect. They consider and respond appropriately to the needs and feelings of different people in different situations.

"Looking out for People" is one element of the interpersonal skills competency. It is also a critical skill under the Leadership Element of the Officer Evaluation Report. Caring for others is important on a number of levels. People who are cared about return that care to others. In addition, people who are shown care work more effectively with and for the people who show that care. Leaders show reasonable concern for direct reports in every way possible to help them perform and grow. There are several causes why leaders or managers fail to look out for people. Some of these causes are:

- Work and personal life should be kept separate;
- Care more for other things than people;
- Lower priority activity;
- Poor listener;
- Fear being taken advantage of; and/or
- Too busy.

Are you "Looking out for People?" Many developmental efforts have floundered because the plan attacked the wrong problem. Attack the right problem and improve your "Looking out for People" skill.



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

Announcements:

PCS Orders Update

Due to the budget constraints of the continuing resolutions, CPC will only be able to process orders as funding is approved. We normally strive to have the orders produced at least 4 months in advance but unfortunately this is not currently possible. We apologize for any additional stress this may cause during an already stressful time. As a reminder, assignments do change and could be delayed. Until you receive official approved orders the government has not authorized you to move.

OPFFix Submission Update and Date Required for documents for the OPB

All OPFFix cases that have been submitted have been completed. Please continue to review your OPFs to ensure its accuracy. All documents that you would like to have in your OPF prior to the upcoming promotion Boards must be submitted to OPFFix NLT April 4, 2011. Thank you for your cooperation.

Officer Medical Records Review

Current physical examination and a current dental exam (class I or class II) remain on file with CPC's Medical Administration Branch at all times. Periodic Physical exams submitted to CPC prior to 2009 must also include all the new medical requirements found on the CPC Website. Officers eligible for the 2011 promotion zone must ensure all physical examinations as well as supporting lab tests and procedures are valid through May 1, 2011, and must be submitted to the Medical Administration Branch no later than April 1, 2011. The FY 2011 Promotion Zones will be posted in an upcoming Message from the Director.

Officers will not be promoted to a higher grade until they are deemed medically and dentally qualified for promotion. Medical requirements for promotion can be found at http://www.corpscpc.noaa.gov/medical/medical_req.html

Officers should contact CDR Hobson-Powell via E-mail (Elizabeth.hobson-powell@noaa.gov) to ensure that you have a current periodic physical and a current dental examination on file.

Career Guidance

CPC personnel are available to provide guidance on personnel issues, professional development, and career advice. As Chief, Officer Career Management Division, CDR Jon Swallow is available to discuss career and leadership development goals,

discuss your OPF with you, and serve as an advocate for your personal development goals during Officer Assignment Boards and leadership training discussions. Feel free to email or call CDR Swallow to arrange an appointment (301-713-7748 or Jon.Swallow@noaa.gov).

'Ask CPC' Webinar

The feedback received following the 'Ask CPC' Webinar hosted on 08 March was greatly appreciated. In total there were 72 stations logged in, estimating more than 100 officers participating. CPC will be completing and posting the presentation and question and answer documents on the CPC website. There is now a new link to "CPC How To Guidance" on the main page where the presentations, guides and Questions and Answers will be posted. In the meantime the 'How To- Prepare for Promotion' is posted as the primary reference for officers. CPC is working on preparing the next Webinar on "Assignments". Reminder: the topics for the webinars are based on the responses to the survey <<http://www.surveymonkey.com/s/7YXPKQQ>> , to have your opinion included you must vote!

Upcoming Uniform and Awards Board Meetings

April 5
May 3
June 7

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!

LTJG Harold Emmons	March 31, 2011
LT Laurel Jennings	April 1, 2011
LT Katherine Peet	April 15, 2011
LT Natasha Davis	April 30, 2011
LT Shawn Maddock	May 1, 2011
ENS Tamera Reul	May 10, 2011
LTJG James Falkner	May 31, 2011
LCDR Demian Bailey	June 1, 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

CAPT Michael Gallagher	August 1, 2011
LT Elizabeth Crapo	October 30, 2011

On the Horizon

April 4, 2011	Cutoff Date for Submitting Document to OPF/OMF (not including OER) for FY 2011 Promotion Zones
April 18, 2011 (week of)	Promotion Selection OPB for Grades: O-6, O-5, O-4 and O-2
April 4-29, 2011 (Travel 03 & 30 April)	REFTRA- Kings Point, NY
October 01, 2011	Promotion Selection OPB for Grade: O-2

Please see CPC website for additional information:

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>

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

Augmentation Opportunities:

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