



# *CPC CyberFlash*

January 5, 2007

HONOR

RESPECT

COMMITMENT

## *From the Director's Desk*

I recently came across an excerpt from a previous newsletter highlighting several aspects of career planning which I found to be most interesting and appropriate. The material was taken from a DoD publication titled "The Armed Forces Officer" and modified slightly to apply to the Corps. As we start the new year I hope all will find it useful and refer to it often.

It is never a good idea to try to give precise formulas about things that, by nature, are indefinite and subject to many variable factors. Career planning is one such thing. Career planning has only one basic rule. The individual officer is responsible for what happens to him or her. Essentially, it is not the job you have; it is the job you do that counts. Getting ahead is a matter of getting noticed. Getting noticed is an art. The absolute best way for an officer to become noticed is by simply doing the best job that he or she can.

Career progression differs among the services. Each has nuances that will enhance the possibility of progression. There are no differences, however, among the services in the fundamental concepts of how to best enhance a career. The following rules apply to all:

- \* Do an exceptional job in whatever job you are given.
- \* Find out what you really enjoy doing; then find a way to do it.
- \* Become expert in your specific job; then take every opportunity to broaden yourself to qualify for a better job.
- \* Assignments to NOAA Headquarters are important. It provides the officer with a better understanding of the system and how things work. It is a mistake to attempt to avoid such assignments.
- \* Learn the system. If you wait for someone to do it to you, someone will! It is your profession, and the rules for that profession are very clearly spelled out. If you don't know the rules, you can't play the game.
- \* People make the system work. Know the system and your people well. It is they who will make you.
- \* Ask for a job you want. Never ask to go from a job. Ask only to go to a better one.
- \* Your word is your bond; never thoughtlessly promise a favor.
- \* Do not attempt to be all things to all people. Be the best at what you are and what you are supposed to be.
- \* Volunteer frequently, but always thoughtfully.
- \* People like to have cheerful people around them. Be one of the cheerful.

\* Lastly, always try to be a little bit better than you think you are. Don't be surprised when you are.

Many duties of a uniformed officer will require selfless dedication to difficult and unpleasant tasks. Do them well, but keep them in perspective. One great joy of the uniformed service is that you will change jobs. Nothing - not even the good jobs - last forever.



Captain Todd C. Stiles, NOAA  
Director, Commissioned Personnel Center

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## CPC Staff and Contact Changes

CPC is pleased to announce a new member of the Officer Personnel Management Staff. Tracey Raymond reported on Wednesday and assumed her new position as Human Resource Specialist (Military). Tracey is filling the vacancy left by Greg Raymond after his promotion to Chief, NOAA Corps Policy. Effective immediately, the contact information in the Officer Personnel Management Division has changed. Please contact the appropriate HR Specialist based on the first letter of your last name.

Last Names A-L	Neavalv Touray	301-713-7728
Last Names M-Z	Tracey Raymond	301-713-7724

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## Billet of the Week

Billet # 6435: PPBES Liaison, Division Planning Management Coordinator

The Satellite Oceanography and Climatology Division (SOCD) at NOAA NESDIS Center for Satellite Applications and Research (STAR) is seeking an interested junior to mid-grade officer for the PPBES Liaison, Division Planning Management Coordinator (Billet #6435). Primary duties include supporting PPBES efforts, documentation, and coordination for the Division within NOAA Programs; strategic planning and documentation for STAR and SOCD; lead development on monthly status reports and management tasks at Division and Office levels; NESDIS Representation to NOAA's Fleet Working Group; and NESDIS Representation to the NOAA Aviation Safety Board.

The incumbent will develop intricate knowledge of NOAA's PPBES process, and represent NESDIS at a high degree of exposure to NMAO and NOAA Programs.

An oceanography background is helpful though not required. The ability to work independently is required.

If anyone should have any questions regarding this billet, please feel free to contact LT Amanda Bittinger at 301-763-8102 x175 or [Amanda.Bittinger@noaa.gov](mailto:Amanda.Bittinger@noaa.gov) or the Assignment Officer, LCDR John Caskey, at 301-713-7748 or [assignmentbranch.cpc@noaa.gov](mailto:assignmentbranch.cpc@noaa.gov)

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## Medical Information

### **Important Information for Officers Eligible for Promotion Year 2007**

All NOAA Corps officers are required to have a current (annual or 5 year periodic) physical examination and a current dental exam (class I or class II) on file with the Medical Administration Branch at CPC. In addition, all shipboard and aviation personnel are required to submit annual PPD results (unless contraindicated). A medical review of your official medical record is anticipated in February or March 2007; therefore, it is imperative that you submit your documents to the Medical Administration Branch immediately to allow sufficient time for this information to be reviewed and entered into the database over the course of the next few months. Officers should contact LCDR Hobson-Powell in the Medical Administration Branch via E-mail ([Elizabeth.hobson-powell@noaa.gov](mailto:Elizabeth.hobson-powell@noaa.gov)) over the next few weeks to ensure that you have a current periodic physical examination and all required medical documents on file.

**PLEASE NOTE:** Upon review of your medical documents, the Medical Administration Branch will notify you via E-mail if additional documents are required.

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## CPC TRAINING (Reminder)

### **2007 Reserve Components Joint Officer Professional Development Seminar (RCJOPDS)**

The 2007 ROA Professional Development Seminar Program provides a unique joint services professional growth experience for serving Reserve officers of the Army, Navy, Air Force, Marine Corps, Coast Guard, US Public Health Service, NOAA, and the National Guard. These seminars are conducted in conjunction with the ROA's 2007 Mid-Winter Conference in Washington, DC and National Convention in San Francisco, CA. Below is an overview of the seminars and attendee need-to-know information for the Washington, DC seminars. Attendance for all seminars is open to both ROA members and non-members. Funding is the individual's responsibility.

## **Washington, DC February 4-7, 2007 Washington Hilton Hotel and Towers**

A unique joint services professional development experience for today's serving reservists in grades 01-04 and WO1-CW2 from all of the Reserve Components, NOAA, USPHS and the National Guard. The seminar is an unparalleled opportunity to network with peers and superiors from all the uniformed services with the opportunity of meeting one-on-one with senior leadership.

### **Key agenda highlights include:**

"Military Cultures and the Challenge for Leadership in the Joint Environment" explores the very different values, assumptions, and behaviors of the Services. Includes real world examples of how culture differences effect Joint operations. Also addresses how to overcome the communications gap between and among the Services.

"Culture and Military Operations in a Global Environment" (for the 04 attendees) addresses the critical concepts of working within and with other cultures for a military officer. Includes lessons learned from historical military operations (both good and bad, to include OIF, OEF). Attendees will use an "adaptive leadership situation exercise" to apply their skills to a complex real world problem.

*"Heir Power!" Eight Basic Habits of Exceptionally Powerful Lieutenants*" (for the 03s and below) presented by the book's author, CMSgt Bob Vásquez, USAF (ret) with all attendees receiving a copy of the book.

ROA service section meetings with the opportunity of meeting one-on-one with senior leadership

Tuesday afternoon personal choice topics include: "Understanding Behavioral Diversity"- why people do the things they do, and how to work with these individuals in both the military and civilian world. "Radical Islam's War Against the West"- a film about the threat of radical Islam to Western civilization, described as "powerful, expertly crafted, and undeniably one of the most important films of the year". "America's Adversary in the Global War on Terrorism" - a discussion of the ideological elements and magnitude of the threat we are fighting in the Long War with Frank Gaffney Nationally Syndicated Writer on Military Issues and President of the Center for Security Policy. "Expeditionary Forces in Distributed Operations" - an evolving concept that seeks to maximize the joint task force commander's ability to employ tactical units across the depth and breadth of a nonlinear battle space.

ROA highlights include: keynote speakers, Reserve components chief's panel, services luncheon, ROA banquet and the Military Exposition.

### **Coming Up Next: 2007 ROA Joint Officer Leadership Development and Training Seminar (JOLDTS)**

This all-services joint officer professional development and leadership-training seminar open to all Reserve, NOAA, USPHS and National Guard officers in grades 01-04 and WO1-CW4, will be held June 26-30, 2007 at the San Francisco Marriott, San Francisco, CA in conjunction with the ROA's National Convention.

The agenda includes group exercises to challenge and sharpen your leadership, communication and group dynamics skills, career guidance, senior leader speakers and briefers and participation in selected portions of the ROA National Convention. More information will be posted as soon as available on the ROA homepage ([www.roa.org](http://www.roa.org)).

For more information, please contact: Col Tom Obenland, USAF (Ret) [cobenland@member.roa.org](mailto:cobenland@member.roa.org) or [obenland@earthlink.net](mailto:obenland@earthlink.net) or call 360-895-2720 (Pacific Time)

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## On the Horizon

This section is designed to provide the NOAA Corps officers with some of the highlights of items under consideration that may have an impact on them. The items discussed may or may not be approved at a later date.

a. NOAA Corps Legislation: CPC staff has drafted and submitted new legislation for the NOAA Corps. The legislation is currently routing through the internal NOAA/DOC processes. This legislation addresses NOAA Corps recruitment, retention, promotion and disciplinary procedures by updating, strengthening, and clarifying the language of the National Oceanic and Atmospheric Administration Commissioned Officers Act of 2002.

b. Operational Dress Uniform. The NOAA Corps currently purchases the majority of its uniforms from the U. S. Navy. The U. S. Navy is replacing seven uniforms with a camouflage battle dress uniform (BDU), which is not suitable to meet the missions of the NOAA Corps. The U. S. Coast Guard uses an operational dress uniform (ODU) that is a suitable replacement. We currently plan to use the Coast Guard's Operational Dress Uniform as a replacement for following uniforms: Winter Blue, Summer White, Tropical White, Service Khaki, Winter Working Blue, Working Khaki, Tropical Khaki and Working Coveralls. CPC staff is currently working with the Uniform Staff of the U. S. Coast Guard to pave the way for using their Operational Dress Uniform. We have developed a Memorandum of Agreement (MOA), which we hope to have through the routing process and approved by the end of the year.

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*This message was generated for the Director of Commissioned Personnel*