

# Commissioned Personnel Center CYBERFLASH



**October 5, 2009**

## **Director's Message**

Recently I read a commentary titled "Open your minds, America" by Rudy Ruiz. The focus of the article was on closed-mindedness and how it threatens to suffocate our progress as a society. Rudy Ruiz attributes three factors to close mindedness. They are labels, lifestyles and listening. What did the author mean when he attributed the problem to labels, lifestyles and listening? Labels are highly charged words which invoke strong emotions. Lifestyle refers to today's demand for instant information. Rudy Ruiz wrote "our lifestyles favor knee-jerk reactions.....we quickly categorize information without investing time into rich interaction, research and understanding." The third area of concern is listening. As Rudy Ruiz stated, "we tend to listen only to like-minded opinions...".

I took from this article a lesson on leadership. The three 'Ls' are important to a leader.

- Leaders should not use labels. Highly charged label words cause individuals to stop listening or participating. Instead leaders need to listen twice as much as they speak, and participate in dialogue to learn the value of differing points of view.
- Today's fast pace digital age provides instant information. However, leaders need to drill down and seek out all the pieces of the puzzle before making informed decisions.
- Finally, leaders need to listen not only to like minded opinions, but also to opposing views. Do not be a Bird of a Feather Flocking Together.

In conclusion, be aware of the three 'Ls'. Do not use labels. Instead, manage today's lifestyle by slowing down to ponder, and listen to all sides. Be an open minded leader.

A handwritten signature in blue ink that reads "Raymond C. Slagle".

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

## **Announcements**

### **Uniform of the Day**

This is a reminder that effective the first Monday in October, the Uniform of the Day shifts to the Fall-Winter uniform of Service Dress Blues for all locations. The Operational Dress Uniform (ODU) is an authorized alternate for all officers except those working at the Herbert C. Hoover building or visiting

Capitol Hill on official business. Service Khaki is an authorized alternate uniform for all officers, including those working at the Herbert C. Hoover Building, or conducting official business in non-NOAA facilities in the DC area.

## **Promotion Boards**

The upcoming promotion boards have been delayed until the second week of November. In CPC, our first priority is to ensure officers are afforded due process as outlined in the NOAA Corps Officer Evaluation System. Secondly, we strive to plan the process so that recommendations can be appropriately cleared and approved through Congress prior to their recess periods. As you know, Reported-on Officers may reply to any OER regardless of its content and have this reply filed with the OER. Replies provide an opportunity for the Reported-on Officer to express a view of performance which may differ from that of a rating official. For this promotion board process, the OER reply option has been exercised, therefore, the dates of the boards have been adjusted accordingly.

## **Annual OER season for LT and above starts this month:**

Officers are reminded that 21 days before the end of reporting period they must provide section 1 of the OER and should provide a list of accomplishments to their supervisor (date input submitted goes into block 1g of the OER). Supervisors are required to forward the OER to the Reporting Officer not later than 10 days after the reporting period. Reporting Officers must forward the OER to the Reviewer not later than 30 days after the reporting period. Reviewing Officers are responsible for putting management controls in place to ensure OERs arrive at CPC not later than 45 days after the reporting period. Failure to meet responsibilities described in the Officer Evaluation System directive should be reflected in block 5f "evaluations" and may result in disciplinary action.

## **Period of report end dates:**

CAPT	October 31
CDR	October 31
LCDR	November 30
LT	November 30

Links to the OES directive, the "Top Ten Tips for Ensuring OERS clear CPC Review", and other helpful links are available on the "Career Management - Evaluations" page of the CPC web site:

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

Officers are encouraged to link performance and potential to development of the leadership competencies described in the "NOAA Corps Leadership Development Framework":

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

Contact CDR Jon Swallow for further guidance on Officer Evaluation Reports.

## Upcoming Uniform Awards Board

October 20, 2009
November 10, 2009
December 08, 2009
January 12, 2010
February 09, 2010
March 09, 2010
April 13, 2010

## 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 Lindsay H. Clovis	December 31, 2009
CAPT Steven R. Barnum	January 1, 2010
LCDR Andrew A. Hall	May 1, 2010
LCDR James A. Bunn, II	June 1, 2010
LCDR Geoffrey S. Sandorf	July 1, 2010

## On the Horizon

October 5-30, 2009	D-School/REFTRA, Kings Point, NY
November 9 -10, 2009	Officer Promotions Board
Nov 30-Dec 19, 2009	B-School for BOTC 113, Kings Point, NY
Nov 30-Dec 12, 2009	C-School for BOTC 112, Seattle, WA
Jan 4-23, 2010	B-School for BOTC 114, Session 1, Kings Point, NY
Jan 14-Feb 3, 2010	B-School for BOTC 114, Session 2, Kings Point, NY

**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>