

## Commissioned Personnel Center CYBERFLASH



**November 22, 2010**

### **Director's Message**

Are you a decisive leader? I am sure we can all think of examples where work has come to a grinding halt because no one is willing to make an important decision. Decisiveness resolves matters and clears the deck for action. During this week's meeting of OMAO's Executive Leadership Council, I am part of the team making decisions that will drive the organization's future.

The NOAA Corps Leadership Development Framework, under Leading Performance and Change, defines decisiveness as follows.

***Decisiveness*** - Leaders make well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences. They involve others in decisions that affect them, generate promising solutions, and consistently render judgments with lasting, positive impact.

Decisiveness is the ability to make prompt decisions while ensuring they are clear and understood. We will make numerous decisions, both popular and unpopular, in our careers. Consider all the information. Make the decision which has the greatest possibility of impact and success, and stand by it. There will also be times when additional information will cause a change in the decision. Today, this can be perceived to be a negative trait. I, however, believe it can be a sign of good leadership if that change brings greater good to the organization.

Here are a few examples I believe evidence decisive leadership behaviors.

A leader takes time to fully understand all options before making or promoting a decision.

A leader makes decisions in a timely manner.

A leader makes decisions that are logical and consistent with business priorities and the core values (honor, respect, and commitment) of the organization.

A leader makes difficult decisions when no one will, and communicates a rationale for the decision.

People are more apt to follow a leader's aspirations if the leader exhibits decisiveness.

Take some time to evaluate your decision-making. Could you be more decisive? The path we shape for ourselves and the ones we lead is based upon decisions. Be resolute today.

A handwritten signature in blue ink, reading "Raymond C. Slagle".

**CAPT Raymond C. Slagle, NOAA**

## Director, Commissioned Personnel Center

### Announcements:

#### Combined Federal Campaign

'Tis the season to give! The Combined Federal Campaign is the only authorized workplace charitable giving drive for employees in the Federal workplace. Established by Executive Order in 1961, it continues to be the largest and most successful workplace fundraising model in the world. Over the years, the CFC has become a powerful way to help neighbors in need around the corner, across the nation and throughout the world. Did you can set up automatic donation through a payroll pledge? You can donate through payroll deduction to spread your giving over the year or choose credit/debit card, electronic check, cash or check. NOAA Corps officers need to complete the paper form to set up the payroll donations. Your local office should have a designated person who distributes and collects forms for CFC, or you can go to <http://www.opm.gov/cfc/> to find out more.

#### Reminder: Washington DC Area All Hands ACO Sponsored Luncheon

The Washington D.C. Section of the Association of Commissioned Officers would like to announce an upcoming ACO sponsored all-hands for officers, active or retired, in the DC Metro area and any officers in the area on travel/detail as well.

Date: Monday, November 29<sup>th</sup>

Time: 1200-1330

Location: SSMC 3 - Room 4527

Teleconferencing numbers are: Call in number: 1-888-989-4388 Participant pass code: 48190

We have requested RADM Bailey, RDML Kenul, and RDML(sel) Devany attend and provide a short brief on current issues pertaining to the Corps. Their brief will be followed by a short presentation by RADM (ret.) Nygren, CAPT (ret.) Peterson, CAPT(ret.) Parsons, and Cheryl Glang on the merits of membership in Uniformed Service Organizations (MOAA, ROAA, NAUS, NMFA, etc...).

Pizza and drinks will be provided for all attending. Please RSVP by the 25<sup>th</sup> of November to LTJG Laura Gallant ([Laura.Gallant@noaa.gov](mailto:Laura.Gallant@noaa.gov)) to ensure we have adequate supplies on hand.

#### OPF/OMF Online Guidance

When submitting records (medical or personnel) records to your OPF/OMF file online, please follow the guidelines listed to ensure smooth processing of your documents:

- Submit only PDF documents
- Name the PDF documents (last name and the date on the document)
- Do not submit images
- Do not submit Zip files
- Please submit only one document per OPF Fix ticket.

Taking these steps will ensure that CPC doesn't overlook a file and will allow for better tracking. Thank you for your cooperation.

## **NOAA Association of Commissioned Officers Annual Awards Nomination Season**

The NOAA Association of Commissioned Officers administers the annual Junior Officer of the Year, Science, and Engineering awards. The ACO recognizes the wide range of accomplishments and contributions of NOAA's uniformed personnel, and encourages all commands consider nominating officers for these honors. Nominations for the 2010 awards are due by December 3, 2010.

### **Junior Officer of the Year**

This award is presented annually to a single NOAA Corps officer, below the grade of lieutenant commander, for outstanding contributions to NOAA, outstanding performance, and/or the positive reflection cast upon the Corps. NOAA Corps officers who are promoted to lieutenant commander during the calendar year are eligible for the award.

### **Science Award**

The ACO Science Award recognizes officers who make outstanding scientific contributions which distinguish them above their peers. All NOAA Corps officers and members of other uniformed services assigned, detailed, or attached to NOAA are eligible.

### **Engineering Award**

The ACO Science Award recognizes officers who make outstanding engineering contributions which distinguish them above their peers. All NOAA Corps officers and members of other uniformed services assigned, detailed, or attached to NOAA are eligible.

### **Nomination Procedure**

A nomination for a NOAA ACO award shall consist of at least two pages. The first page shall be a cover memo addressed to the National ACO, stating the name, grade, billet title, and job description of the nominated officer. The following page(s) shall be the personal comments of the nominator, which reflect the basis for the nomination. Nominations should include a detailed description of the officer's duties and accomplishments, and the positive impact of those achievements on the Agency and the Service.

All commands and field offices are encouraged to submit officer nominations for these awards. Candidates for Junior Officer of the Year must be nominated by a supervisor in their chain of command, while the Science and Engineering awards nominations may be made by the supervisor or any commissioned officer. Please submit nominations via e-mail to [matthew.glazewski@noaa.gov](mailto:matthew.glazewski@noaa.gov), by COB December 3, 2010. In the nomination email please have the supporting files attached as .PDF or readable by Microsoft Word.

The subject line of the nomination email should be "Junior Officer of the Year Nomination," Science Award, or Engineering Award as appropriate. This will assist the selection committee with accurate tracking and sorting of the nominations.

Junior officers with civilian supervisors are encouraged to forward them this information.

For more information on the awards please refer to the NOAA Corps Directives on Awards (pages 20 through 22).

[http://www.corpscpc.noaa.gov/procedures/corps\\_directives/chapter\\_12/ncd\\_ch12part7.pdf](http://www.corpscpc.noaa.gov/procedures/corps_directives/chapter_12/ncd_ch12part7.pdf)

## **This Month in NOAA Corps History\*:**

### **November 25, 1912**

Captain Steirnagle, Chief Officer Grayson, and Chief Engineer Hutchinson from the Coast and Geodetic Survey Ship RESEARCH extinguished a fire on a tugboat at Engineer's Island, Manila. News Bulletin of the Coast and Geodetic Survey, p. 725, No. 104. February 18, 1913.

### **November 28, 1934**

Nov. 28, PIONEER sighted yacht flying distress signal - vessel had disabled engine and was taken in tow off Pt. Vicente, CA. Coast and Geodetic Survey Bulletin, No. 235, p.8. December 1934.

### **Learn more...**

<http://www.history.noaa.gov/hallofhonor/index.html>

## **Upcoming Uniform and Awards Board Meetings**

December 6

January 4

February 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 William Wells	December 1, 2010
CDR Stephen Beckwith	January 1, 2011
LT Lindsey Wright	January 1, 2011
ENS Brett E. 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 -18, 2010	C-School Session 1 (Norfolk, VA)
December 6-10, 2010	XO/ AOC Seminar, Tampa, FL
January 4 -25, 2011	B-School Session 2 (Kings Point, NY):
January 3 -17, 2011	C-School Session 2 (Seattle, WA):
January 10-14, 2011	CO Seminar, Newport, OR

## 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>