

Armed Forces ISPI Update

Issue 4

August 2005

AFC ISPI FALL MEETING



AFC-ISPI is conducting a membership meeting

When: 23 Sep 05 at 1330

Where: Las Vegas ISPI Conference, Parlor B

AFC has arranged for the entire ISPI Board to conduct a Q & A session. If you cannot join us, email your questions for the ISPI Board to sandra.ogden@navy.mil. We will ask the ISPI Board your questions and provide their answers on the AFC website.

AFC Las Vegas Meeting Agenda

- Welcome
- Q & A Session – ISPI Board
- AFC Business Meeting
- Drawing for Door Prizes
- Wrap up/Closing remarks

AFC Member Profile

Jim Craumer

Instructor

U.S. Coast Guard (USCG)
Instructional Systems School
Training Center, Petaluma, CA



AFC member since 2004
jcaumer@d11.uscg.mil

Jim served 24 years in the USCG and 26 years as an adjunct instructor at the University of Maryland. He is also an adjunct faculty member at Baltimore County Community College.

Jim retired, after 30 years, from the Baltimore County Fire Department, and is an adjunct instructor for the National Fire Academy, Emmitsburg, Maryland. He served three tours as an instructor at the USCG Training Center, Yorktown, VA.

Jim is currently on active duty living in Cotati, CA, while his family resides in Elkridge, Maryland. He has been married 34 years. He has two children, four grandsons, and one great-grand daughter.

Jim is a National Fire Protection Association Certified Fire Protection Specialist and has a Certified Technical Trainer package under review for certification.

Become a Volunteer

Challenge yourself!

- **Get involved.**
- **Learn more about the AFC.**
- **Contribute to the AFC – this is your chapter!**
- **Volunteer to participate on a committee.**

IF YOU WOULD LIKE TO PARTICIPATE IN AFC

CONTACT AN AFC OFFICER

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Committee Reports

Getting Organized and Taking Action!

If you would like to get involved, send an email to Sandra Ogden.

- **Website** – Our new Webmaster, Arthur Klauss, is extremely talented and we look forward to many website upgrades in the near future.

- Arthur Klauss
- Bobby Hanson

- **ISPI Las Vegas Conference** – This committee planned and organized an AFC meeting during the Fall ISPI Conference.

- Jim Craumer
- Joellen Mitchell
- Sandra Ogden
- Kim Williams

- **Marketing and Communications** – This committee is being led by Larry Reaves; please see Larry's letter to the AFC membership on page 3 of this Newsletter

- **Local Chapter Collaboration**

- Aaron Bolin – No news
- Kim Williams – AFC continues the relationship with the Greater Orlando –ISPI. AFC members in the Orlando area attend GO-ISPI Chapter meetings.

- **IITSEC Conference** – Goal: Establish an HP Track.
 - Danny Mimms

AFC OFFICERS CONTACTS

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President's Corner



The AFC is a dynamic virtual organization established to help each of us improve our professional skills through an exchange of information, exploration of new opportunities, and development of new relationships and partnerships. One link by itself can be pulled in different directions and easily broken. However, links that are joined together strengthen the chain and remain united. Together as a Chapter, we can stretch and grow our professional abilities.

WHAT ARE YOUR EXPECTATIONS?

- What do you expect from AFC-ISPI?
- Is it networking opportunities?
- Is it time spent with colleagues?
- Is it learning about ways of providing performance solutions?
- Is it learning about new performance solution tools?

Perhaps you expect all these things from your AFC membership. AFC conducted a survey in July-August 2005 to learn what you want/need from AFC. Surveys of why people join groups show that networking opportunities often drive *initial* membership and AFC-ISPI seeks to fulfill this need for its members. Your AFC-ISPI Executive Board will use the information you provided in the survey to focus AFC efforts.

We will continue to strive to develop an organization known for its ability and comprehensive knowledge of performance improvement.

PROVIDE INPUT

As in the past, I solicit your input on the type of programs you want and/or need; provide me feedback and recommendations by e-mailing me at kimberley.williams@navy.mil or by calling me at (407) 380-8004. I look forward to hearing from you.



Marketing and Communications

Larry Reaves
Navy Human Performance Psychologist
Detachment Lead
Center for Seabees & Facilities Engineering
Ventura County, California

I'm the voice of the Marketing and Communications Committee of the AFC. I'm very proud to be a member of the AFC and this extraordinary team!

AFC Marketing and Communications is a 'jewel in the rough'. We need people who would like to be on this committee and participate in defining our goals and strategies. We could create a space on the AFC website for the committee to meet and work. We all have busy schedules, but with a little creative planning we may be able to develop a flexible virtual workspace where the Marketing and Communications Committee could meet, come and go, create or complete tasks, etc. Here, I would like to share my personal perspective of what a Marketing and Communications Committee **might** look like.

Since the AFC is a virtual Chapter of ISPI, it seems natural that our marketing and communications focus would be most at home in a virtual environment. After thinking about this, and realizing how much I didn't know about Internet marketing, I invested in an Internet marketing self-study course (1100 pages!). My current thinking is to give some of these tools a 'test run' in the virtual environment and see what happens! Of course I'm going to need the help of some savvy IT-motivated professionals, or 'motivational psychology experts' to help me apply these ideas and strategies to the real world of virtual reality...**hmmm.**

If you would like to **join Larry on the Marketing and Communications Committee**, contact him at:
(805) 982-6546,
larry.reaves@navy.mil
or contact any AFC-ISPI Officer

QUOTATION

The sweetest sound in any language

“Remember that a person’s name
is to that person
the sweetest and most important sound
in any language.

---Dale Carnegie

Model Your Work Team



After a Flock of Geese

It may sound weird, but managers responsible for teams can learn a lot from flocks of geese. Flocks are appropriate examples of how teams can achieve the same objectives as individuals but with better efficiency and safety. Aspects of the flock organization are focused on achieving a common goal. Consider:

- Each member is responsible for getting itself to wherever the flock is going. Each member looks to itself—not the leader—to determine what to do.
- Every member knows the direction of the flock. Sharing the common direction makes assuming the leadership role easier.
- Every member is willing to assume leadership when the flock needs it. When the lead goose is tired, an energetic goose from the rear of the pack assumes the leadership position allowing the flock to maintain the pace.
- Followers encourage leaders. Members honk from the rear to encourage leaders to maintain a fast pace.
- Members look after each other, helping all members achieve the goal. If a wounded goose goes down, two geese follow it and protect and feed it until it either recovers or dies.
- When the nature of the work changes, the geese reorganize themselves for the best results. They fly in a “V,” land in waves, and feed in fours.

--Adapted from *The Will to Lead: Managing with Courage and Conviction in the Age of Uncertainty* by Neil H. Snyder & Angela P Clontz (Irwin Professional Publishing)

AFC Member Information

The Latest Statistics

There is a lot of interest in the AFC. We are growing every day.

We now have a total of **120 members** and we will continue to grow. We need your help in recruiting. Talk with your co-workers, friends, and family. Share with them the benefits of becoming a member of the Armed Forces Chapter of ISPI.

Nov 04, The reactivated AFC Chapter began with **62** members.

Dec 04, the Chapter recruited **25** new members.

Jan 05, the Chapter recruited **7** new members

Feb 05, the Chapter recruited **0** new members

Mar 05, the Chapter recruited **0** new members

Apr 05, the Chapter recruited **5** new members

May 05, the Chapter recruited **4** new members

Jun 05, the Chapter recruited **16** new members

Jul 05, the Chapter recruited **1** new member

We would like to welcome our newest members. The following members recently joined AFC.

**Terry Williams
Wayne Aaberg
Danny Mimms
Jake Aplanalp
Cynthia Lee
Jim Sutton
Fred Baker
Arthur Klauss
Thomas Foster**

**Thomas H. Sheppard
James Driggers
Sonja Frazier
Lee Kirk Schultz
David Kopf
Christian A. Stover
Robert Hanson
Robert Brown**

Personal Transformation and Performance Improvement: What's the Connection?

Charlotte M. Roberts

ISPI, Performance Improvement Journal, May/June, 1999. Volume 38 / Number 5, page 9

The intersection of two paths has grabbed a significant mindshare of leaders. The first path, performance improvement of individuals and organizations, focuses on the balance between even more productivity out of each person at work while not pushing him or her beyond the edge of tolerance or capacity. The second path is the employee's demand and searching for more personal meaning or connection to the work. Individuals are buying books and enrolling in courses on spirituality, soul, wholeness and mindfulness. What are the organization's responsibilities and boundaries at this complex intersection?

There are three levels of transformation: Behavioral, Intellectual and Intrapersonal. Each level has a different objective, type of intervention, and foundation. Leaders, whether they are executive, line, or network leaders, need to make a conscious choice of what they are requiring or suggesting for the employee. Each level carries more responsibility for the leader and demands more engagement of the employee. The leaders' work is more challenging with intrapersonal change; the payoff is significant in performance improvement and commitment.



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