

# Armed Forces ISPI Newsletter

Issue 7

February 2006

## New AFC Program Committee Forming

Now is your chance to influence what gets taught, discussed, debated, and scheduled at AFC virtual activities! The Board of Directors is looking for volunteers to decide on AFC Webinar topics, discussion/debate subjects, and to schedule new program events for the Chapter.

Committee responsibilities would include developing speaker criteria, planning and coordinating monthly webinars, coordinating the posting of audio recordings and briefing slides on AFC's website, and (I saved the best for last) talking to HPI experts to set up appointments for webinars. To volunteer, send an email to Sandra Ogden at [sandra.ogden@navy.mil](mailto:sandra.ogden@navy.mil).

## Reminder!

**Annual membership dues renewals are emailed each month. Please review the word document attached to the email and return with your \$10 check to AFC.**



## AFC 2006 Officer Elections

In mid April 06, President Kim Williams turns the AFC reigns over to President-Elect Aaron Bolin at the Chapter Business Meeting scheduled during the ISPI Conference in Dallas, TX. (room and time - TBA)

AFC members will vote via email in February. Each member will receive an email from Secretary/Treasurer Sandra Ogden requesting a vote reply. New Officers will be announced in March 06.

The Nominations Committee has accepted two candidates for President:

### Candidates for 2006 President-Elect and 2007 President

James Craumer, USCG  
Petaluma, CA



Frankie-Bratton-Jeffery, PhD  
USN Civilian, Orlando FL



The individual elected as AFC President serves a one-year term as President-Elect (performing duties similar to a Vice President) and automatically serves another one-year term as President beginning April 2007.

The Committee also accepted three candidates for Secretary/Treasurer:

### Candidates for 2006 Secretary/Treasurer

LT Thomas Foster  
USN  
Corpus Christi, TX



Leslie Higgins  
USN Civilian  
Millington, TN



Carol Huggins  
USN Civilian  
Pensacola, FL



Candidate bios and statements are located on the AFC-ISPI website at [www.afc-ispi.org](http://www.afc-ispi.org). Select **Upcoming Operations** and then **Elections**.

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## President's Corner

A Japanese proverb says, *"Better than 1,000 days of diligent study is one day with a great teacher."* Where are these "great" teachers? I'm not talking



about college professors. I'm talking about an entire network of teachers, the members of the Armed Forces Chapter who guide and teach each other what they will not learn in classrooms.

You can be a great teacher – by being actively involved in AFC and by sharing your knowledge with AFC members. Whether you share knowledge during one of our Monthly Webinars, work on an AFC committee, serve as an Officer (President, President-Elect, Secretary-Treasurer) or as a Vice-President representing a Service Interest Group (SIG). Your support and active participation in AFC undeniably enhances the knowledge of other AFC members.

During my presidency, I have been continually impressed by the commitment and enthusiasm our members demonstrate. Given pressing work demands and heightened expectations facing us on our "day jobs," this spirit of volunteerism is even more amazing. AFC volunteers are a remarkable group of dedicated professionals with positive attitudes and life experiences that enrich AFC. Our volunteers come from diverse backgrounds, assorted branches of the military, various DOD agencies, and industry companies. Volunteers donate their time to advance the goals of AFC. They are a vital link in our efforts to promote HPT and to share lessons learned and best practices.

Volunteering is one of the most important gifts someone can give. Some people volunteer because they want to be part of ISPI and AFC . . . others like working with people. . . some want to use a particular skill . . . more than a few want to share with their colleagues to advance HPT . . . intellectual curiosity and the need to remain abreast of continuing HPT trends are motivators to involvement. Yet, I think people volunteer for a greater reason - I suggest it is our common search for community, united around shared values and aspirations, that draws us to associations such as AFC and ISPI. No matter what the reason, I am grateful to our current cadre of volunteers who give to AFC and its members and for the difference our volunteers make.

If you have not yet volunteered, I encourage you to identify a role within AFC that has meaning to you and to participate; in whatever role you choose be assured AFC is a worthy cause. Share your knowledge with your colleagues; guide and teach them what they will not learn in classrooms.

A member's satisfaction with AFC correlates positively with the extent of one's involvement. With your help, I know AFC will continue to achieve its goals. I close with the following quote from Josh Mitteldorf:

*"When an opportunity for service arises – when the occasion calls upon our position or knowledge or ability in a way that allows us uniquely to contribute to a friend or a project or even an idea – then we must treat the event as though we had found a brick of gold while plowing in the field."*

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## Welcome to AFC's Newest Members!

### AFC Continues to Grow – 152 Members!

**Ronald Bartolo**, USCG, Virginia Beach, VA  
**Jim Corbin**, USN civilian, Chesapeake, VA  
**Marion Crutcher**, USA, Ft Knox, KY  
**Mark James**, USCG, Petaluma, CA  
**Ingrid Mallone**, Industry, Orlando, FL  
**Jim Parry**, USCG, Hayes, VA  
**Jeff Sievert**, Student, FSU, Tallahassee, FL  
**Susan Smith**, USN civilian, Pensacola, FL  
**Rich St. Amour**, USMC civilian, Stafford, VA  
**Rand Stiles**, USMC civilian, Orlando, FL  
**Robert Whitmire**, Industry, Orlando, FL  
**LT Lisa Yates**, USN, Orlando, FL

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**Strength and courage aren't always measured  
in medals and victories.**

**They are measured in the struggles  
that are overcome.**

**The strongest people aren't always  
the people who win,  
but the people who don't give up  
when they lose.**

Ashley Hodgeson



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## Member Spotlight

John Messer, PhD, has 30 years active HPT experience. He has taught at four major universities and developed multi-level training in leadership and management. John has conducted front-end analysis in and for military, police/fire/EMT, and other organizations, some for foreign nationals. He designed and managed training programs for over 30,000 personnel, using his own procedures for cost-constrained training design – this is “cctd.”



**CCTD** embodies a proprietary, automated algorithm for conducting task selection *indirectly*, so as to sidestep a pervasive and often unrecognized subject-matter orientation among trainers, and in a zero-sum resource environment. CCTD focuses training and other interventions to spend scarce resources to pursue the organization's real goals, without permitting these to be obscured by preoccupation with subject matter. CCTD identifies performances with the highest priority for instructional resources, supports identification of tasks to address with job aids or other non-instructional interventions, and most important, shows which tasks, of those under consideration, must be excluded because they fall below a firm resource line.

John is President of MAPCASE-cctd (1995 to present). Since 2000, he has conducted analysis, design, and development for a joint program of the Office of Domestic Preparedness (Justice; later Homeland Security), SAIC, and the Energetic Materials Research and Training Center, NM Tech, Socorro NM, in their courses to prepare first responders nationwide to deal with terrorist bombings including suicide bombings. Since 2004, rendered similar services to the Anti-Terrorist Assistance Program in Baton Rouge, LA, a joint effort of SAIC, LSU, and the Department of State, training foreign nationals in tactics and techniques to identify, defeat, and investigate terrorist attacks and bombings.

John is widowed and has three grown stepchildren. He lives in North Little Rock, AR, with two cats, an AKC Maltese named Jackson and an AKC friend Lily, in a stucco house built in 1927.

## AFC Workshop at April 06 ISPI Conference

The first AFC Workshop is being offered in April 2006 at the ISPI Dallas Conference. AFC members have teamed up to develop and present a half-day workshop titled: Tools for Your Toolbox: Power Tools to Improve Emergency Management Performance. All proceeds go to AFC.

### Workshop Description:

In 2005, Hurricane Katrina devastated the Gulf Coast and became the worst natural disaster in US history. Local and state emergency preparation was limited and federal aid slow in arriving. This workshop provides participants with background, facts, and lessons learned involving the disaster. Using Human Performance Technology, participants identify problems and causes, analyze data, and select interventions. Participants take part in an action scenario requiring analysis, evaluation, and decisions to prepare for and respond to an emergency.



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## Did you know...

Emergency responders may not get to you for 3 days due to flooding, fallen trees, or down power lines. You should have at least 3 days of supplies to support your family during a disaster.

### Minimum disaster supplies to have on hand

- Fire extinguisher
- Crescent and pipe wrenches to turn off gas and water
- Flashlight and extra batteries
- Portable battery-operated radio and extra batteries
- First aid kit and manual
- Emergency food and water
- Non-electric can opener
- Essential medicines
- Cash and credit cards
- Sturdy shoes



## AFC Member Jim Fuller is Candidate for ISPI Director

The AFC-ISPI Chapter benefits from members' work experiences and involvement in professional organizations. While the Board of Directors does not endorse any company or candidate for any office, we like to share information about our members.



Jim Fuller is a Certified Performance Technologist (CPT) with over 20 years of experience assisting organizations in improving their performance. With over 150 successful Human Performance Technology (HPT) projects to his credit, his experience and abilities make him a unique candidate for the Board. He holds a master's in Instructional and Performance Technology from Boise State University and has completed his HPT doctoral course at the University of Southern California.

Over the past 25 years, Jim has led multiple committees and strategic planning teams within commercial and nonprofit organizations. While at Hewlett-Packard (HP), Jim started and led HP's first HPT organization, building management buy-in and leading numerous successful HPT projects.

Jim is the author or co-author of several HPT books that have been translated into multiple languages and used as texts in numerous graduate programs. He is a contributing author to the *Handbook of Human Performance Technology* (2<sup>nd</sup> edition) and a contributing chapter author to multiple books on human performance and general management.

Jim has been a member of ISPI since 1992. He has attended every international conference since that time and has presented over 25 different sessions, including six encores. He has also been a Masters' Series presenter. In addition, Jim has been a highly sought-after guest speaker for numerous local chapter events. Since joining ISPI, Jim has served as an active member of ISPI's Advocate Program and on multiple program committees.

### Goals

1. Expand the availability of ISPI resources to help members increase HPT buy-in within their management teams
2. Foster and encourage research in the field of HPT, with an emphasis on the development of tools and methods that can readily be used by HPT practitioners
3. Continue to develop and expand ISPI's international presence

4. Develop resources that assist HPT practitioners in achieving dramatic results for their clients and organizations
5. Expand the resources, materials, and speaker pool for local chapters, enabling them to continue ISPI membership growth and interest in HPT

## Service Information Groups (SIGs)

To get the best "Intelligence" (Intel) for your service go to [www.afc-ispi.org](http://www.afc-ispi.org) and click on Allies. Select the desired service seal to jump to the SIG information area.

AFC Service Interest Groups	Vice Presidents
Air Force	Vacant
Army	Arthur Jeffery ajeffer@camber.com
Coast Guard	Jim Craumer jcraumer@d11.uscg.mil
DoD (4th Estate)	Joel Zamkoff joel.zamkoff@dau.mil
Industry	Elizabeth Shepherd eshepherd@csc.com
Marines	Megan Reasor megan.e.reasor@usmc.mil
Navy	Frankie Jeffery frankie.jeffery@navy.mil

## AFC Conducts 1<sup>st</sup> Debate Forum

The AFC Board of Directors and the Marketing and Communication Committee sponsored a discussion/debate forum on 18 January 2006. Led by LT Lisa Yates, Dr. Larry Reaves, and Mr. Jim Sutton, approximately 20 AFC members participated in a lively discussion on January's topic: Is practicing Human Performance Improvement (HPI) the same in the military as throughout industry?

The briefing slides and audio file for the debate are posted on AFC's website, [www.afc-ispi.org](http://www.afc-ispi.org). Select After Action Reviews, Select Webinars, and scroll to the first item.

If you have a topic suggestion for future debates please email them to [sandra.ogden@navy.mil](mailto:sandra.ogden@navy.mil).

