

Armed Forces ISPI Newsletter

Issue 8

April 2006

AFC Change of Command Ceremony

On Sunday, 9 April 06, President Kim Williams turns the Armed Forces Chapter (AFC) gavel over to President-Elect Aaron Bolin at the Chapter Business Meeting scheduled at 5:00 P.M. in the San Antonio Ball Room on the 3rd floor of the Adam's Mark Hotel during the ISPI Conference in Dallas, TX. Hope to see you there!

Business Meeting Agenda

Business Meeting Agenda	
Opening Remarks	Kim Williams
Presentation of Awards	Roger Chevalier
State of the Chapter	Kim Williams
Treasury Report	Sandra Ogden
Change of Command Ceremony	Kim Williams
Establishing a Stable Battle Rhythm for the Future	Aaron Bolin
Future Vision	Jim Craumer
Drawing for Free HPI Books	Jim Craumer
Closing Remarks	Aaron Bolin

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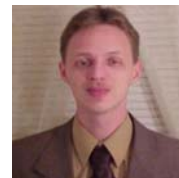
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New AFC Officers Executive Board Apr 06 – Apr 07

The AFC Officer election was an extremely close race. While there were no hanging chads, the count was verified and authorized by the Nominations Committee. We express our gratitude to all the election participants and hope that each of you will continue to participate in Chapter activities.

President

Aaron Bolin, Ph.D, a USN civilian, has served as AFC's President-Elect since Nov 04 and becomes Chapter President on 9 April 06.



As President, Aaron approves all activities and gives briefings to enhance AFC visibility and enlist new members.

President-Elect

Jim Craumer, USCG, from Petaluma, CA is now AFC's President-Elect. Over the next



year, Jim will develop the Newsletter, contribute to leadership decisions, and learn the ropes in order to automatically assume the role of AFC President in April 2007.

Secretary/Treasurer

LT Thomas "Chris" Foster, USN from Corpus Christi, TX, is the new Secretary/Treasurer. Chris is responsible for the AFC bank account, membership database, and the mailing lists. He also contributes to leadership decisions.



President's Corner

It is bittersweet to write this final column as your President. The past 17 months (November 04 to April 06) have been a highlight of my professional life, and has affirmed my conviction that AFC is the premier chapter of ISPI.



AFC's unique position is a product of the synergy of its members - the highly skilled, talented, creative, and motivated military, DOD civilian, and DOD industry partners. Your willingness to devote time and energy to AFC made the past 17 months a pleasure. Working closely with AFC members, who give willingly of their time and talent, has renewed my sense of optimism that we are more than up to the challenges before us. While political shifts and stakeholder demands are constantly in flux, the traditions of our Armed Forces and the responsiveness, accountability, and integrity of those who support them - are a constant in AFC.

AFC members share in the practice of human performance technology (HPT) and we believe that HPT enhances the well-being of military organizations. While our Chapter continues its firm commitment of assisting in the professional development of our members, we are equally committed to igniting our current capacities to advance the noble purposes of HPT.

I wanted to be President of AFC for two reasons: First, to give back in some small measure to those who contributed to my advancement throughout the years, and second, to have the opportunity to contribute personally to the evolving face of our field of practice.

Thank you for the vote of confidence and the support you have given me. Now is the time for the report card, to see if my agenda has moved AFC forward. Please review the table on pages 3 and 4, which identifies at a macro level, AFC's accomplishments during my Presidency.

In summary, I feel a tremendous sense of satisfaction and accomplishment, and I am confident that the initiatives undertaken these past 17 months have

positioned AFC to respond quickly to the ever-changing needs of individual members and the Armed Forces they support. I look forward to Aaron Bolin becoming President at our bi-annual meeting in Dallas, Texas, to Jim Craumer serving as President-Elect, and to Chris Foster serving as Secretary-Treasurer. I will serve AFC on the Board through April 2007 as Past-President. It will be exciting working with AFC's new Officers. Their innovations and personal goals will continue to advance AFC. Thank you for this opportunity to serve - it's been fun.

Learning Strategies Conference 12-13 June 2006 - Orlando, FL

The third annual Learning Strategies Conference promotes learning transformation through innovation, collaboration, community, and partnerships. The LSC is that unique intersection where government, academia, and industry can come together to share ideas about past successes and future needs.

Online Registration available at:

<http://www.lscconsortium.com>

The 2006 lineup of speakers and visionaries includes
Ms. Deborah Wince-Smith, President, Council on Competitiveness

Mr. John Abele (Invited), President & Co-founder, Boston Scientific Corporation

Dr. Michael Macedonia, Chief Technology Officer, US Army PEO STRICOM

Dr. Mihir Ravel, Visionary and Board Member, Austin Technology Council

Dr. Ruth Clark, renowned author and researcher in the science of learning

Dr. Judy Hale (Invited), renowned author and consultant in performance improvement

A preliminary list of powerhouse presenters includes: VADM Kevin Moran, Dr. Allison Rossett, Dr. Jim Brazell, VADM (Ret) Al Harms, Dr. Harry O'Neil, Dr. Robert Hoffman, Dr. Peter Raad, Ms. Anne L. Bryant, Ms. Mary Schenk-Ross, Mr. Jason Robar, Ms. Aliza Gold, Mr. Erwin Kaplan, Ms Rebecca Palmore, Dr. Jonathon Woods and many more nationally recognized experts.



Armed Forces Chapter Accomplishments

November 2004 to April 2006

November 2004	<ul style="list-style-type: none"> Began efforts to re-establish AFC Conducted elections for Executive Board Developed AFC Flyer Contacted former secretary-treasurer for banking information Membership reaches 30
December 2004	<ul style="list-style-type: none"> Completed Officer Elections Established a presence at I/ITSEC Distributed AFC Brochures Recruited members Drafted new Chapter documents (By-Laws, Constitution, ISPI Partnership Agreement, and Strategic Plan)
January 2005	<ul style="list-style-type: none"> First Executive Board Meeting of the revitalized AFC Chapter Updated revised AFC Bylaws, Constitution, and Strategic Plan Discussed banking information with former secretary-treasurer Established new non-profit bank account with Wachovia Bank (sent \$50 personal money to start up account) Planned update and revision of former AFC website
February 2005	<ul style="list-style-type: none"> Published 1st AFC Newsletter Conducted Executive Board Meeting Formed committees: Website, ISPI Conference, I/ITSEC Conference, USCG Conference, and Marketing and Communications Membership reaches 85
March 2005	<ul style="list-style-type: none"> Conducted Executive Board Meeting Created Welcome Aboard Letter which is sent to all new AFC members Membership reaches 100 AFC Website re-established
April 2005	<ul style="list-style-type: none"> Conducted swearing in ceremony for new Officers Conducted 1st face-to-face meeting in Vancouver at the ISPI Conference since being re-established Published 2nd AFC Newsletter Planned redesign of Website. Recruited 6 new members
May 2005	<ul style="list-style-type: none"> Briefed AFC to the Navy's Human Performance Center (HPC) Detachments Recruited 6 new members Conducted Executive Board Meeting
June 2005	<ul style="list-style-type: none"> Briefed AFC to the Navy's HPC New Employee Orientation - recruited members Published 3rd AFC Newsletter Conducted Executive Board Meeting Recommended and approved Arthur Klauss as AFC Webmaster Renewed annual subscription to Network Solutions to host AFC website

	<ul style="list-style-type: none"> Membership reaches 112
July 2005	<ul style="list-style-type: none"> Conducted Executive Board Meeting Designed and developed member survey Transmitted survey to AFC Chapter members via email
August 2005	<ul style="list-style-type: none"> Conducted Executive Board Meeting Published 4th AFC Newsletter Analyzed member survey Redesigned AFC Website Hosted 1st Professional Development Webinar featuring Roger Chevalier speaking on Standards of Performance and CPT Certification Posted Webinar slides, audio recording, and supporting info on AFC website Updated Members database to be published on Website Prepared for AFC Meeting in Las Vegas Solicited questions to be posed to ISPI Board Members Purchased marketing materials (lanyards, pens, banner, reusable posters) Obtained HPI books for Free Drawing at AFC Sep 05 Meeting in Vegas Membership reaches 120
September 2005	<ul style="list-style-type: none"> Developed and delivered AFC briefing Conducted AFC meeting in Las Vegas at the ISPI Conference Submitted proposal to ISPI for AFC Workshop to be presented at April 2006 ISPI Conference in Dallas Conducted discussions with International/Industry Training, Simulation, and Education Conference (I/ITSEC) leadership regarding establishment of an HP track at future I/ITSECs Password protected portions of AFC website including access to membership list and Webinar info Nominated and approved SIG VPs for USA, USN, USCG, DoD 4th Estate, and Industry Recruited 7 new members
October 2005	<ul style="list-style-type: none"> Published 5th AFC Newsletter Conducted Executive Board Meeting Published 1st Special Edition Newsletter on AFC Workshop processes and procedures Hosted 2nd Professional Development Webinar featuring Roger Chevalier speaking on Performance Cause Analysis Posted Webinar slides, audio recording, and supporting info on AFC website Provided passwords to members, in order, to access password protected info on AFC website Received notification from ISPI that AFC Workshop proposal was accepted Conducted initial discussions regarding recruiting German military members



	<ul style="list-style-type: none"> Conducted first SIG meeting Established two goals for each SIG Briefed Commanding Officer HPC on AFC accomplishments Membership reaches 127
November 2005	<ul style="list-style-type: none"> Prepared AFC 2006 Election Package and emailed to all members Hosted 3rd Professional Development Webinar featuring Judith Hale speaking on Evaluation and Implementation Posted Webinar slides, audio recording, and supporting info on AFC's website Developed flowchart, processes, and procedures for submission of AFC Workshop proposals Conducted SIG meeting Posted SIG bios and photos on AFC website First call for membership renewals Published 2nd Special Edition Newsletter on AFC Election of Officers
December 2005	<ul style="list-style-type: none"> Published 6th AFC Newsletter Received 8 Officer Nomination forms Received 5 Candidate forms Nominated and approved Marine SIG VP Scheduled meeting with I/ITSEC Human System Integration Chair regarding establishment of an HP track Researched increasing website storage capacity Membership reaches 140
January 2006	<ul style="list-style-type: none"> Hosted 4th Professional Development Webinar featuring Robert Brinkerhoff speaking on the Evaluation of Training Posted Webinar slides, audio recording, and supporting info on AFC website Emailed January membership renewal notices with individualized membership record attached Increased the website capacity with hosting company Conducted virtual debate via web-meeting on the topic: Is practicing HPI in the military the same or different from practicing HPI in industry? Received and processed new memberships and renewals
February 2006	<ul style="list-style-type: none"> Published 7th AFC Newsletter Published elections voting procedures Distributed elections ballot via email Received and counted elections ballot Notified all candidates of AFC officer election results Hosted 5th Professional Development Webinar featuring Ray Svenson speaking on Winning Every Time: Six Ways to Make Large Scale Performance Interventions Succeed Posted Webinar slides, audio recording, and supporting info on AFC website Received and processed new memberships and renewals

	<ul style="list-style-type: none"> Membership reaches 152
March 2006	<ul style="list-style-type: none"> Planned and developed April 06 Chapter Business Meeting Developed CD of all AFC files for transfer to new officers Prepared training packages for new officers Obtained HPI books for free drawing at AFC April 06 meeting Established new US Coast Guard SIG to replace Jim Craumer after his election to President-Elect Received and processed new memberships and renewals
April 2006	<ul style="list-style-type: none"> Published 8th AFC Newsletter Prepared for and obtained new signature cards for bank account Conducted Chapter Business Meeting at Dallas, TX, ISPI conference Conducted Change of Command Ceremony for new AFC Officers Briefed new Officers on Chapter business and current status Conducted turnover of Chapter leadership Received and processed new memberships and renewals Membership reaches 167

The Success of Tomorrow Starts With the Skills of Today

By **Dianne C. Hanson** and **Christina Krizek**
of the

Learning and Development Division
Defense Finance & Accounting Service

Having the right people with the right skills in the right jobs intertwines itself in the Defense Finance and Accounting Service (DFAS) transformation journey, which includes such Department of Defense initiatives as Base Realignment and Closure and National Security Personnel Systems. Simply stated from the DFAS director, one of the agency's top strategic goals is "to attain a highly professional work force with indispensable skills and competencies." The necessary first step toward meeting this goal includes an analysis of the agency's current state. To accomplish this task, DFAS established a Skills Inventory.

The agency's Skills Inventory connects critical staffing issues with training opportunities providing



the gap identification that is needed to better plan for future manpower initiatives. Organizationally, this information is used to create a skills profile of the agency as well as a roadmap to providing the best value to the customer. In today's competitive business world, improving business performance is a journey, not a destination. DFAS customers are demanding services and products that are delivered faster, at a lower cost, and of higher quality. Maintaining a high-performance environment starts with verifying the organization's work force has the right skills. When the strengths of the employees are identified, agencies are better equipped to meet customers' needs both now and in the future.

A completed Skills Inventory also serves as a useful tool for the employee as it is part of the Career Development System, which includes Career Development Guides and Individual Development Plans. The Skills Inventory balances the employee's assessment of themselves with their supervisor's assessment providing the well-rounded view each need during their performance planning sessions.

The agency's Skills Inventory is completely voluntary. Data from the DFAS Skills Inventory will be used to design programs that help leadership *retain, recruit* and *train* the work force, as well as to identify employees who have unique skills critical to the accomplishment of a continuing mission or a high-priority project. In addition, the Skills Inventory will also be used to build a knowledge share infrastructure in which employees, highly-proficient in an area, may be asked to provide expert advice and assistance in that area.

Public sector agencies as well as private sector companies now recognize that managing skills and intellectual capital effectively, up and down the organization, plays a critical role in maintaining a competitive edge. The success of tomorrow starts with the skills of today.

Welcome to AFC's Newest Members!

AFC Continues to Grow – 167 Members!

Fredrika Brammer, USN-Industry, Pensacola, FL
David Cameron, Canadian Forces, Winnipeg, Canada
Ricky Godbolt, USA Civ, Belcamp, MD
Angela Heard, USN Civ, Pensacola, FL
Melanie Hinson, USN Civ, Pensacola, FL
Danny Hundley, USMC Civ, Woodbridge, VA
Terri Kelly, USN Civ, Athens, GA
Craig McClendon, USN Civ, Athens, GA
Edward Papke, USA Civ, El Paso, TX
Dawn Peterson, Student, Birmingham, AL
Linda Schwab, USMC Civ, Lorton, VA
Sherry Shadday, USAF-Industry, Layton, UT
Judy Wade, USMC Civ, Dumfries, VA

AFC Member Affiliation

As of 31 March 06 the membership count is **167** with the following breakout of member organizations:

Affiliation	Number
Academia	2
Canadian Forces	3
USAF	4
USMC	11
USA	11
DoD	13
Industry	16
USCG	36
USN	71

It's been great fun...

Thanks for the memories!

Sandra & Arthur



Happiness lies in the joy of achievement,
 And the thrill of creative effort!

Franklin D. Roosevelt

