

TRAINING OFFICERS CONSORTIUM



A COMMITMENT TO LEARNING SINCE 1938

MONTHLY NEWS • January 2017

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LEADER EFFECTIVENESS ENHANCEMENT: HELPING LEADERS TO GET PAST THEIR PERFORMANCE PLATEAU

TUESDAY • JANUARY 10, 2017 • PROFESSIONAL DEVELOPMENT

How do we increase levels of leader effectiveness on the job for highly experienced leaders? How can leaders overcome plateaus? Why do traditional leader development programs appear to have little influence on raising levels of leader effectiveness? How can leaders increase the level of leader effectiveness when dealing with highly difficult and stressful leadership challenges?

Dr. Steve Friedman will discuss how three pilot programs were used in a new approach for the Savvy Leader Practicum. Most of the 68 participants reported to have increased their level of leader effectiveness when dealing with highly difficult and stressful challenges by the end of program. And 40% of participants reported they were now more relaxed, less stressed and less anxious on the job.



- The Problem: An apparent limiter on leader effectiveness levels and overcoming plateaus and increasing performance by working with the cognitive/mental sphere
- Proposed Approach to Enhancing Leader Effectiveness: Gain more accurate perspective to make better choices and to increase cognitive clarity for increased effectiveness and new levels of leadership effectiveness

Dr. Friedman has spent over 30 years working for the US Government as an Industrial/Organizational Psychologist, Organizational Development Consultant, and Executive Coach. Steve is currently an Associate Director with the Federal Consulting Group of the Department of Interior in the Office of Strategic Employee & Organization Development. He was with OPM's Western Management Development Center in Denver, Colorado prior to his Interior position.

Dr. Friedman is a certified coach through the International Coaching Federation (ICF) and has been providing executive coaching for over 15 years. He holds certifications in a wide range of instruments that assess leadership behavioral competencies, personality dimensions, and stages of adult thinking. He holds a Ph.D. in Industrial/Organizational Psychology from the George Washington University in Washington, D.C.

Developing Others, Technical Credibility and Human Capital Management are the competencies that will be highlighted.

JANUARY 2017 TOC REGISTRANT SPOTLIGHT: DEBRA BURTON BROWN

PREPARED BY BARBARA HULICK, RECRUITMENT CHAIR



Debra Burton Brown was introduced to TOC by George Mason University and served as a presenter at the 2016 Institute. She was impressed with TOC, and thought “Where has this group been all my life!” Debra enjoys the sense of community and the passion that TOC registrants have for employee engagement and transformation. She likes that registrants are committed to learning in their organizations and also to their own learning as they share tools, tips and insights with each other. She finds TOC people open to new ideas and the joy of learning. She wanted to be part of TOC so she has joined the program committee for the 2017 Institute.

Debra was born in Washington, NC to parents who met in classic movie fashion: State trooper meets a waitress and marries for 65 years. Her parents became civil servants, her mother for Customs and her father for Immigration. As a result, Debra attended 12 different schools in 12 years, graduating from high school in Newport News, VA. She graduated with a Bachelor of Arts degree in Psychology, specializing in children, from the College of William and Mary. Debra worked in special education and mental health.

While Debra was working for a Job Corps Center for the Department of Labor, she found her career focus. At the center, female students were dropping out of the program in high numbers. Debra designed a one-day program in self-esteem that was amazingly successful in increasing the student retention rate. When her company downsized in 1989, Debra began leading seminars in sales, self-esteem and communication. Debra’s passion is now on creating learning strategies which focus on the people element in organizations. She helps organizations develop hybrid programs with three components: seminars, online resources and coaching. Debra creates opportunities for groups to develop their own learning strategies. She is completing two specialized programs: Certified Online Instructor and Certified Learning Instructor.

Debra is married to a marriage therapist, Dr. Steven Brown; has a Tibetan terrier, and a stepdaughter studying for her Ph.D in marine biology. She likes making furniture and was happy to get a sander for Christmas. If you want to communicate with Debra, you can reach her at www.debraburtonbrown.com. Say hello to Debra and be inspired!

TOC 2016-2017 Award Nominations Are Open!

The TOC Distinguished Service Awards Program is accepting award nominations for 2017! The awards program was launched in 1955 to stimulate improved government-sponsored training programs through recognition of individuals making significant contributions to the Federal training community in the field of human resource development (training, education, and development).

We are accepting award nominations in the following categories:

- * Change Management
- * IT Training
- * Return on Investment
- * Human Capital Management
- * Leadership Development
- * Innovation
- * Learning Management Systems
- * Spencer Logan Leadership Award



Submit your nominations on-line by clicking [here](#) and visiting the Awards section.

Power of the Numbers

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POWER OF THE NUMBERS

COMPILED BY EUGENE D’RIBEAUX, PTG INTERNATIONAL



This year we’re going to keep this article simple. We’ll quickly report the monthly program evaluation scorecard and display a few charts here and there, and pretty much let the data speak for themselves, focusing on the Power of the Numbers.

TOC 2016-2017 Monthly Program Scorecard (average YTD)

| Scorecard Item | 2015-2016 Actual/Baseline | 2016-2017 Goal | Dec-16 Actual | 2016- 2017 YTD Average | Source |
|---------------------------------------|------------------------------|-------------------|------------------|---------------------------|-------------------|
| Monthly Attendance (MA) | 80 | 85 | 67 | 65 | Registration desk |
| Monthly Estimated Application Factor | 86% | 87% | 71% | 85% | Eval Question 3 |
| Monthly Engagement Factor | 91% | 92% | 77% | 85% | Eval Question 2 |
| Monthly Presentation Relevance Factor | 87% | 88% | 70% | 81% | Eval Question 1 |
| Net Promoter Score | 62% | 65% | 38% | 59% | Eval Question 4 |

Table Scoring: Green: Actual is >= Goal – 5; Yellow: Actual is Goal – 15 to Goal – 5; Red: Actual is < Goal – 15

WHAT DOES TOC MEAN TO YOU?

Each month, we set aside a part of our Newsletter to share some feedback and thoughts of our registrants. We believe this gives registrants and potential registrants an idea as to who TOC is and what we do for the training community.

I am truly impressed with the dedicated work that TOC’s leaders put in to giving us an excellent professional development opportunity each year; and all on a voluntary basis. Thank you so much. And KUDOS!

(Registrant response taken from the 2015 survey)

Annual Institute
See Details on Page 4

2017 TOC ANNUAL INSTITUTE HERSHEY, PA



The TOC Annual Institute is April 30th through May 3rd, 2017!!

As you look forward to good things in 2017, remember the Annual Institute will be held from April 30, 2017 to May 3, 2017. Please save those dates and make arrangements early to join us in Hershey, PA.

This year's education program is shaping up nicely. We received some really strong keynote speaker proposals before the deadline passed, and now we are accepting proposals for the Concurrent Session workshops. To complete the online submission process, go to <https://trainingofficers.org/call-for-proposals/> and enter the requested info by Friday, January 27th.

Also, keep in mind that we will have sponsorship opportunities (<https://trainingofficers.org/call-for-sponsors/>) and exhibitor opportunities (<https://trainingofficers.org/call-for-exhibitors/>) available for vendors, who would like to showcase their products and services at the institute.

Happy Holidays!

Malcolm L. Miles

2017 TOC Annual Institute Chair

OPM RELEASES MEMO FOR FEDERAL EMPLOYEES AND THEIR FAMILIES

On December 6, 2016, OPM released a memorandum titled, "University of Maryland Francis King Carey School of Law Offers Federal Employees and/or their legal Spouses a Federal Employee Grant to Pursue Postgraduate Education."

The U.S. Office of Personnel Management's (OPM) mission is to recruit, retain and honor a world-class workforce to serve the American people. OPM and University of Maryland Francis King Carey School of Law have entered into an agreement as part of OPM's continued effort to close skills gaps, increase Federal employees' access to high-quality, affordable educational resources, and further develop and sustain the Federal workforce.

This new agreement makes the University of Maryland Francis King Carey School of Law the first U.S. law school to offer a Federal Employee (FEDEM) Grant equivalent to a 10 percent tuition discount to Federal employees and spouses admitted to the Master of Science in Law (MSL) or the Master of Laws (LL.M.) programs. The benefit takes effect immediately.

This memorandum is available online at: <https://www.chcoc.gov/content/university-maryland-francis-king-carey-school-law-offers-federal-employees-andor-their-legal>

Register today for an INFORMATIONAL SESSION at: <http://www.law.umaryland.edu/OPMSession>

Additional employee engagement resources are available on the [UnlockTalent Community of Practice](#).

Executive Board Information

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JANUARY 10, 2017

PLACE: Fort Leslie J. McNair Officers' Club, 4th & P Streets, SW, Washington, D.C.
For directions, http://www.trainingofficers.org/directions_to_ft_mcnair.php

TIME: 11:30 a.m. to 1:30 p.m. Please be seated promptly at 11:45 a.m.

COST: \$40 or 2016-2017 Professional Development Program registration.

RESERVE: If you have not registered for 2016-2017, call the TOC Information Line 202-973-8683, or the TOC FAX Line 202-331-0111 to reserve a place for this month's program.

PARKING: There is parking in the lot near the tennis court. If you arrive and see orange cones in the Officers' Club parking lot, please feel free to move them and park.

TRAINING OFFICERS CONSORTIUM

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