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# the Columbus Federal Voice

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## Women's Equality Day

# Air Force colonel speaks about capitalizing on DoD talent pool

By Tony D'Elia

DLA Land and Maritime Public Affairs Office

On Aug. 26, 1920, the 19th Amendment to the U.S. Constitution became law and for the first time American women could vote in the fall elections, including in the Presidential election. That event's 92nd anniversary was celebrated Aug. 20 on the Defense Supply Center Columbus installation.

Guest speaker Air Force Col. Victoria L. Bowens, senior military advisor to the director of Diversity Management and Equal Opportunity in the Office of the Undersecretary of Defense (Personnel and Readiness), spoke on the challenges of getting the best out of the "total force," the combined military and civilian workforce.

Bowens said that "we need to do the best we can do in tapping the talent we have in an ever shrinking pool."

"In order for us to be able to weed through and get the best we can get, we have to make sure that all social and economic classes and all genders are included," Bowens said. "Without diversity we wouldn't be the best in the world."

In her job in the nation's capital, she is responsible for providing guidance to about 3.4 million active duty military, Reserve, National Guard and civilian personnel. The University of Akron graduate says that things in her office are happening and issues are more than just "piece of paper."



DLA PHOTO BY CHARLES MORRIS

Women's Equality Day guest speaker Air Force Col. Victoria L. Bowens chats with Linda Thomas and other associates after her Aug. 20 presentation in the Building 20 auditorium. The senior military advisor to the director of Diversity Management and Equal Opportunity in the Office of the Undersecretary of Defense (Personnel and Readiness) spoke on the challenges of getting the best out of the "total force," the combined military and civilian workforce.

"Are things happening as quickly as I'd like? No, but things are changing," she told the audience in the Building 20 auditorium.

In introducing Bowens, DLA

Land and Maritime Deputy Commander James McClaugherty read a quote from a not-too-likely source – legendary actress Marilyn Monroe. She is quoted as saying that "women

who seek to be equal with men lack ambition."

McClaugherty also noted a statistic that states that since 2002, women have performed 180,000 tours of duty in Iraq

and Afghanistan.

Martha Smith, site director, Defense Finance and Accounting Service Columbus, told of

[PLEASE SEE TALENT, PAGE 5](#)

## Speaker discusses teamwork in workplace



DLA PHOTO BY CHUCK MORRIS

Albert Whatmough, retired command sergeant major of the Ohio Army National Guard, discusses "Teamwork" with members of the Leadership Development Association and the local chapter of Association of Government Accountants during an Aug. 9 meeting in the DFAS Columbus conference center.

By Dan Bender

DLA Land and Maritime Public Affairs Office

Teamwork is the cooperative or coordinated effort on the part of a group of people acting together in the interest of a common cause, according to the featured speaker at an Aug. 9 event on the Defense Supply Center Columbus installation.

Albert Whatmough, retired command sergeant major of the Ohio Army National Guard, spoke about "Teamwork" in the Defense Finance Accounting Service Columbus conference center to a joint meeting of the

Leadership Development Association and the Association of Government Accountants local chapter.

"How we function in a team environment makes or breaks how we perform," he said.

Whatmough retired earlier this year as the seventh command sergeant major of the Ohio Army National Guard. He enlisted in 1986 and during his time in the Guard, he deployed to Iraq, Kuwait and Afghanistan. He is now employed as a quality manager for Ice Industries Inc.

[PLEASE SEE TEAMWORK, PAGE 5](#)

## Testimony of 23 DLA associates leads to contractor's fraud conviction

From the DLA Land and Maritime Public Affairs Office

Twenty-three DLA Land and Maritime associates testified during a recent fraud trial that resulted in the conviction of a New York man on 25 counts of mail fraud, nine counts of wire fraud, two counts of making a false claim, and three counts of money laundering in connection with his sale of non-conforming items to the government.

Jerome Rabinowitz, 69, of Great Neck, N.Y., sold non-conforming items under contracts to supply electronic components for use in the Navy Nuclear Reactors Program, on military aircraft, and on submarines. The charges related to the delivery of non-conforming critical application and/or Qualified Product List and Qualified Manufacture List parts under 43 contracts issued by DLA Land and Maritime. The total contract value and test costs were just under \$500,000.

"The testimony of our contracting officers, test lab personnel, contracting from the Sourcing and Qualification Office, and CM/UPS (DLA Land and Maritime Counterfeit Material/Unauthorized Product Substitution material) test authorized was vital to the success of the case. They all did a great job," said Carol Matheke of DLA Counsel-Land and Maritime.

Rabinowitz, who did business under the name Jerry Roth, faces up to 20 years in

[PLEASE SEE FRAUD, PAGE 4](#)

## Ohio National Guard engineers helping repair earthquake damaged Serbian school

By Spc. Brian Johnson

1194th Engineer Company, Ohio Army National Guard

KRALJEVO, Serbia — A 5.3 magnitude earthquake that occurred here Nov. 3, 2010, was strong enough to be felt in neighboring countries and damaged almost 6,000 buildings in the town. One of the structures damaged was the Svetozar Markovic Primary School.

Since early August this year, the Ohio National Guard and the Serbian Armed Forces have been teaming up to make improvements to portions of the school and fix the gym, which was damaged to such a degree that it hasn't been used in more than a year.

[PLEASE SEE SERBIA, PAGE 3](#)



PHOTO BY SPC. BRIAN JOHNSON

Soldiers and airmen from the Ohio National Guard and the Serbian 2nd Army Brigade paint the exterior fence of the Svetozar Markovic Primary School in Kraljevo, Serbia. As part of the State Partnership Program, the Ohio National Guard's 1194th Engineer Company and 200th RED HORSE Squadron, and the Serbian 2nd Army Brigade are working side by side to repair the school, which was damaged by an earthquake in late 2010.

# Connecting with others an important aspect of work, personal relationships

By Robert L. Boggs  
DLA Land and Maritime  
Human Performance Division

“As a core concern, affiliation describes our sense of connectedness with another person or group. It is the emotional space between us and them. If we feel affiliated with a person or group, we experience little emotional distance. We feel ‘close.’” - Roger Fisher and Daniel Shapiro, *Beyond Reason: Using Emotions as You Negotiate*.

Affiliation is really about having an honest connection with another person or group. Our true concern for the well-being of others allows us to make the connection that leads to affiliation. Connections can often be made based upon common interests.

How many times have we failed to connect with others because we assume we have nothing in common? Accord-



Robert L. Boggs

ing to Fisher and Shapiro, “Sometimes, we fail to recognize structural connections we share with others—the roles that place us in a common group.” We know that belonging to a common group (family, work, special interest, etc.) can enhance the likelihood of affiliation.

The person I fail to talk to or interact with can be an affiliate lost. What common interests do we share that might allow us to connect on some level? Common interests allow us to meet some great people.

Our common interests help us build links with others. This is particularly important in the workplace where we are often dependent on others to accomplish our mission. Some suggestions for building links that can result in affiliation come from Fisher and Shapiro and

include:

- Meet in an informal social setting
- Introduce yourself informally and use first names
- Refer to the importance of the other persons interests
- Emphasize the shared nature of a task you may both face
- Avoid dominating the conversation

Fisher and Shapiro’s recommendations have also proven to be very successful when dealing with business negotiations. We do our best work with and through others when we connect at a personal level. Good working relationships are critical to our success.

Meeting and connecting to someone in person is much more effective than conducting a meeting through a telephone or e-mail. Sometimes, and as often as possible, we need to connect in person.

I’m reminded of the importance of a personal connec-

tion in a scene from the movie “We Were Soldiers.” In the movie, the Army commander, Lt. Col. Moore, took the time to meet the helicopter pilot who would be responsible for flying him and his soldiers in and out of combat. The point that Moore made to the pilot was that they needed to know each other on a personal level, particularly given the danger they both would face. He succinctly made the point that a person is unlikely to put their life at risk for a total stranger. Moore introduced himself and emphasized that they were no longer strangers.

We can enhance the likelihood of an affiliation when we open ourselves up to others by discussing subjects that reduce our emotional distance. Safe conversation topics such as discussing the weather, favorite TV programs or narrow job subjects maintains rather than reduces emotional distance.

Some topics that reduce our emotional distance from others include such things as family, personal concerns, plans, children, siblings, parents, subjects away from the job, or even soliciting others for advice or sharing feelings of ambivalence and uncertainty.

Keep in mind that there will be those who see affiliation as a way to manipulate others. We have to protect ourselves from those who would take advantage of an affiliation for selfish reasons. There are those who do not have your best interest at heart; therefore, use your head and your gut when making an honest connection with another person or group.

Affiliation is really about having an honest connection with another person or group. Common interests can facilitate affiliation. Our connection is greatly enhanced when we have genuine concern for the well-being of others.



DLA PHOTO BY CHUCK MORRIS

## Land and Maritime associate completes MRAP model

Charles Barnett, a contract specialist in Maritime Supplier Operations, recently finished building a model of the Mine Resistant Ambush Protected Vehicle-ATV version. The MRAP has been one of the Department of Defense’s highest-priority weapon systems and is supported primarily by DLA Land and Maritime. He is shown holding the M-ATV model outside a display case in the Building 20 Pod A fifth-floor elevator lobby that houses models of numerous other Land weapon systems that Barnett has built in the past. Barnett, who has worked at DLA Land and Maritime since 1984, has also built dozens of models of Navy ships and submarines, and fighter jets and bombers, most of which are on display in elevator lobbies in Building 20. The “model associate” attended Ohio State University, earning a bachelor’s degree in business logistics, and participated in the Navy ROTC program while there. He spent three years in the Navy and three years in the Navy Reserve, reaching the rank of lieutenant. His wife, Susan, a retired 20-year veteran of the U.S. Marine Corps, is a DFAS Columbus employee.

## Obituaries

### Barbara Alice Bell

Barbara Alice Bell, 62, of Gahanna, died Aug. 19 at her home. Mrs. Bell retired from DSCC after 30 years of service.

### Lester Eugene Elliott

Lester Eugene Elliott, 85, of Newark, died Aug. 11 at his farm. Mr. Elliott served in the U.S. Navy during World War II and retired in 1982 from Newark Air Force Station.

### Frederick David Iler

Frederick David Iler, 65, died Aug. 3 at his home in Saint Augustine, Fla. Mr. Iler was a U.S. Air Force veteran and worked many years at Newark Air Force Base.

### James M. “Jim” Kenyon

James M. “Jim” Kenyon, 68, died Aug. 20 at Kobacker House. Mr. Kenyon was a veteran of the U.S. Army and retired from DCSC.

### Russell Eugene Leckrone

Russell Eugene Leckrone, 88, of Thornville, died Aug. 6 at his home. Mr. Leckrone was a World War II veteran and worked at Newark Air Force Base, from where he retired in 1986.

### Clarence Roger Short

Clarence Roger Short, 71, died Aug. 12 at Genesis Hospice-Morrison House in Zanesville. Mr. Short was a U.S. Army veteran and later retired after 30 years of service with the Newark Air Force Station.

## Briefs

### DSCC to change parking tag policy

DSCC will no longer require the use of the DSCC Handicap Hang Tag except for those individuals who are authorized to park in an “assigned” handicap parking space. As of Oct. 1, DSCC will abide by the state mandated handicap permits and license plates.

Associates will be required to display a state-issued disabled parking permit (temporary or permanent) or state-issued disabled license plates when parking in “open” handicap designated areas. The current DSCC Handicap Hang Tags will expire as of Dec. 31, 2012. Associates who fail to display state mandated permits may be subject to enforcement through the magistrate court and fines.

### FEA golf tourney set for Sept. 10

The 11th annual Federal Executive Association of Columbus and Central Ohio Golf Tournament will be held Monday, Sept. 10, at the Eagle Eye Golf Course on the DSCC installation.

Representatives from all central Ohio federal agencies are invited to participate. The format will be an 18-hole

## It’s A Date

### August 2012

**AUG. 31** – American Red Cross blood drive, 9:30 a.m.-1:30 p.m., Building 20 Pod C basement

### September 2012

**Hispanic Heritage Month**  
**SEPT. 3** – Labor Day holiday  
**SEPT. 11** – Patriot Day  
**SEPT. 11** – Grandparents Day

**SEPT. 14** – American Red Cross blood drive, 9:30 a.m. to 1:30 p.m., Building 20 Pod C basement

**SEPT. 15** – Hispanic Heritage Month begins

**SEPT. 19** – Talk Like A Pirate Day

**SEPT. 22** – First day of autumn

**SEPT. 26** – Hispanic Heritage Month ceremony, 11:30 a.m., Whitehall Community Center

scramble beginning promptly at 12:30 p.m. The \$40 fee includes green fees, riding cart, beverages, use of the driving range, and the chance to win fabulous prizes.

The winning team gets the FEA Tournament Golf Trophy, currently held by DFAS Columbus.

Anyone interested in registering a team should contact Barry Roberts by Sept. 5 at 614-469-5737 x8308 or barry.a.roberts@hud.gov.

### Retirees luncheon set for Sept. 13

The annual DSCC and Tenant Activities Retirees Luncheon will be held from 11:30 a.m. to 3 p.m. Thursday, Sept. 13, at the Berwick Party House. The cost of the luncheon is \$15 per person.

Guest speaker Susan Reid will chronicle the historic 1964 solo flight of her sister, Jerrie Mock, a Newark, Ohio, native and Bexley housewife and the only woman to fly solo around the world.

Retirees who are interested in attending and have not been notified in the past should call Virginia Clarke at 614-855-1757 for reservations no later than Friday, Sept. 7.

### CPR AED classes available

Federal employees on the DSCC installation who would like to become certified in CPR and in the use of an Automated External Defibrillator can register for a class by calling the Health Unit in Building 21 at 614-693-5104.

Class spaces are limited and associates should check

with their supervisor before scheduling to insure they can attend. Those who schedule are expected to attend as a reserved space cannot be refilled at the last minute.

Classes will be held in Building 20, C Pod basement, Room 006 and will be available on the following dates: 8:30 to 11:30 a.m. Sept. 5 and 20 or 12:30 to 3:30 p.m. Sept. 20.

### Job fair for vets in Cincinnati Sept. 20

A job fair for military veterans and their spouses is scheduled for Thursday, Sept. 20, at Paul Brown Stadium in Cincinnati, Ohio.

The event will be 11 a.m. to 3 p.m. Veteran-friendly employers, franchisors and educational institutions will be in attendance offering a variety of opportunities.

The event, sponsored by RecruitMilitary, the U.S. Chamber of Commerce and the American Legion, is for veterans who already have civilian work experience, men and women who are transitioning from active duty to civilian life, members of the National Guard and reserves, and military spouses.

More information available at [www.RecruitMilitary.com](http://www.RecruitMilitary.com).



PHOTO BY ALITA KAY

## Installation associates donate supplies to area elementary school

Associates across the DSCC installation recently joined together to donate thousands of items for use by students at the installation’s Adopt-A-School, Broadleigh Elementary. A collection drive was held Aug. 6-17 and the supplies were delivered to the school Aug. 20. Items included pencils, erasers, crayons, boxes of tissues, supply boxes, notebooks, bottles of glue, scissors, pens and markers, calculators and book bags. Leading the collection drive at DLA Land and Maritime were Alita Kay of DLA Finance and Mike Ward of Land Customer Operations, while Tutti (Ruth Anne) Doeslaere led the drive at DFAS Columbus. The organizers expressed their thanks to those who donated school supplies to children who are less fortunate. A winter gear collection for students at the school will be held in December.

# Serbia

CONTINUED FROM PAGE 1

Soldiers from the Chilllicothe, Ohio-based 1194th Engineer Company, Airmen from the Camp Perry- and Mansfield-based 200th RED HORSE (Rapid Engineer Deployable Heavy Operational Repair Squadron Engineers) Squadron and engineers of the Serbian 2nd Army Brigade have been working together on this joint construction mission, which includes multiple projects such as replacing the gym floor, installing new playground equipment, repairing and installing a roof, and fixing and updating portions of the electrical wiring and plumbing.

Working with members of the Serbian Armed Forces has been a rewarding experience, several Ohio National Guard soldiers and airmen said.

“We have soldiers from the Serbian Army that are available to translate for us,” said 1st Lt. Roger Nienberg, officer-in-charge of the joint mission and a member of the 200th RED HORSE. “If a translator is not available, sometimes both sides will use charades to explain what you need or



PHOTO BY SPC. BRIAN JOHNSON  
Spc. Bryant Rogers, a member of the Ohio Army National Guard's 1194th Engineer Company and a Delaware, Ohio, native, dips a piece of bread into salt as part of a traditional Serbian ceremony at the Svetozar Markovic Primary School in Kraljevo, Serbia. The ceremony was used to welcome a contingent of Ohio Army and Air National Guard engineers and to launch the joint construction mission at the school with the Serbian Armed Forces.

want to accomplish. Everyone understands the overall concept of the project and what needs to be done.”

Sgt. Matthew Birkofer, a member of the 1194th Engineer Company and a Cincinnati, Ohio, native, added, “We are all working together well. Everyone is open to everyone else’s ideas; it does not matter who they are or what unit they

are with.”

Doing construction work in a foreign country creates a few challenges, Birkofer said.

“The hardest thing that we have had to adjust to is the European standard of construction,” he said. “The overall construction concepts are the same but the Serbians have a different way of doing things.”

Birkofer said there are also differences in assembling pipes, construction materials and electrical wiring that runs at a 220 voltage as opposed to the 120 voltage system used in the U.S.

“The partnership between U.S. Air Force, U.S. Army and the Serbian Armed Forces is proving to be a mutually beneficial relationship,” said Chief

Warrant Officer 2 Thomas Drzik of the 1194th. “We are all learning from each other. We feel that we are helping to foster an environment of international society.”

The Ohio National Guard soldiers will continue their mission in Serbia through late August. The official completion of the project will be in early September.

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## the Columbus Federal Voice



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# Business analyst recognized as Associate of the Month

By Dan Bender

DLA Land and Maritime  
Public Affairs Office

A demand/supply chain analyst in the Business Process Support directorate was recently recognized as the DLA Land and Maritime Associate of the Month for April.

Nicole Brown, who has worked for DLA for seven years, was recognized by DLA Land and Maritime Commander Navy Rear Adm. (Sel.) David Pimpo at an Aug. 1 town hall meeting.

Her main responsibilities include compiling, reviewing and presenting data for process improvement projects and crunching numbers on small business contract goals in order to increase Land and Maritime's business with small

businesses.

"I'm also involved in working a lot of charts and metric reporting for command," she said.

Brown said she enjoys being able to do something different every day.

"I don't get bored," she said. "I get to see the results of my work whenever I go to command for briefings. I love my job."

Her supervisor, Michael Morouse, said Brown is one of the "go to" analysts when complicated requests arise and that she meets every challenge in a timely and professional manner.

"She is always willing to go the extra mile to ensure that all customer requirements are met in a timely and proficient manner," he stated.

During a small business exercise in March, Brown provided analysis and review of fiscal 2011 data for the DLA Land and Maritime Small Business Office.

"This data helped identify potential missed opportunities for small business awards," Morouse said.

Brown, a Michigan native who served four years of active duty in the U.S. Marine Corps, is working on a bachelor's degree from Franklin University.

When she's not at work, Brown enjoys playing volleyball and soccer, a sport in which she, her husband, an IT network architect for The Ohio State University Wexner Medical Center, and three children are all involved.

"We're a pretty big soccer family," she said.



DLA PHOTO BY CHUCK MORRIS

Nicole Brown (right), a demand/supply chain analyst in the Business Process Support directorate, receives the Associate of the Month award for April from DLA Land and Maritime Commander Navy Rear Adm. (Sel.) David Pimpo during an Aug. 1 town hall session.

## Land Supplier Ops associate recognized for production output

By Tony D'Elia

DLA Land and Maritime Public  
Affairs Office

The DLA Land and Maritime Associate of the Month for May has managed to double the average production for an associate in his position.

With many DLA Land Supplier Operations procurement technicians averaging 30 purchase requisitions per month, emergency buy team member Matthew Coughenour has managed to award an average of 60 PRs per month.

In addition to this, Coughenour had a post award workload that averaged 1,400 delinquent lines per month. During April, through diligent efforts, Coughenour managed to reduce that to 106 lines. As part of a recent stand down award day, Coughenour assisted other team members with reducing their aged PRs. He was able to take an additional 20 PRs from other team

members. And when it comes to complex PR issues, Coughenour has become the go-to person on the team.

As a team member on a project to reduce aged backorders greater than 180 days, Coughenour took the initiative to collaborate with the J6 point of contact to ensure that the team's actions were not in direct conflict with financial procedures, and that there wouldn't be any delay in payment to the vendors as a result of their actions. His participation in team discussions and his feedback enabled the team to resolve complex issues and reduce aged backorders by 30 percent within a 60-day period. Since then, Coughenour has been requested to collaborate on numerous special projects.

When a supplier had payment issues because its invoicing third party was not sending its invoices to DFAS, Coughenour took the ini-

tiative to find a DFAS point of contact and worked with the invoicing company and the contract administrator to resolve the problem. As a result, back invoices were paid and the invoicing company commended Coughenour for his involvement.

Coughenour volunteered to assist with supporting the Navy with procuring about 75 PRs in support of Norfolk Navy Shipyard. Coughenour's role was to review and process the Navy emergency buys through non-NSN processes. Although he didn't have Navy buying experience, he managed to work through all the issues and challenges as they arose and supported the project until completion by processing more than 72 PRs.

A Columbus native, Coughenour is a Northland High School graduate who came to work for DLA Land and Maritime five years ago.



DLA PHOTO BY LAURA SANMIGUEL-FEARING

Matthew Coughenour, an emergency buy team member in Land Supplier Operations, was recently recognized as the DLA Land and Maritime Associate of the Month for May.

## Fraud

CONTINUED FROM PAGE 1

prison for each of the mail and wire fraud convictions, up to 10 years for the money laundering counts and up to five years for each of the false claims counts. Every count carries with it a maximum fine of \$250,000. He was taken into immediate custody pending sentencing.

The jury also found that Rabinowitz should forfeit \$354,878, which represents some of the loss to the Department of Defense from the wire fraud and the mail fraud, along with a 5.29 carat diamond ring Rabinowitz bought with some of the proceeds of the money laundering.

Among the 20 current and three retired Land and Maritime associates were a dozen contracting officers, nine DLA Product Testing Center associates and a Sourcing and Qualifications Division associate. They testified in the nine-day trial that ended Aug. 17 before U.S. District Judge Gregory L. Frost in the U.S. District Court for the Southern District of Ohio.

The case was prosecuted by Assistant U.S. Attorney Mike Marous

and the case agent was Defense Criminal Investigative Service special agent Mike Hampp, both of whom worked considerable hours to obtain the conviction. Matheke worked closely with Marous and Hampp preparing for the trial, including preparation of witnesses and documents, and sitting with the trial team in the courtroom during the course of the trial.

The non-conforming items were initially uncovered by DLA Land and Maritime's CM/UPS team. According to court testimony, the Rabinowitz-owned J&W Technologies, LLC, had direct and indirect contracts awarded from 2006 through 2009 to provide semiconductors, micro-

circuits and transistors to DoD. The parts are considered critical application items, meaning they are essential to weapon system performance or operation, or the preservation of life or safety of operating personnel.

Rabinowitz sent DoD parts including military surplus parts and some items manufactured as long ago as 1967 and the 1970s.

Court testimony also alleged that Rabinowitz provided forged documents to DoD to make it appear as though he bought the parts from the correct manufacturers. The Defense Finance and Accounting Service Columbus paid Rabinowitz based on the false representations he made to the government.



DLA PHOTO BY CHUCK MORRIS

## DSCC police officers participate in National Night Out event

Police officer Preston Lee from the DLA Installation Support at Columbus Public Safety Office hands out stickers to attendees at the National Night Out event held Aug. 7 at Whitehall's John Bishop Park. Lee was joined by fellow officers Glenn "Sonny" Little, Jeremy Coulson and Timothy Cantu, along with security director Rick Curry, at the annual event, which is designed to increase crime prevention awareness and to strengthen local anti-crime efforts. In addition to a booth, the police department's SWAT vehicle was also present. Whitehall joined other local communities in participating in National Night Out, an annual event is sponsored by the National Association of Town Watch, a nonprofit crime prevention organization. Many communities traditionally ask residents to turn on their outside lights to designate their support during America's Night Out Against Crime.

## Teamwork

CONTINUED FROM PAGE 1

Barbara Gordon, a DFAS Columbus employee and president of the local AGA chapter, noted that the event was the first joint meeting of LDA and AGA members.

By definition, Whatmough noted that teamwork is a combination of team, a collective group of people working toward a common goal, and work, the exertion or effort to produce or accomplish something.

During his talk, Whatmough discussed roles, positions that team members assume, versus responsibilities, specific tasks or duties that are expected to be completed. He also summarized formal team roles, such as sponsor, leader, member and coach, and their responsibilities, and informal team roles, such as harmonizer, gatekeeper, encourager, compromiser and initiator.

He also discussed seven "highly effective team

habits" that make teamwork more successful.

"These are pretty basic in nature but you must have them," he said of the habits, which were, in order, listening, sacrifice, sharing, communication, language, hard work and persuasion or leadership.

"You must be willing to share, even if it makes someone else look better," he told the audience.

Communication, which is the hardest hurdle he's had to clear in transitioning from military to civilian jobs, is important to team success, Whatmough said, along with the words we use in communicating with others.

"You need to be able to critique someone and give them a solution, but not in a way that's demeaning, berating or belittling," he said.

There is no "silver bullet or magic pixie dust" to successful teamwork, just hard work and effort, Whatmough said.

Leaders from both groups thanked Whatmough at the conclusion of his presentation.



DLA PHOTO BY CHARLES MORRIS

Women's Equality Day guest speaker Air Force Col. Victoria L. BOWENS (center) holds her memento of appreciation while standing with (from left) DLA Land and Maritime EEO Office director Charles Palmer, FEW member and DLA Land and Maritime associate Debra Hobbs, DLA Land and Maritime Deputy Commander James McClaugherty and DLA Land and Maritime Chief of Staff Air Force Col. STEVEN FOSF.

## Talent

CONTINUED FROM PAGE 1

her rise from a GS-3 employee to the Senior Executive Service.

"Back then there were few women in executive leadership in my field. Now there are many more so we have made progress," Smith said.

Said BOWENS, "We have women working in Afghanistan affecting change. We have women who support hurricane (relief). We

have women out building relationships."

She emphasized the importance of having an "inclusive environment" in recruiting, mentoring and retaining the top talent "from across the total force."

"I wear all my skill sets here," BOWENS said, pointing to the medals and awards on her uniform. "I shouldn't have to (point to them) because if I'm at the table I should be a valued member of the team."

"When it comes down to wanting to move forward, it's a two-way street. It's a matter of controlling your life," she said, adding that women and minorities need an equal opportunity to excel.

Also contributing to the program were Patricia Shields, who served as mistress of ceremonies, Annette Peaks, who sang the national anthem, Gail Booth, who provided the invocation, and Debra Hobbs, who gave closing remarks.

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**Cars**

**NEW LISTING**

BUICK 1998 Park Ave 4 Dr, V6, PS, PB, pwr windows, AC, am-fm cass., all white, leather, 1 lady owner, garaged very clean 80K mi. \$5,995 obo 937-433-2880

**Dogs**

**PITT BULL PUPPIES**  
red nose, 4 males, 1st shots, dewormed, 7 weeks, \$300. 937-581-4286

The high school kid next door has always taken care of your lawn but she's off to college this year. Check out the Classifieds' Local Directory to find someone to take over for her. Or, maybe you want to tool around the yard on one of those riding lawn mowers -- and we can help you find one of those as well! Just look in the Classifieds.

## Classified ads

### Appliances

**DORM REFRIGERATOR** — Sears, 1.7 cu. ft., \$15, 614-668-0947 or 614-933-8559

### Help Wanted

**TYPIST** — typist, ghost writer or publisher wanted to assist in writing military memoirs, pay is great, call 614-231-1485.

### Furniture

**KITCHEN TABLE** — w/6 chairs with cloth seats, table 76" w/leaf, 48" w/o, have pictures, \$150, 614-571-2287

### Garage Sale

**GARAGE SALE** — Bexley sale, 713 Grandon Ave., 9 a.m.-2 p.m. Saturday, Sept. 1.

### Miscellaneous for Sale

**PUSH MOWER** — motorless, rotary cut, \$25, 614-668-0947 or 614-933-8559.

### Autos

**INFINITY '00** — I-30, V6, auto trans, loaded, power everything, leather, Bose audio system, moon roof, new battery, runs great, clean in and out, 82K miles original, \$6,800 OBO, 614-352-8866.

**HONDA '01** — Accord, 125K miles, new tires, brakes and timing belt, \$5,295 OBO, 614-205-9125.

**BUICK '01** — Regal GSE Supercharged, 150k miles, A/T, \$2,400 OBO, 614-256-7642.

## FREE CLASSIFIED AD FORM

The Columbus Federal Voice

Free ads are subject to the policy printed on the right.

Ad Copy. (free ads include 3 lines (approx. 90 characters). Additional lines available at \$2 per line. \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I certify that the property and/or services listed above are my own and that the property will be shown or sold without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation or any other non-merit factor.

### THIS FORM MUST BE SIGNED

Name: \_\_\_\_\_  Retired Military or Retired Civilian  
Address: \_\_\_\_\_ Office Symbol: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Office Ext.: \_\_\_\_\_  
Phone: \_\_\_\_\_ Signature: \_\_\_\_\_

Payment  
Cash, checks, money orders, or credit cards (Master Card, Visa, Discover and American Express)  
Credit Card #: \_\_\_\_\_ Exp. Date: \_\_\_\_\_  
CVC: \_\_\_\_\_  
 cash/check

## COLUMBUS FEDERAL VOICE FREE CLASSIFIED AD POLICY

- Only federal employees and military personnel in central Ohio are eligible for free ads.
- Ads must be typed or neatly printed in the space provided.
- Free ads include 3 lines. Additional lines available at \$2.00 per line. Three lines is approximately 90 characters, including spaces and punctuation.
- A maximum of three ads per week will be accepted from one employee. Ads will run for no more than three issues, after which ads must be resubmitted. Please notify the Public Affairs Office if advertised items are sold.
- Free Ads must be submitted by one of the following methods: e-mail (publicaffairs.dsc@dla.mil); sent via interoffice mail to DSCC-DOEB, Bldg. 20, room B527N; mailed to The Columbus Federal Voice, P.O. Box 3990, ATTN.: DOEB, Columbus, Ohio 43218-3990; hand carried to the Public Affairs Office, Bldg. 20, Room B527N or faxed to 614-693-1563. Advertisers wanting to place a classified ad in other area Cox Newspapers must prepay the ad using a credit card (Visa, Master Card, Discover or American Express), cash, check or money order. All paid ads must be phoned by calling 1-800-214-0966, faxed to 937-225-2043 or e-mailed to ColumbusFederalVoice@coxohio.com
- Ads will appear in the Voice with home and/or work phone numbers, including area code. No names may appear in the free ad.
- Only free animal ads will be accepted. "Free" must be stated in the ad.
- Free real estate, rentals and homes for sale will be accepted only from military personnel who are PCSing. Ads must state PCS. Time share, resort and vacation properties are considered paid advertising.
- Ads appearing to promote a business are not accepted for the free ad program. Call 1-800-214-0966 to place business ads.
- All weapon ads including those considered antiques, collectibles or hobbies will be rejected.
- Privately owned tickets sold through the free ads must show the ticket price and may not exceed the face value of the ticket.
- Ads will appear on the Voice Web site and may also appear on the publisher's Web Site.

### EXTEND YOUR REACH!

Place your ad in the Springfield News-Sun or the Dayton Daily News by calling 1-800-214-0966

DEADLINE MONDAY OF THE WEEK PRECEDING THE PUBLICATION.

Your cooperation is needed in order to continue to offer free ads in The Columbus Federal Voice. The publisher reserves the right to edit and/or reject ads which do not conform to the intent of the free ad policy, which is to provide federal employees and military personnel who work within the distribution area of The Columbus Federal Voice an opportunity to advertise personal property in which other employees or military personnel may be interested.

# Local federal employees attend training classes at national FEW conference

From Federally Employed Women

Mable D. Seldon, a packaging specialist for DLA Land and Maritime, served as chair of the Federally Employed Women's National Training Program held July 15-21 in Detroit.

"I'm so grateful for the Great Lakes Region and Federally Employed Women for giving me the chance to chair this year's National Training Program," she said. "It was a lot of hard work, but with the assistance of my co-chairs Suzi Inman and Carolyn Malone, it was well worth the effort. Being NTP 2012 chair really

enhanced my leadership, budget and project management skills."

The theme of this year's conference, "Wheels of Change Keep on Moving," was reflective of FEW's history as an organization that embraces training as a critical means to helping more women and other government employees succeed in their chosen career field. Despite major budget cuts this year, there were more than 1,100 attendees. Some of the training tracks were Executive Leadership, Project Management, EEO/FWP, and Career Advancement.

FEW aligns its National



CONTRIBUTED PHOTO  
FEW Equalitarian Chapter members who attended the organization's National Training Program included (from left) Myrtice Gray, Arlena Fitch-Gordon, Tiffany Huguley, Regine Williams, Kathy Johnson, Debra Hobbs, Carla Murray, Foronda Hall, Lisa Everett-Robinson and Pearl Foster.



CONTRIBUTED PHOTO  
Alesia Payne (left) of the DLA Land and Maritime Human Performance Division discusses career opportunities at DLA with a conference attendee.

Training Program (NTP) workshops using the Office of Personnel Management Executive Core Qualifications (ECQs) that define the competencies needed to build a corporate culture that drives for results, serves customers and builds successful teams. The ECQs are required for entry into the Senior Executive Service and are used by many agencies in selection, performance management and leadership development for management and other positions.

This year, FEW offered more than 140 classes on leadership-focused topics. FEW members from the local Equalitarian chapter and DLA Land and Maritime FWP members were afforded the opportunity to fulfill training objectives for their current positions and enhance their career effectiveness.

At Monday night's awards ceremony, the local chapter placed second in the newsletter competition. The editors are Donielle Eldridge and

Nicolle Sommerville, both of Defense Finance and Accounting Service Columbus. The local chapter also placed third for the Special Projects Award with the FEW/FWP Whitehall High School mentoring program. Debra Hobbs is the coordinator. The Barbara Boardman Tenant Award was presented to chapter president Regine Williams, a program analyst at DLA Human Resources Services.

Hobbs, DLA Land and Maritime FWP manager and FEW's special assistant for FWP, met her responsibility to provide training for FWP members nationally during the NTP.

"This year through FEW, I was able to schedule the Defense Equal Opportunity Management Institute (DEO-MI) to provide a three-day training class that provided in depth instructions on understanding and performing the roles and responsibilities of a Special Emphasis Program manager, analyze demographics data to determine low

participation rates of women and conduct a barrier analysis to determine root causes of low participation rates in certain categories. Participants received certificate of completion for 24 hours," Hobbs said.

Also, during the NTP, Alesia Payne, a management analyst with the DLA Land and Maritime Human Performance Division, participated in a four-day career fair.

"This was a great venue to have direct access to a diverse group of women in one place," Payne said. "Also, there were a lot of women interested in finding out about DLA. They knew about the Department of Defense, but did not know about DLA."

Team members and volunteers from the DSCC installation who assisted in making the NTP a success included Hobbs, Foronda Hall, Myrtice Gray, Kathy Johnson, Carla Murray, Nicolle Sommerville, Michele Thrower-Shank, Deanna VanCleaf and Williams.