



June 2019

Chapter Newsletter

ASMC – Gulf Coast Chapter

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President's Corner

Dane Manfredi, Hurlburt

Greetings ASMC Gulf Coast Chapter! I hope this newsletter finds you all enjoying your summer season and that your kiddos aren't driving you too crazy while on summer vacation. Although I make this statement in jest, ensure to take this summer time you all have with your kids and enjoy it. As I have been learning firsthand with my two young niece's, kids grow so fast and before you know it the precious time we can have with kids will be gone.

Beyond the summer season bringing opportunities to spend with your kids, it also is the time of year when your newly elected ASMC Gulf Coast Chapter Committee members begin to take ownership of their new duties and coordinate what events they will seek to provide you all this ASMC year. Please be on the lookout for upcoming events sent to you via the Gulf Coast Chapter emails and feel free to contact any of our committee members as to any ideas you may have for an event this year.

Speaking of events, our chapter's events provide us incredible opportunities to network. Some networking benefits include:

- 1) Develop Valued Relationships
- 2) Mentor/Mentee Opportunities
- 3) Exchange Fresh Ideas
- 4) Improve Social Skills
- 5) Grow Self Confidence

We all can agree that the positions we currently hold were gained not only by our efficient and effective work performance, but also through others' recommendations of us. It is critical in today's workforce that we seek through networking the professional relationships and mentorship opportunities that will enable us to better seek advancement within our career field. Therefore, look to attend our chapter's events this year and meet as many new faces you can while you also continue the relationships you already have. You just never know who may give you a resounding recommendation that is based on your attendance at one of our events or who you may be able to assist in the future through mentorship by meeting them at our events!

I wish you all the best as we begin a fresh year within our chapter and know your newly elected committee members are looking forward to providing you all a fun-filled year of events with networking opportunities!



Join ASMC Today!!!

The current fee is \$40 for one year or \$114 for three years. The membership fee is non-refundable and non-transferrable.

Volunteer Opportunities

ASMC Team Helps Raise Funds with Fun at the 2019 Relay for Life

Maika M. Andrew

Our ASMC Gulf Coast chapter's "Comptrollers for a Cause" team participated in the Niceville-Valparaiso Relay for Life on 10 May. This year, Comptrollers for a Cause relayed in honor of Ms. Myra (Becker) Carroll, known to her friends as Lynn, who was recently diagnosed with Mantle Cell Lymphoma.

The theme of this year's event was music. Our team was assigned the 70s era and quickly brainstormed how to interpret our assignment. Dedra Hickman came up with the glitzy disco booth design complete with disco ball, bell bottoms, and pet rocks!

Our team raised \$3,241, almost 5 percent of the \$67,638.61 raised to date by the Niceville Relay for Life, kicking off the fundraising effort with a rock painting activity. The team won the Top Team Online Fundraiser trophy as a result of numerous online donations and fundraising campaigns. We'd like to especially thank Karen Williams, Brianna Hoppel for the use of her tent, DJ Mike Ice for donating his services, Love Anneliese for donating proceeds from photography beach sessions, Kandra Allen, Brittany Bohannon, and Amy Phan for donating proceeds of direct selling parties, Amy Tolar for donating handmade wreaths to raffle at event, Kelly Susko, Dan Genest, Yolanda Staley and Denise Ward for all your help before and during the event. As you can see, it was a team effort. Thanks to EVERYONE!

If you have a heart for this cause and would like to help the Comptrollers for a Cause team prepare for next year's event, we can use your help!



Volunteer Opportunities



THANK YOU to our ASMC teams for supporting the Fisher House this quarter!

Join the ASMC Gulf Coast Chapter as we support the Eglin Fisher House

The Fisher House provides no cost lodging to military and veteran families while their loved one receives medical treatment in the Eglin area. This can be stressful enough without worrying about what to cook for dinner. You can help by volunteering to prepare and serve dinner to the guests of the Eglin Fisher House. This is also an enjoyable team building activity. **Sign up your FM team for the following available dates: 13 Aug, 27 Aug, 10 Sep, 24 Sep**

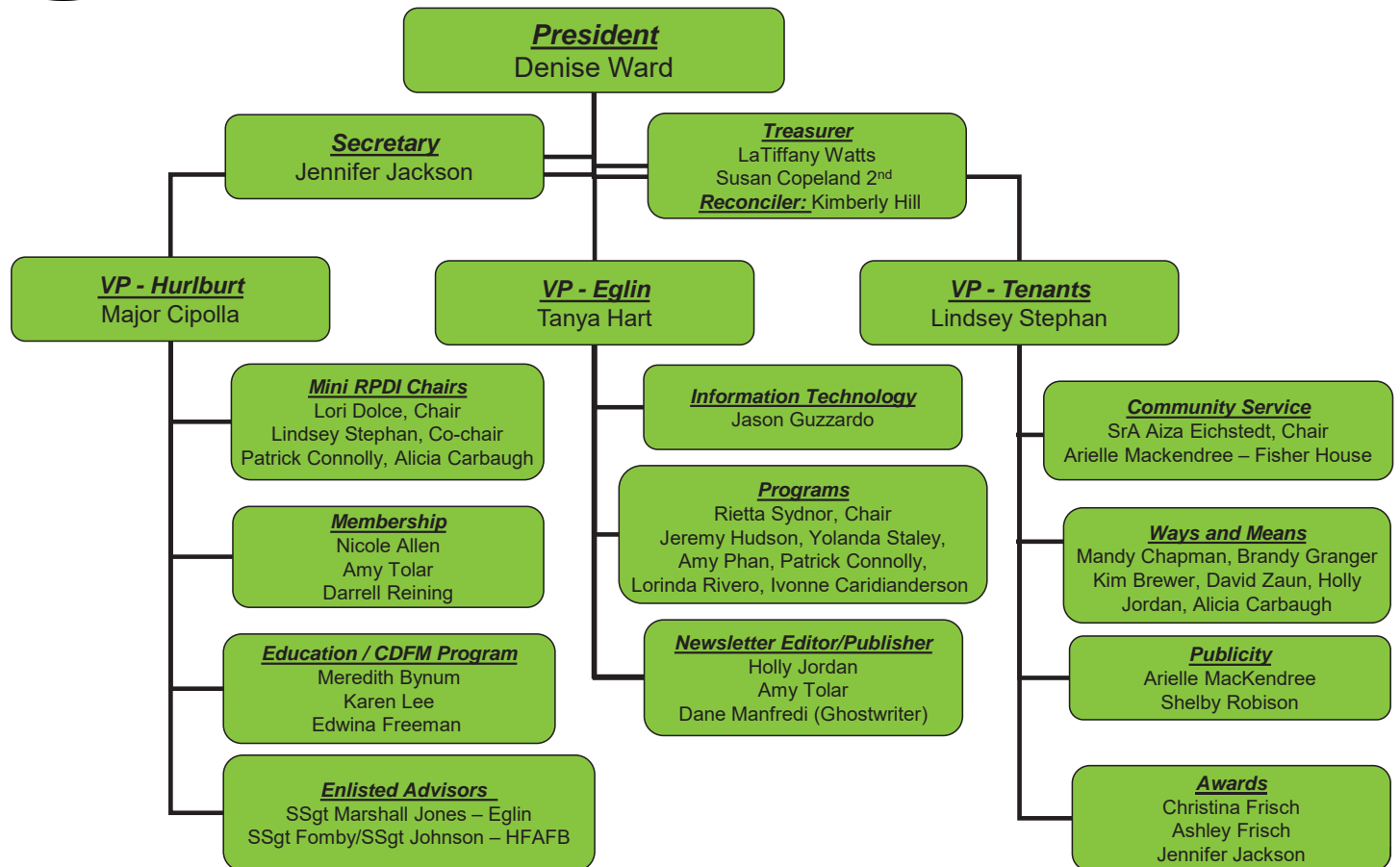
For more information or to volunteer, please contact Ms. Maika Andrew at maika.andrew.1@us.af.mil
DSN 875-3493 or Comm (850) 883-3493

<http://www.gulfcoastasmc.org/community.html>

2019-2020 Gulf Coast Chapter



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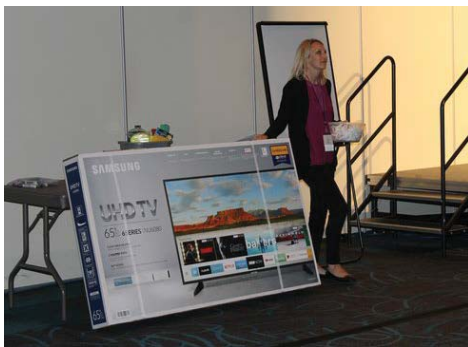
As of June 2019

Regional PDI

Regional Profesional Development Seminar "Putting the Fun Back in Finance"

Holly Jordan

One of ASMC's premier professional development events each year is the Regional Professional Development Seminar (RPDS). This year the Gulf Coast Chapter continued the theme of "Putting the Fun Back in Finance" and did not disappoint. From comedians to boxers and more, the RPDS offered leadership and financial information for everyone through upbeat, interactive seminars. The conference included 4 general sessions and 2 breakout sessions featuring "How to Manage Stress and Prevent Burnout", "Estate Planning Strategies", and "Current Cost Estimating" to name a few. The lunchtime speaker was a comedian who kept everyone thoroughly entertained with a burst of energy to get us through the afternoon. Between speakers and breakout sessions there were countless raffles and awesome door prizes given out. Another way the Gulf Coast Chapter "Put the Fun Back in Finance" was through their own hashtag, #GCCRPDI2019, on social media where attendants could participate and share their experience with everyone.



Monthly Professional Development Sessions

ASMC Gulf Coast Chapter Monthly Luncheon Overview

Dane Manfredi, Hurlburt

Greetings ASMC Gulf Coast Chapter! Did you know that when your ASMC Gulf Coast Chapter hosts a monthly luncheon event, you can earn CPE credit? Yes, you can! But wait, there's more! Not only can you earn CPE credit towards your DoD FM Certification and/or Acquisition Certification, but you also have the opportunity to network and listen to some excellent speakers. As discussed in the President's Corner of this newsletter, networking opportunities are vital within our career field and offer many benefits, so take advantage of the networking opportunities within our chapter luncheons.

Two prime examples of the excellent speakers your chapter presents to you at our luncheons occurred at or recent May and June luncheons.

First, at our May Luncheon, we had the honor to be briefed by Ms. Leah Hodge, Chief Financial Officer of the Armament Directorate. She discussed with us the exciting mission and framework within the Armament Directorate (i.e. EB) and how EB efficiently and effectively manages taking risk to best serve our defensive capabilities. It was an enlightening brief if you were unaware of the EB mission and to learn how EB thrives at empowering a culture of efficient risk takers through managing a good culture, initiating sound business practices, managing manpower, and establishing an infrastructure that produces efficient collaboration.

Second, at our June Luncheon, we had LtCol Robert Clay, Chief of the Air Force Special Operations Command (AFSOC) Budget Analysis Division as our speaker. He spoke about the AFSOC budget in regards to the sources of funding AFSOC receives, the complexities within the AFSOC budget (e.g. managing Budget Sub Activity limitations), and the future FY20 AFSOC budget outlook. LtCol Clay and his team undoubtedly have an exciting mission in executing their budget sources through taking manageable risk within their portfolio, yet ensuring to remain solvent throughout the fiscal year. His team is surely up to the challenge as they look to accomplishing the AFSOC mission and being where they need to be Anytime....Anyplace....

I encourage you all to take advantage of attending our chapter's luncheons and learning through our luncheon speakers. Be on the lookout for the monthly emails our chapter will send out for you to register for these amazing events, amongst others. On behalf of our ASMC Gulf Coast Chapter, I again thank Ms. Hodge and LtCol Clay for taking the time to grow the knowledge within our chapter by speaking at our luncheons. As a reminder, if any of you have a topic you would like to brief at a luncheon or know of someone that would like to brief at a luncheon, please let our chapter committee representatives know. Take care and now go input that CPE credit for your attendance at either of the luncheons mentioned above!



Geared for Success

2nd Quarter, 2019

A publication of Training Werks -- Your Resource for Leadership Development

Leading with Optimism

Highly effective leaders know that optimism is a key component in building their team, moving through change and creating excellence in the workplace. It is critical when the journey gets rough and transformative change needs to take place. Leadership optimism has been proven over and over again as a way to enhance morale, boost productivity, increase communication avenues and propel the team forward.

Optimism is not about glossing over problems, taking a "Pollyanna approach" or looking at situations with rose colored glasses. Instead optimism is an intelligent approach to reframing how a leader thinks. According to optimism expert, Dr. Martin E. Seligman, optimistic leaders view downturns as temporary, misfortunes as situational and the future as bright. In the article, "5 Ways to Become the Optimistic Leader Your Team Wants," by Lisa Jasper, the author outlines traits shared by optimistic leaders. When practiced, these traits enable leaders to guide their team through setbacks and difficult situations. The traits identified are:

- Open-Minded and Focused on Opportunities
- Willingness to Embrace New Ideas
- Ability to "Roll with the Punches"
- Persistent and Proactive
- Drive to Energize and Motivate Others

As leaders, the behaviors we demonstrate are easily noticed by others. Recently, while coaching

leaders on their EQ-I 2.0 results, I asked the question: "How do you demonstrate optimism at work?" Here are some of the responses I received:

- "I say, 'Let's figure out what we can do.'"
- "I believe in and role model 'this will get better'."
- "I listen to their concerns and tell them, 'We have a track record for getting things done. We can find a way through this.'"
- "We think about what the end will look like."



- "I encourage them to shift gears and try to think of how we can turn losses into little wins."
- "Seeing people for who they can be; having confidence in others."
- "I try never to dismiss ideas or opportunities. I keep an open mind."
- "I laugh a lot with my team. I make sure we have fun at work."

So, how should a leader build optimism? Although it may not come naturally to all people, optimism can be understood and practiced. Some possible methods are:

- Avoid negative environments. Seek out positive individuals for company.
- Manage or ignore what you cannot change.
- Celebrate your strengths.
- Learn to reframe and shift your perspective.
- Nurture a culture of optimism. Expect others to succeed.
- Adapt your language and outlook. Listen. Don't always say, "Yes, but...". Avoid being known as the

Cont. on Page 2



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"Optimism is the essence of our success. It drives our creativity and emboldens our entrepreneurial spirit. It is what makes us invest in the future and accomplish our highest aims."

Bill Frist

Leading with Optimism

(Cont. from Page 1)

“devil’s advocate” that shoots down other people’s ideas.

- Practice being flexible.

Optimism impacts the way we navigate as leaders. It affects what we see, how we interpret it, the meaning we assign to it

and ultimately how we approach it with our teams. Difficult situations are seen as challenges to tackle, not unsurmountable mountains to climb. Optimistic leaders shift their perspective to improvise or adapt. Additionally, they persist fully expecting to reach a successful end. Optimistic leadership is about tapping into a hopeful, positive outlook that can be uplifting in our busy, chaotic and changing workplace.

Resource: [The Leader as a Mensch: Become the Kind of Person Others Want to Follow](#), by Bruna Martinuzzi

Conflict After Thoughts

Conflicts can leave us with a bevy of emotions that can impact our relationships. Coming to terms with behaviors before, during and after a conflict are important for gaining insights and seeing our behavior patterns. In the book, [The Manager's Pocket Guide to Dealing with Conflict](#), by Lois B. Har, the author identifies sentences to help review our thoughts and actions.

- I hope that I ...
- I am disappointed that I...

- I was surprised that I...
- I noticed that I...
- I learned that I...
- I re-learned that I...
- I discovered that I...

Even though in conflict we try to quickly push past the experience, careful consideration of our own actions and behaviors are important for growth.

"Running a marathon with a backpack is tough and may hinder you from winning the race. Don't let the baggage from your past-heavy with fear, guilt and anger-slow you down."

Maddy Malhotra

Protective Factors for Resiliency

Protective factors buffer and help us through the impacts of negative life experiences. They can act as a safety net against the difficult times that we face. These factors, that we build throughout life, help to facilitate resiliency. Nan Henderson, author of [The Resiliency Workbook-Bounce Back Stronger, Smarter and With Real Self-Esteem](#), has compiled a list of protective factors that when developed help people to face challenges in productive ways. Note: the author suggests that the list is simply a menu not a check-list-that we are constantly developing them and as individuals have each in different measure. No one has everything on the list fully developed.

- **Relationships** - Ability to keep and form positive relationships
- **Helpfulness** - Give of self in service to others
- **Humor** - Good sense of humor; can laugh during difficult times
- **Perseverance** - Keeps going despite difficulty; doesn't give



up

- **Spirituality** - Personal faith; being with nature
- **Competence** - Good at something; personal talents
- **Flexibility** - Can adjust to change; positively cope
- **Optimism** - Positive view of the future
- **Independence** - Can be autonomous; able to go your own way
- **Love of Learning** - Capacity for and connection to learning
- **Creativity** - Ability to look beyond and express things in different ways

Think about past adversities that you have overcome. What protective factors made a difference in bringing you back to balance? What protective factors should you work to develop in greater measure? Each of us has challenges we face now or will face throughout our lives. Understanding protective factors will help to engage our strongest inner core and face difficulties.

Use the Charette Procedure for Idea Generation

The Charette Procedure is a form of brainstorming that enables a large group of people to think about multiple ideas. "Charette" comes from a French word meaning "cart". In the 19th century, architecture students would use little carts to get approval for their drawings in different locales. The Charette Procedure uses the same principles by enabling one group to generate ideas and send them to another group for add-ons and refinement.

Here's How To Use the Charette Procedure:

1. Use a team of people (approximately 20-30) to decide several topics for focus.
2. Divide a large group into smaller table groups of approximately 3-5 people. Provide the expectation that each person in the small groups will need to participate.



3. Assign each group a topic or problem to brainstorm.
4. Keep a timer going. Use approximately 10 minutes for the group to brainstorm and record their ideas.

5. After 10 minutes, move each small group to a new topic/problem. The results from the first group will be left behind for them to build from or to add new ideas.

6. When all topics have been discussed, the entire group comes together. Led by a facilitator, the results for each topic/problem are read aloud. At this stage, the ideas are sorted and divided into possibilities.

7. Based on the possibilities that have been generated, priorities may be set, plans of action created or consensus taking for actions may happen.

Resource: "Charette Procedure", by P. Mulder, Toolshero.com

"The grass is greenest where you water it."

Neil Barringham

How to Get Ideas During Your Team Meetings

Making creativity and innovation happen with your team is not a one-time initiative. Fundamentally changing how people look at problems, suggest solutions and contribute to positive bottom line results takes a special kind of leadership. Your ability to facilitate discussion during meetings can make or break how open your team is to offering ideas and solutions. Read on for some techniques that can make your meetings more participative and productive.

- **Listen with interest and respect for what people say.**
 - Acknowledge by name—"Bob, that's an interesting point", etc.
 - Allow people to complete their statements without interruption.
 - Let people know you are attentive with active listening skills—"Uh-huh", "I see" and repeat important phrases
 - Sit down (when appropriate) to look across at your team instead of looking down on them.
- **Pursue what is interesting and unique about different ideas.**
 - Find the best characteristic of the idea being offered.
 - Build on ideas by repeating the unique characteristic and supporting or expanding it.
 - Encourage the person offering the idea by explain what is on his/her mind. Say, "Tell us more." "What was your thought process?"
 - Ask follow-up questions. Watch your tone—it can show openness or judgment.
- **Don't let naysayers and critics rule. Control the team.**

- Say, "Let's look at all possibilities here. We can adjust them later. The most important goal is to work together to find new ways of looking at..."
- If someone criticizes an idea, ask him/her to offer new ideas or build on the idea in question.
- **Collect a quantity of ideas. Quality can come later.**
 - As part of the agenda and meeting invite, inform the team of the upcoming conversation. Allow people to prepare their thoughts before the meeting.
 - Keep asking, "Any other ideas?" and wait until they emerge. Stick with it. Don't be discouraged if the ideas come slowly.
 - Don't confuse silence with inattentiveness. Allow time for thinking.
- **Keep the atmosphere positive and energetic.**
 - Verbally support the process—use names, thank participants, say comments like "I never thought of the problem that way", "We're really making progress.", "I'm excited about how far we've come with this discussion.", etc.
 - Show non-verbal positive communication—smile, laugh, open arms and have good eye contact with all members of the team.
 - For maximum ideas divide the team members into sub-groups and assemble them by flip charts. Allow time for recording their thoughts.

As you know, the only way people will offer an idea is when the environment is open and non-judgmental. Setup a "What If" type atmosphere with your own openness and honesty. Be curious and listen carefully. Your example will set the stage for the participants to contribute, learn from other team members, collaborate and solve problems.



Go "Steep and Deep" EQ-i 2.0, EQ 360 (Sept 17-18) & Paper Planes Inc. Simulation (Sept 19) Train the Trainer Certifications! Coming to Park City, UT in 2019



Reach your highest peak with knowledge that will impact and exhilarate you, your organization and/or the individuals you coach. This interactive, small group, face-to-face setting will set you up as a "black diamond" performer - ready to facilitate classes and coach. Learn from the best - Jan Hovrud - who is a Certification Master for the EQ 2.0, EQ 360 and Paper Plane Inc. Simulation. Mountains of information will provide you with an edge for ascending to new heights.

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for details and to reserve your spot.



**"If your actions inspire others to dream more, learn more,
do more and become more, you are a leader."**

John Quincy Adams

Who Are You Spending Time With? 5 Types of People to Be Surrounded By

Everyone knows the saying, "You are what you eat." But, what about Jim Rohn's idea that "You are the average of the five people you spend the most time with."? How do others around you influence who you become? Life gives you opportunities to build relationships with a wide range of people and have all kinds of experiences. How do the people you are around impact who you were, are and may become? To a certain degree we are all a product of our surroundings.

To be your best self, author and speaker, Jim Rohn suggests encircling your life with these kinds of people:

- **The Inspired** - These types of people spark curiosity, build an empowered mind and reach beyond the

confines of what is around you.

- **The Motivated** - These types of people have a strong vision, set goals and work to stay on track.
- **The Grateful** - These types of people are present in the moment, appreciate others and see the positives in life.
- **The Open-Minded** - These types of people expose themselves to new ideas, places, experiences and people. They regularly go out of their comfort zone to grow and learn.
- **The Passionate** - These people are driven to accomplish regardless of their circumstances. They never waste opportunities to excel and have infectious enthusiasm.



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