

The Pacific Connection



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Character: *To keep your character intact you cannot stoop to filthy acts. It makes it easier to stoop the next time.* —Katherine Hepburn, American actress

Opinion

Officer Intern Program helps create better engineer officers



By Capt. Kristen Youngman

The Officer Intern Program was recently developed between the Honolulu District and the 29th Engineer Battalion to expose Army officers to the Corps of Engineers from the perspective of a field district. A goal of the program is to create better engineer officers.

As the first participant in the Honolulu Engineer District (HED) Officer Intern Program I learned a great deal. Lt. Col. David Goddard, Deputy Commander, and Louis Muzzarini, Chief, Construction Branch mentored me and helped define the Officer Intern Program. They oriented me with how the organization functions, the type of work people do on a daily basis, and civilian/military interaction within the Corps. As a visiting military officer, I had the opportunity to stop by many different offices and receive information briefings. Meeting with these people enabled me to gain a better understanding of how the District functions as an organization.

The Corps of Engineers has always interested me. Growing up in northeastern Pennsylvania I saw the Corps as a federal government organization that invested in local communities through its civil works construction projects. The opportunity to work on large construction projects was one of the reasons I wanted the Engineers to be my branch when I became an Army officer. The HED Officer Intern Program helped me to realize that the Corps is more than the civil works I witnessed as a child. George Young, Chief, Regulatory Branch, and David Kam, Chief, Contracting Division explained to me that Army programs often exceed civil programs in the Corps, in budget and total number of projects. As an Army officer I was pleased to see that the Corps gives back to soldiers like it does for local communities. Within HED the Corps impacts soldiers lives on a daily basis, through its Army projects, in barracks renovations, work place remodeling, and new facility construction. These projects demonstrate how the Corps of Engineers serves the Army and soldiers as part of the One Team concept.

The most frequent assignment for a company grade military officer assigned to the Corps is as a project engineer. Interestingly, when I met Lise Ditzel-Ma, Project Manager,

Programs & Project Management Division (PPM) I realized how the tasks and responsibilities of a military officer are more closely related to project managers than project engineers. Each are accountable for all aspects of projects, yet reliant on the technical expertise and dedication of others to see each project through to completion.

My primary internship assignment was at the Fort Shafter Resident Office (FSRO). I worked for Gerald Young, Project Engineer for Army Projects, on several projects including Fort Shafter Palm Circle Renovations, Repairs to the Immigration and Naturalization Service Honolulu (INS) District Office, and Barracks Renovations of Buildings 502 and 503a, Fort Shafter. At Palm Circle I investigated design difficulties after construction and drafted multiple options for adjusting the United States Army Pacific Headquarters sign. The contractor and I discussed quality control of placing asphalt at the Fort Shafter T1 parking lot site. On the INS project I learned about landscaping and project requirements definition from discussions with the using agency.



Capt. Kristen Youngman assists with a pre-design analysis of a tunnel bypass in Waipio Valley.

Good communication was essential to clarify the scope of work of this project. The on-site discussions enabled me to create a field change request which I eventually negotiated with the contractor. For the barracks renovations on Fort Shafter I performed a design analysis review and participated in a pre-construction conference. My perspective on this project was relevant because these barracks house soldiers in my unit.

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Potential: *Lord, may we know what we are, but know not what we may be.* —William Shakespeare, English playwright and poet

Employees of the Month



Cynthia M.N. Mayeda

Hometown: Honolulu

Position with Corps and how long: Engineering Technician at HED since October 2000. Started with the Corps in 1982 in Seoul, Korea.

Describe your job in 50 words or less: As an Engineering Technician in the Civil and Public Works Branch, PPM, my job involves assisting and working with the project managers in managing and monitoring their projects. I analyze and resolve data inconsistencies in PROMIS for various reports, such as Line Item Review (LIR), Project Review Board (PRB), Roast Report, Command management Review (CMR) and Program and Projects Delivery System (PPDS).

What do you like best about your job? The best part about my job is the opportunity to learn about the civil and public works projects, because most of my experiences have been working with the military projects. Learning civil and public works projects has broadened my knowledge about the Corps of Engineers, Honolulu Engineer District.

What is the most difficult part of your job? The most difficult part of my job is loading accurate information about the civil works project into PROMIS. Civil works projects have different phases of work with over 200 possible taskings and approximately 90 milestones. As civil works projects are unique and high visibility projects, I have to take into consideration the type of funding and the phase that the projects are in.

What is the best improvement in the District in the past six months? The District has improved some of the offices by purchasing new furniture, and is continuing to do the same for all offices.

What is the best improvement in your office in the past six months? The new office furniture is the best improvement.



David Okada

Hometown: Hilo, Hawaii

Position with Corps and how long: Civil Engineer, Technical Review Team. With the Corps since 1982.

Describe your job in 50 words or less: I serve as the technical advisor on civil engineering work activities with the responsibility for surveillance of civil features of projects administered by the Honolulu Engineer District. I perform technical reviews of design projects for operational correctness and compliance with appropriate regulations, codes, industry standards and higher headquarters' policies.

What do you like best about your job? Knowing at the end of each working day that I did my best and that my efforts contribute toward a successful construction project and a pleased customer.

What is the most difficult part of your job? Balancing the workload and completing tasks within a reasonable amount of time. And like most jobs, enjoy what you are doing, especially during difficult times and not take yourself and the job too seriously.

If I was the DE for a day, I would... It would be difficult for me to choose what I would do because there are so many areas in which a District Engineer would be involved. However, if I had only one day, I would thank everyone for their effort and sacrifices they have made toward improving our District.

What is the best improvement in the District in the past six months? New furniture!

What is the best improvement in your office in the past six months? New furniture! It gives us a "new and improved look" to take pride in. It also promotes a healthier working environment that can develop toward happier employees and successful District products and services.

Praise: *Everyone has an invisible sign hanging from their neck saying "Make me feel important." Never forget this message when working with people. —Mary Kay Ashe, founder of Mary Kay Cosmetics*

ROV(ing) inspector joins HED ranks



Preparing for commissioning and "sea trials" at the Aliamanu Recreation Center swimming pool, Dan Meyers adds ballast to the frame of the ROV to help it sit exactly right in the water.

Story and photos by Alexander Kufel

HED dive coordinator Dan Meyers is fond of saying that diving routinely requires artificial conditions to sustain life in a hostile environment. With the District's acquisition of a ROV (remote-operation-vehicle), Meyers, who is primarily a civil engineering technician with Civil Works Technical Branch, can now safely and dryly stand ashore during most inspections. He said that instead of entering a "hostile environment," he can direct an ocean-going craft specifically designed for "underwater inspection and light intervention duties" at no risk to himself, or anyone else, and do it "cheaper, faster, and safer than with a human diver."

"The real advantage of the ROV is in inspecting areas such as the toe of a breakwater where it's just too dangerous for a diver. While



Skimming along just beneath the surface, ROV has an unimpeded view of underwater events while the pilot stays safely and dryly ashore.

it won't replace the need for divers, in such situations it will dramatically reduce risk," said James Pennaz, chief of Civil Works Technical Branch.

"This particular method of instruction is really useful for the O&M (Operations and Maintenance) inspections that we regularly conduct throughout the islands of Hawaii and the Pacific. It also is an asset to the District," said Meyers.

Marine Electronics Consultants (MECCO) representative Mike Chapman, designers of the system, said that this particular Phantom XTL ROV, number 430, was built by Deep Ocean Engineering, Inc. and is a unique machine built to be readily deployable and is designed for specific missions. The serial number identifies it as such, said Chapman. It was built to comply with HED specifications and meets airline size and weight requirements for both inter-island and long-distance air travel. Each of its four components weighs in at less than 150 pounds and fits in shipping containers no larger than 67 inches long by 44 inches wide by 33 inches high. The cost of this ROV

was \$96,000 and in-

cludes computer software, commissioning and one week of "systems familiarization" with two on-site technicians. Chapman said that the cost of is on the lower end for this type equipment. Number 430 is operable by two persons: a pilot and a cable tender, although Meyers said that once the 400 feet of cable is payed out, the tender can do other things and only the pilot is needed to guide the craft through its activities.

An on-board video camera is used to conduct inspections and is remotely controlled, as is the craft itself. Inspection is aided by supplemental halogen lights. A GPS (Global Positioning System) plots locations and data is collected and recorded in both digital and VHS formats. An on-screen display weaves the components together and a printout is available for review.

Meyers said that the learning curve is not as steep as he thought it would be, and he is anticipating putting it to work this summer.



In addition to basic speed, direction and depth controls for the ROV (Remote Operation Vehicle), instrumentation also includes a television, a video cassette tape recorder and a digital recorder for collecting and recording Global Positioning location plots and visual information in both digital and VHS formats.

Change: *When you're finished changing, you're finished.*—Benjamin Franklin, American statesman

A new face in HED's executive office



Alex Skinner is HED's new executive assistant.

Story and photo by Michelle Cain

If you've come by the District's executive office in recent months, it's almost a given that you've met our new executive assistant, Alex Skinner. Who could miss the blond dynamo that greets everyone with a smile and a jubilant 'hi' as soon as they walk through the double doors? Though he's only been with HED for a short time, Skinner has become a well-known face among us.

"I'm a very people-oriented person," says Skinner.

That much is apparent as soon as you meet him.

"I always go the extra mile for somebody. If someone needs a hand, I give him two. I can't say no," he explains. "If someone needs something I'm always there for them."

Skinner comes to the newly-developed position, a combination of executive officer and human resources manager, from Alamogordo, N.M., where he taught special education classes to sixth, seventh and eighth-graders.

He is originally from Tucson, Ariz., where he enlisted in the army in 1972. His 27-year military career took him to several different places and provided him with a vast array of job experiences in airborne infantry and military intelligence, most recently as the garrison Command Sergeant Major at Fort

Huachuca, Ariz.

After his retirement from the army in 1999, Skinner completed his bachelor of science degree in liberal arts from Excelsior College in New York City. He then began working on a master's degree in vocational rehabilitation from San Diego State University while substitute teaching.

He realized that teaching didn't provide him the challenge that he craved. "I missed the challenge of being back working Department of Defense issues," he said. "I had done that for so many years."

So he applied for his current position, and was selected.

"I wanted a position outside of military intelligence, in a new field. I wanted to try something new," he said. "I wanted something that would be 'out

of the box,' and do something that would be totally different just to see if I could do it and see if I enjoyed it."

So far, he feels he made the right choice.

"I really enjoy this; it's challenging, rewarding, difficult, and there's a learning curve, but I love it!" he said. "I like the long hours."

He added that engineers, especially civil engineers, have always been an inspiration to him, so working with engineers is a pleasure.

Skinner's wife, April, and their daughters, Skyler and Hileigh, are here with him in Hawaii. He also has a grown son and daughter, and is the grandfather of three.

In his spare time, he enjoys snorkeling, reading and traveling. "On weekends, what I like to do is build a stronger relationship with my family," he said.

Even his future plans underscore his commitment to the people he works with.

"My goal is to become the best I can in the position I'm in. I want to continue providing support," he said.

"What I'll do is, I will sacrifice for the overall good versus the one. It isn't that I'm so patriotic that I'm going to give up my life for somebody else's; that isn't the issue. The issue is if I can make the quality of life better for somebody else, why not?"

Success: *The road to success is lined with many tempting parking spaces.* —Unknown

Organization Day 2001: A day of food, f



Photos by Mic.

Perspective: *Some men see things as they are and ask why. Others dream things that never were and ask why not.* —George Bernard Shaw, Irish-born English playwright

, family and friends



Cain

Recognition: *It is better to deserve honours and not have them than to have them and not deserve them. —Mark Twain, American writer*

Continued from page 2.

While working with Jim Cainelli from Office Engineering, FSRO, I negotiated two changes with contractors to create corresponding price negotiation memorandums and modifications. Negotiating contracts forced me to learn about the details of contracting. This exposure gave me a better understanding of the variables that influence construction projects and their management. From unusually severe weather to using agency requests, any number of items can cause a contract modification.

My most memorable experience during this internship was traveling to a civil works project site. I assisted in a pre-design analysis of a tunnel bypass with contractors. Ed Yago, Project Engineer, Civil Works, FSRO, led me on this adventure. Armed with COE hard hat and head lamp I hiked two miles in foot high water to the site location on the side of a cliff in the Waipio Valley, Hawaii. The Hakalaoa Falls had eroded the rock wall of the original tunnel and diverted its water flow away from the farmlands below. The mission of this project is to design and build a permanent bypass around this washout site. Through the project I learned about the geology of volcanic flows, the types of survey measurements used in the design process, and the wide scope of projects supervised by the Corps of Engineers. I experienced how each project has its own challenges to work through with contractors, contracting officer's representatives, and using agencies.

The Officer Intern Program enabled me to see civilians

in service for our country. The Corps is an organization with civilians and soldiers working together towards mission accomplishment. Soldiers assist civilians by defining project scope and utilization of military construction projects. Civilians assist soldiers in military programs like Field Force Engineering by providing construction expertise to military actions. Working

within the Fort Shafter Resident Office I saw civilians dedicated to mission accomplishment in their Army and civil projects; civilians, who like soldiers, adjust their schedules to get the job done. From project engineers to construction representatives to contractors I consistently saw the Chief of Engineer's Vision in action — One Corps serving the Army and the Nation.

To preserve the spirit of learning in the Officer Intern Program I make a few recommendations for future participants. Maintain flexibility in the program and schedule to tailor the intern and assignment match. Continue to encourage interns to take advantage of the opportunity to meet with people in fields and branches that interest them.

In the future I'm certain I will repeatedly call on my experiences from the Officer Intern Program. People within the District were very supportive of the internship and helped me learn about the organization. This positive communication is one of the lessons learned I took back to my military unit. For the long-term I would like to return to an engineer district to command. I found the technical and interpersonal environment of the Corps of Engineers very stimulating, and I believe my experiences with the Officer Intern program have already made me a better engineer officer.



Capt. Kristen Youngman at one of the sites she visited during her internship with HED.

Enjoying their new digs...

Employees at the Schofield Barracks Resident Office have big smiles on their faces now that they have moved into their new offices in Building 2026 on Aleshire

Rd. The SBRO team is enjoying new office furniture in a beautiful, newly remodeled building, a big step up from their old offices a few blocks away. Above, David Taira, civil engineer, and Kathie Chung, secretary, look up information in the new library. At right, Earl Hiraki, resident engineer, smiles amid his new office furniture. —Photos by Michelle Cain.



Worry: *Worry does not empty tomorrow of its sorrow; it empties today of its strength.* —Corrie Ten Boom, Dutch author of “The Hiding Place”

District welcomes internal auditor

Story and photo by Michelle Cain

There’s more than one new face in the Honolulu Engineer District, and this one’s in a position that’s also new to HED. Ronnie Kirkland arrived in May to fill the position of internal auditor, a job that not everyone here is familiar with.

“Basically, the mission of an internal auditor is to provide the commander and senior staff with advice on internal control issues and audit issues,” SAID Kirkland. “I also look at compliance with laws, regulations and policies.”

He further explained that these services range from conducting full scope audits of systemic issue that cross organizational boundaries (such as personal property accountability) to providing advice on specific management control issues.

“The goal is to take a look at an issue and identify areas that we can make improvements in to do things a little more effectively and efficiently. This includes pretty much anything the District Engineer wants me to take an independent look at,” he said.

Kirkland comes to HED after 18 years with the Corps’ Norfolk District in Virginia; 15 years as an auditor and three years as an accountant. Prior to joining the Corps, he worked for three years as an accounting technician with the Navy.

He and his wife, Allison, were looking for a change, “somewhere a little warmer,” so when he saw the job announcement for the position in Hawaii he applied.

Now that he’s here, what does he think?

“I like the job. I’m happy to have the opportunity to be here,” he said. “The weather’s great, and the atmosphere in the District is good.

“I’m looking forward to meeting and working with everyone here. It’s just going to take some time to get to know everybody. If everyone would wear nametags, that would be helpful!”

He holds a bachelor of science degree in accounting from

Old Dominion University in Norfolk, Va. His specialized training includes: basic, intermediate and senior auditing; advanced audit techniques; contract and fiscal law; and Joint Travel Regulations.

“The best thing about my job is that I learn something new every time I conduct an audit,” he said. “In order to evaluate



Ronnie Kirkland is HED’s new internal auditor.

something, I’ve got to know what it is I’m looking at, so there’s an education process involved.”

He mentions a joke that the two biggest lies in the auditing environment are when the auditor says “I’m here to help,” and the auditee says “I’m glad you’re here.” The first statement is true, and he hopes that the added value of having an internal auditor makes the second one true, also.

“As far as I’m concerned, the ‘gotcha’ mentality and negative connotation associated with the auditing profession is a thing of the past. I will work to establish my credibility and earn trust,” he said.

Kirkland says he wants to do some traveling while he’s here, and he enjoys spending time at the beach. He played a lot of wheelchair tennis in the Norfolk area, and hopes to get involved in that activity here.

“

The goal is to take a look at an issue and identify areas that we can make improvements in to do things a little more effectively and efficiently.

”

Risk: *There are risks and costs to a program of action, but they are far less than the long-range risks and costs of comfortable inaction.* —John F. Kennedy, 35th U.S. President

Electronic Library

by Ruby Mizue

Everything you wanted to know about CEFMS, but...

If it's been awhile since you did a training request, travel order/voucher, or purchase request, completing the action through CEFMS can be an overwhelming task. Or you may be a new employee unfamiliar with the codes for completing your action in CEFMS.

Visit the USACE Finance Center's *CEFMS Users Manuals On-Line* website at <http://rmf31.usace.army.mil/cefmsdoc/>

All of the manuals are available in PDF format for downloading and include step-by-step explanations for various procedures such as timekeeping, travel, and smartcard (electronic signature) use. Be patient when downloading as most of the files are large—documents over 400 pages can have file sizes greater than 2 MB! If you will be referring to the guide often, save it to your hard drive.

Another helpful CEFMS website is the Waterways Experiment Station's *Hitchhiker's Guide Through CEFMS* at: <http://www.wes.army.mil/docs/docs.html>. Keep in mind that the documents provided at both sites are simply guides—if you have specific problems with or questions about CEFMS, contact the appropriate Resource Management staff person for assistance.

NEW Addendum to Commander's Policy

Memorandum #8

Selection of Employees Using Competitive Procedures, Personnel Justification Policy

An Addendum to the HED Commander's Policy Memorandum #8 has been issued and posted on the Internet at: <http://www.pod.usace.army.mil/info/hedcom.html>. The new **Personnel Justification Policy** was developed to simplify hiring procedures, reducing the time it takes to initiate new hiring actions.

Hawaiian Native Plant Propagation Database

On Earth Day, April 20, 2001, seventeen HED employees spent the day at Makua Valley in an effort to help return upland forests to natural vegetation. The University of Hawaii at Manoa launched a new *Hawaiian Native Plant Propagation Database*, which contains over 60 web pages with propagation information for indigenous and endemic plants, which have actual or potential value as landscape, lei, medicine, fiber, food, or wood products. Each plant record contains a brief description of the plant, its habitat, and available information about propagation by seeds or spores, division, air layers, grafting, or tissue culture. Visit the website at: <http://www.ctahr.hawaii.edu:591/hawnprop/default.htm>.

PRODUCTIVITY CORNER

A late bloomer

Nancy Stokes Milnes, wife of world-famous baritone Sherrill Milnes, relayed a story in "The New York Opera Newsletter" which might inspire all of us when we feel like giving up:

"Once, Sherrill and I were having dinner with a very well-known coach. We played a recording of Sherrill when he was in college and asked that coach, 'What do you think about this voice?' And he said, 'Oh, there's not a chance. Don't encourage this person. Tell him to get a day job.'

"And when we told him that the singer was Sherrill, that coach said, 'You know, I'll never discourage another singer again.' And I don't think he ever did.

"After all, you never can tell. The most gifted person can walk into your studio and achieve little. And someone whose talent seems just OK can work and work until he or she can make it. You can't tell people what their dreams are, or what the limits of their dreams should be. It's up to them to tell you."

—Ragan's Communications

Sticking with it

In three years as custodian at Calahan Street Elementary School in Northridge, Cal., Richard Donato had made an impact with his hard work, humor and sage advice to kids. So when it was learned the 38-year-old high school dropout would lose his job unless he passed a high school equivalency test, no one—from the principal to cafete-

ria workers—was about to let him go without a fight.

Teachers began tutoring Donato on their own time. Kids stopped him in the hallways and said, "Study hard, Mr. Donato, just like you always tell us."

He had to score an 81. But after four tests, the best he had done was 76. With only one more chance to take the test, word spread: Mr. Donato was in trouble. Kids wrote the school district, telling how much he meant to them. Teachers and staff told how he was the first to arrive and the last to leave, how there wasn't a speck of graffiti and how every classroom was swept clean. He may have no diploma, they wrote, but he is one of the school's wisest employees. Then the day before the test, Donato learned that because he had worked in the school district for ten years, he had been "grandfathered;" he didn't need to pass the test to stay. But *he did*, Donato said. He always told kids, "You gotta try." Now the custodian had a chance to show them with actions, not words.

Soon after the test ended the next day, Donato called one of his teachers with the news: he had scored an 81.

—Ragan's Communications

Customer service plus

On a recent visit to one of our local coffee shops, I was having a pleasant chat with Kevin, one of the owners. Suddenly a small black car pulled up in front of the shop. Kevin quickly grabbed a cup of coffee and ran out to the car. I later learned that one of the regulars broke his leg on a ski trip, and rather than see the poor guy struggle into the shop for his morning coffee, he just called ahead and Kevin ran it out to the curb for him. That's customer service!

—Ragan's Communications

Adversity: *A gem cannot be polished without friction nor a man perfected without trials.* —Chinese Proverb

Leadership Development Program open to all HED employees



By Lt. Col.
Ronald N. Light
HED Commander

Commander's Comments

“ Organizations with dedicated, trained leaders are more agile, and they survive when the waves of change threaten to swamp the organization. ”

In June, after considerable internal staffing and review, we issued the District's Leadership Development Program, or LDP. You can access the program at <https://pohinfo/sop/sopindex.html>. We reviewed similar programs from other USACE districts. The Honolulu Engineer District LDP differs from most other programs in a very important aspect: *our LDP is open to everyone in the District, rather than a select few each year.* This represents a significant commitment to expend resources on training and other materials for those of you who decide to enroll in the LDP. You're worth it, because leadership development is vital to the success of the District. Let me review some of the aspects of the District's LDP with you.

To paraphrase an advertisement for orange juice that appeared some time ago, let me say, *“leadership training is not just for supervisors anymore.”* Our leadership development program won't guarantee that you will one day be a GS-14 or a member of the Senior Executive Service, but it will help you improve your communication skills, manage change, and work in teams. It's your opportunity to continue learning and improving.

Why has the District developed the leadership development program? The answer lies in the word “change.” The only thing constant in today's world—either in the Federal Service or in private industry—is change. There is a lot of “change” on the horizon which will affect the District: Army Transformation... Residential Communities Initiative... Expanded Department of Defense (DOD) presence in the Pacific Rim... Reorganization of DOD... and so on. Informed employees are better able to understand and adapt to these changes, and continue to provide a high level of service to our customers. Informed employees *who possess leadership skills* help make the changes faster, with less turmoil and impact to the District, and our customers. Leadership development is vital to our continued success, and urgent, in fact, in the face of the changes on the way.

We structured the LDP into a series of five tiers, with each tier focused on developing certain leadership skills. For example,

in Tier I, we assembled a list of common leadership development training subjects, to ensure all District employees possess a set of certain skills, such as stress management and customer service training. It's important, and powerful, when we all “speak the same language” and possess like skills. Tier I training is designed to move us toward that goal.

The initial tiers of our program focus on equipping employees with leadership skills to deal with change and issues at the local level. Subsequent tiers include progressively more “strategic” leadership training. The leadership development program is linked to our fiscal year 2002 training guidance. Work with your supervisor to update your individual development plan (IDP) to reflect participation in the LDP. Each tier also includes a short list of books to read; the District will buy these books for you. There are a lot of great ideas in print...avail yourself of this knowledge!

A very interesting feature of our LDP is the tuition assistance and soldier/leader development programs. In a nutshell, these programs allow you to enroll in college-level courses at Hawaii Pacific University or elsewhere, at little or no cost to you. The rules for enrollment are quite broad, and both programs

are tested and in use now. Full details and points of contact are outlined in the LDP. Essentially, participation in these programs is like getting a partial scholarship to college!

Of the hundreds and hundreds of management books written in the past decade, a common theme is *leadership*. Effective leadership never goes out of style; leadership is not a management fad. Organizations with dedicated, trained leaders are more agile, and they survive when the waves of change threaten to swamp the organization. I encourage you to research our leadership development program. You will benefit. The Honolulu Engineer District will benefit. The Federal Service will benefit. And most important, our customers will benefit.

Informed employees *who possess leadership skills* help make the changes faster, with less turmoil and impact to the District, and our customers.

Wealth: *Whether you wind up with a nest egg or a goose egg depends on the kind of chick you married.* —Wall Street Journal



Aloha means Hello to...Dennis

Chang, EC-E, who transferred from the Navy PWC Environmental Department; **Tim Phillips**, FSRO, resident engineer, who transferred from JED; **Maj. Scott Schriener**, D-DE, who comes to us from Fort Leavenworth, Kansas after completing Command

and General Staff College; and to our

summer hires, **Kimberlee Ann Low**, PP-M; **Roberta Hsu**, EC; **Al-akhir Rogers Grimes**, EC; **Kimberly Freeman**, FSRO; and **Dorie Tanioka**, POD-HR. Welcome to HED.

Aloha means Good-bye to...JoAnn Albano, PP-M, who has retired after 34 years of federal service; **Lincoln Gayagas**, EC-T, who is transferring to Japan; **Misty Payne**, RM,

who will be joining her husband in Virginia; **Gayle Connelly**, EO, who is transferring to Fort Campbell, Kentucky; and **Dennis Mitchell**, Palau Resident Office, who is transferring back to Alaska. Thank-you all for your service to HED. You will be greatly missed!

Congratulations to... Dennis Mitchell, Palau Resident Office, who was presented the Commander's Award for Civilian Service; **Cliff Olivera**, **Roy Yamanaka**, and **Steven Paahana**, LM, who were each presented with the Commander's Coin for Outstanding Service in recognition of all their hard work in installing new furniture and relocating offices throughout HED; and **HED's Small Business Office**, presented with a Certificate of Appreciation from the Small Business Administration at its annual Training and Awards Confernece last month. Your contributions have made HED a better place.



The best of the best...

POD was well-represented at the 2001 Excellence in Federal Government Awards luncheon June 26, at the Sheraton Waikiki Hotel. Nominees were, from left: Gregory Smith, AED, Federal Employee of the Year (Professional, Administrative, Technical); Carolyn Imamura, Acting Director, Pacific Basin Development Council, nominated by POD as Citizen of the Year; Misty Payne, HED, Federal Employee of the Year (Clerical and Assistant); Clifford Olivera, HED, Federal Employee of the Year (Trades and Crafts); Kwan Do Kim, FED, Federal Manager/Supervisor of the Year; Michael Phan, JED, representing his team in the Federal Organizational Excellence category; and Michelle Hayes, JED, Exceptional Community Service. Not pictured is Lt. Col. Thomas R. Crabtree, JED, Military Officer of the Year. They were among 112 nominees from over 40,000 military and 18,000 civilian employees in Honolulu and the Pacific. All nominations were reviewed and selections made by an eight-member panel from the community-at-large. The luncheon featured guest speaker Susan Carnahan, known for delivering humorous, content-driven messages that motivate people to make long-term meaningful changes in their lives. Master and Mistress of Ceremonies were Kim Gennaula, KGMB-9 newscaster, and her husband, Guy Hagi, co-anchor of KHNL-13's Hawaii Today Show. —Photo by Michelle Cain.