



FEDERAL MANAGERS ASSOCIATION

Chapter 19

VOL 04-03

NEWSLETTER

APRIL 2003

FMA National Convention

In this issue:

*National Convention
Shipyards Caucus
Winners
Professional Liability
Insurance
Strategy and
Innovation
May Birthdays
PAC Report
Quotables
President's Message
ZoNews
Next General Meeting
Board Members
Newsletter Contact*

Noteworthy:

- ❖ *Chapter 19
Newsletter won the
"Best Newsletter"
Award at the
National
Convention,
Washington, DC*
- ❖ *The 2004 Mid-Year
Conference will be
held in Hawaii*

Reminders:

- ❖ *Chapter 19
Scholarship
applications are
due by 31 August
2003*
- ❖ *Adopt-A-Highway
will be 17 May, 0800
hours at the Nimitz
Gate Pass & ID*
- ❖ *Special Olympics will
be held 31 May-
1 June*



(l to r) Ed Lum, Carol Priolo, John Priolo, Debra Kimura, Wayne Wilcox, Representative Ed Case, Kat Kimura, Eric Kimura, Tony Dilullo (187), Gene Armacost, Nolan Chang and Sherrie Chang-Yamaguchi

The 65th annual FMA National Convention was held at Arlington, Virginia in March 2003. Convention speakers were from the Office of Personnel Management (OPM), The General Services Administration (GSA), Office of Management and Budget (OMB), the Performance Institute, Wright & Co., and the law firm of Shaw, Bransford, Veilleux & Roth. The Brookings Institution provided training sessions at the convention.

The FMA National Executive Board held elections for vice president and treasurer. Darryl Perkinson was elected the new National Vice President and Sherie Lewis was re-elected as National Treasurer.

The "Day on the Hill" provided delegates the opportunity to meet with Congressional members and their staffs. Chapter 19 members met with Senator Daniel Akaka, Senator Daniel Inouye's aide, and Representatives Neil Abercrombie and Ed Case. The atmosphere was rushed because of the war situation. Our members discussed the need for additional funding to support the war effort, homeporting the USS HAWAII (SSN 776) to attract new technology and investments, upgrading Dry Dock 4 to be fully carrier-capable, funding for tooling, and locality pay as part of COLA. Congressional members were briefed on the NAVSEA strategy for surge, sustainment, and reconstitution of the Fleet and how that will create significant peaks in workload and changes in the way maintenance is performed. Our Senators and Representatives were thanked for their support of the PHNSY & IMF Apprentice Program.

FMA celebrated its 90th anniversary. A reception at the Cannon Caucus Room and was attended by many members and honorees including Senator Akaka and Representative Steny Hoyer (D-Maryland).



Shipyard Caucus Report

At last month's FMA National Convention the Shipyard Caucus met to discuss mutual issues.

All caucus members were briefed on a meeting that was held earlier in the day at NAVSEA 04. The presidents of the four shipyard chapters traveled to the old Washington Navy Yard to meet with Admiral Klemm and Thomas Davies.

They were informed that the war on terrorism required changes in ship maintenance strategies. These changes are necessary because fleet operational requirements are changing. The desire to keep larger numbers of ships on longer deployments will make conventional maintenance planning obsolete. A working group was being formed to evaluate the changing scenarios and make recommendations that would ultimately affect the way naval shipyards are doing business.

Chapter presidents were also informed that all naval depots are under consideration for the 2005 BRAC. Initial BRAC related studies indicate that overtime usage in public shipyards was way over the industry norm and public shipyard managers need to work together to develop innovative ways to reduce overtime usage.

Shipyard Caucus Chairperson Darryl Perkinson informed the group that due to his recent election as National Vice President the group's interests would be better served if he resigned as caucus chair. Darryl's resignation was accepted and he was thanked for his dedicated service. Nominations were opened for a successor and Nancy Schaffer was elected as the new Shipyard Caucus Chairperson.

Patricia Spade, President of Zone Four, called upon the group and announced her candidacy for FMA National President. She was welcomed and afforded time to present her platform.



Chapter 19 President Eric Kimura accepts the "Best Newsletter" Award at the National Convention

And the winner is...

Our chapter had its share of winners at the National Convention. The "Best Newsletter" Award was presented to Chapter 19. President Eric Kimura accepted the award on behalf of the chapter.

Chapter 19 door prize winners:

- John Priolo won an American flag paperweight
- Gene Armacost won a Camp Pendleton T-shirt
- Ed Lum won a Camp Pendleton T-shirt
- Wayne Wilcox received a clock
- John Priolo was the grand prize winner with a set of carved bowls and \$200 in cash

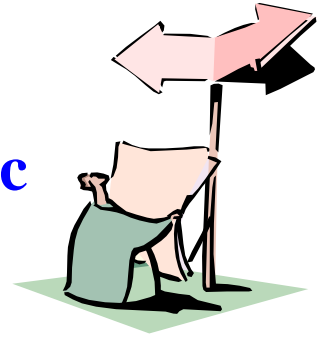
Profession Liability Insurance

How much is your peace of mind worth? That is the primary question for federal employees considering Professional Liability Insurance for coverage of their actions as a federal employee. The Federal Tort Claims Act states that the government can choose whether or not to defend an employee. Wright & Co. sponsored a presentation on their Professional Liability Insurance. The premium is \$292 for \$1 million worth of coverage. Federal law allows agencies to provide reimbursements of up to 50 percent of the cost of this insurance.

The policy provides coverage in three categories. The first category provides coverage of \$1 million if you are personally sued for acts as a federal employee. This covers both attorney's fees and indemnification (judgments). The second category provides you with up to \$100,000 in legal fees if you are under investigation but have not been charged. Examples of this would be investigations of fraud involving travel vouchers or time and attendance. Lastly, the policy provides \$100,000 for the costs of defense and monetary penalties during administrative proceedings for acts committed or alleged within the scope of your employment. Examples of this include EEO cases and special counsel.

Strategy and Innovation in Public Organizations

By Dr. Albert Hyde for The Brookings Institution



Public Management now has a larger and more complex agenda to address. Strategy involves thinking about the future in terms of innovation and is different from planning which focuses on immediate improvements or change management.

Some guidelines for strategy and innovation:

1. Start with the future and work back. Management's leadership process creates a vision, articulates purpose, sets priorities and focuses change efforts.
2. Assume that the pace of change is accelerating. Strategy validates the organization's innovation, risk-taking, learning and recognize they are essential for survival and sustained organizational performance.
3. Change involves learning. Strategy distinguishes between where the organization needs to do better and where it needs to do thing differently. Strategy emphasizes learning and investment.
4. Anticipate surprises, expect different outcomes. Strategy provides a framework for communication and consultation with partners, customers, suppliers and stakeholders.

Some key lessons in strategy:

- Don't let strategy get locked in planning.
- Strategy is temporary, timing is central.
- Policy Impacts should be assessed in months, actions in weeks. If you fail, fail quickly.
- Winners are not those who run the fastest, but those who slow down the least.
- Above all, strategy is knowing your priorities and who is responsible for them.

Key lessons on Innovation:

- Don't let innovation get locked up in technology change and performance measurement.
- Innovation requires a separate process & capital. Risk is a given. Failure is expected and required for learning.
- Innovation is not about "better, cheaper, faster." It is about new products, new business, new customers, doing different things differently.
- What about structure? "All organizations are prisons. The food is just better in some than others."



To those born in May:

- 5/1 Randall King
- 5/2 Jorge Barbosa
- 5/2 Rolly Casison
- 5/3 James Tagalog
- 5/4 Roy Sugikawa
- 5/7 Frank Peterson
- 5/9 Milton Nasu
- 5/9 Wayne Wilcox
- 5/10 Jack Martinez
- 5/11 Terry Chambers
- 5/12 Erwin Ford
- 5/14 Raymond Jablonski
- 5/15 Michael Hahn
- 5/15 Brian Yim
- 5/17 Gilbert Ching
- 5/19 Michael Kawachi
- 5/21 Anthony Say
- 5/25 Thomas Lum
- 5/26 Ronald Chun
- 5/26 Thomas Hardy
- 5/26 David Morris
- 5/26 Michael Pia
- 5/27 Amado Viernes
- 5/27 Ronald Ayonon
- 5/30 Joseph Vallejo



FMA-PAC

FMA-PAC is the political arm of our organization.
Contributions as of April 2003:

CONTRIBUTOR	2003 TOTAL
John Priolo	\$375
Eric Kimura	\$225
Wayne Wilcox	\$225
Frank Dietz	\$180
Mike Pia	\$180
Ron Obrey	\$150
Ed Lum	\$150
Bill Gould	\$75
Shelley Kaya	\$75
Barbara Angelo	\$50
Freeman Correa	\$50
Owen Okumura	\$50
Mike Hahn	\$47
A. Anonymous	\$31
W. Anonymous	\$18
C. Cummings	\$17
TOTAL	\$1,898

"Quotables"

By John Priolo

"No pessimist ever discovered the secrets of the stars or sailed to an uncharted land or opened a new heaven to the human spirit."

~Helen Keller

"Give value to the taxpayer but dignity to the Federal employee."

~Sen. Barbara Mikulski, D - Maryland in a speech debating the issue of eliminating quotas for contracting out in the Omnibus Budget Bill

"Do not be afraid of making mistakes. They only enhance your success."

~Bob Fong in the videotape "The Power and Wisdom of Tai Chi"

President's Message

ZoNews

By John Priolo



By Eric Kimura



On Friday night I pulled my car into the garage and before I touched the control button the door slammed shut. I decoupled the opener and tried lifting the door, but it wouldn't budge. Worried at the prospect of not having a car for the whole weekend, I got on the phone and called every garage door company in the area. I found out a few of things after all this: (a) most garage door companies don't work weekends; (b) I couldn't lift the door because the springs were broken so there was no spring force to counter-act the 300-pound weight of the door; (c) the door had been "telling" me it was going to fail, but I did not recognize the signs; and (d) learning how the door worked was actually fun. Garage doors seem simple, but I never took the time to understand how they worked. Consequently, I blew off key indicators that signaled the door was going to fail.

Many times we, as supervisors and technical managers, depend on processes that we take for granted. Because we're so busy "managing" issues and hot priorities, we sometimes don't take the time to understand how the process or equipment works. This especially true when we get reassigned or a job gets reassigned to us. We just plug in what we've been told and we somehow get a product back. Because we don't understand how the process works, we may miss signals that tell us that there is something wrong. The usual excuse is, "I don't have enough time in a day." True, but when a seemingly simple process/equipment (like my garage door) breaks down, we will end up spending the time to fix it.

As supervisors and managers, invest time looking at routine processes or equipment and find out how they work. It may be as simple as how a supply request gets filled or as complicated as how the electrical power is distributed in a complex. If we understand how the process or equipment works, we will recognize when we need to take action before "the door slams shut." Learning can be fun and will pay dividends.

Zone Meeting

Zone Meeting minutes have been issued. Special thanks to Ed Lum of Chapter 19 for taking notes during the meeting.

National Convention

Details of the recently completed National Convention may be found in this issue of the Chapter 19 Newsletter as well as in the Washington Report. It was an honor and a pleasure to see so many first time attendees from our Zone. The entire Convention went extremely well, in my opinion, and credit must be given to our immediate past National Vice President, Nancy Schaffer, and the Convention Committee, along with the National Office and the National Executive Board. Fortunately, Nancy will continue to be involved in FMA as the new chair of the Shipyard Conference. Darryl Perkinson will take over as National Vice President and will serve as the new chair of the Convention Committee.

Congressional Reception

The Cannon Caucus Room was an awesome venue for our Congressional Reception/90th Birthday Celebration. I was particularly pleased that Senator Daniel K. Akaka was able to attend and help cut the cake. For those of you who were wondering there is no cost associated with the room. While FMA had to pay for the food and drink, since the House of Representatives is the Peoples House, the room is available to us at no charge. Arrangements have been made to reserve the same room for 2004. If you had any members of Congress, staff or guests attend we request that you send a check for \$25 per person to the FMA National Office. The Convention registration fee covered FMA members.

Day on the Hill Follow Up

Now is a good time to send a letter of thanks to the members of Congress and/or staff who took the time to see you. Many of our issues are showing up in the form of bills, which could use cosponsors so it can't hurt to ask them to cosponsor beneficial legislation while you are thanking them.

General Meeting

Date: Thursday 22 May 2003

Time: Doors open at 1530 hours

Place: Ho'aloa Room, Shipyard Cafeteria

Cost: Food and refreshments are available for \$3



BOARD MEMBERS

Eric Kimura	President	473-8000 X2883
Wayne Wilcox	1 st VP	473-8000 X3372
Owen Okumura	2 nd VP	577-0808 pager
Yvonne Ajimura	Treasurer	488-0613
Wil Castro	Recording Sec	671-1562
Edmund Lum	Corresp Sec	473-8000 X3057
Clem Lopez	Sgt-at-Arms	473-8000 X9250
Shelley Kaya	Director	473-8000 X2939
Michael Pia	Director	577-0322 pager
John Priolo	Director	474-8477

NEWSLETTER CONTACT

The FMA Newsletter is published monthly. Articles are due by close of business at the General Meeting. Please send them to Eric Kimura (kimuraey@phnsy.navy.mil). Your comments are always welcome.

Pamela Dittrick.....Editor (541-2296)

**FEDERAL MANAGERS ASSOCIATION
Chapter 19
P.O. Box 1685
Pearl City, HI 96782**

Address correction requested