



TECOM Connection

FALL 2019

Honoring Our Nations: Building Strength Through Understanding



NATIONAL AMERICAN INDIAN HERITAGE MONTH

National American Indian Heritage Month is observed from 1-30 Nov each year. The observance month recognizes American Indians for their respect for natural resources and the earth, having served with Valor in our nation's conflicts and for their many distinct and important contributions to the United States. This year's theme was "Building Partnerships through Understanding" and the 2019 DEOMI poster depicts an auburn and brown background of varying shades and the names of 573 Indian and Alaskan federally recognized tribes maintained by the Bureau of Indian Affairs. These tribal names can be seen through all the lettering of the poster as well as the primary image at the center. At the center of the poster is a head silhouette of a bald eagle. The eagle was chosen because it is highly revered and considered sacred within American Indian and Alaskan Native traditions, culture, and religion.



MCJROTC



We're dedicated to TEAMBUILDING!

TECOM PRIDE!



Mr. José Inoa, IT Specialist shared with the TECOM family his boys enjoying Halloween. Jorel (Baby Shark), Dr. Dre (Superman), and Kaleb (LEGO Ninjago).

Mr. Inoa states, "I enjoy working in TECOM G-6 because I can continue to support my brothers and sisters in the Armed Forces. Once I left the Marine Corps, I knew I wanted to do something that would allow me to contribute to the fight.

It's a great feeling."

Major General William F. Mullen III

TECOM, Commanding General



TECOM Connection MISSION

The TECOM Connection is a command level quarterly newsletter that remains the cornerstone of our internal communication strategy. We strive to provide valuable information, engage the workforce, raise awareness and create meaningful dialogue. The TECOM Connection highlights professional development opportunities and training information for TECOM civilian employees and supervisors. TECOM Connection also aims to feature information for all TECOM employees, military and civilian, in order to enhance collaboration and communication across the workforce.



Editor: Terra Eidinge



On 23 October 2019, MajGen William F. Mullen III addressed Drill Instructors from the Canadian Forces Leadership and Recruit School (CFLRS), of the Canadian Armed Forces in Montreal, Canada. The mission of CFLRS is to train Canadians to enter the Canadian Army, Navy and Air Force. MajGen William F. Mullen III discussed challenges common to basic training in both countries with the instructors. Topics included fitness, resiliency, and standards.

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TECOM FEATURED DIVISION

RANGE AND TRAINING PROGRAMS DIVISION



Directed by Colonel William E. Blanchard and Deputy Director Mr. Edward Sobieranski III, Range and Training Programs Division (RTPD) consists of four separate but mutually supporting branches: The Range and Training Area Management (RTAM) Branch, the Synthetic Training Integration and Management (STIM) Branch, the Training Support Centers (TSC) Branch and the Business Support Branch.

The RTPD mission is to execute integrated programs for range, systems, and training environments in order to ensure the command accomplishes its mission.

RTPD functions include: Providing Service-level doctrine, policies, orders, and/or other governance documents necessary for the execution and management of designated programs and/or initiatives; serving as the lead capability developer for range training systems (which includes immersive and force-on-force training), simulations/simulators (ground vehicle, small unit, and battle staff) training systems, support systems, services, and other training resources responsive to the requirements of the Fleet Marine Forces and Formal Schools; executing the proponent (CG MCCDC) responsibilities for all matters pertaining to the oversight, coordination, and execution of the Marine Corps RTA Management Program (MCO 3550.10); RTPD is also responsible for the integration, accountability, utilization, and feedback of TECOM fielded range and simulations/simulators training systems within home station training (HST).

A vitally important aspect of RTPD's functions includes the development of Joint Capabilities Integration and Development System (JCIDS) documentation (Initial Capabilities Documents (ICDs), Capabilities Development Documents (CDDs), and Capabilities Production Documents (CPDs), Requirement Memorandums, and other requirements documentation) for the acquisition and life cycle support (modernization, recapitalization, and sustainment) for range and simulation/simulator training systems. The division also updates and maintains MCO 3550.10 Policies and procedures for Range and Training Area Management, MCO 3550.9A Operational Training Range Certification / Recertification Program, MCO 3550.12 Operational Range Clearance (ORC) Program, MCO 3570.1C Range Safety Joint with U.S. Army 385-63, MCRP 8-10B.1 Operational Training Ranges Required Capabilities, the Marine Corps Range and Training Area Management System (MCRTAMS), and the Range Managers Tool Kit (RMTK). Additionally, RTPD maintains and manages the Marine Corps' official and institutional inventory of ranges, training areas, and training airspace including ensuring the military operations dataset conforms to Marine Corps Geographic Information System (GIS) standards.

Through the Division's TSCs and System Support Officers (SSO), RTPD manages the accountability, utilization, and feedback of TECOM fielded range and simulations/simulators training systems; maintains accountability of ground training systems (GTS), serves as the resource sponsor for all non-standard GTS throughout the Marine Corps, maintains local accountability and conducts routine physical inventories of GTS; coordinates initial and subsequent physical inventories with responsible individuals, and identifies and reports accountability errors, additions, and disposition while facilitating lifecycle management activities in support of HST requirements across the entire Fleet Marine Force.

RTPD is newly reorganized and ready to begin the next phase of its mission to ensure that our ranges, systems, and training environments have the capacity and capability to support Marine Corps training requirements into the future.

TRAINING PAGES



Professional Military Education (PME)

“Lying to Ourselves: Dishonesty in the Army Profession”

On 13 Nov19, Dr. Leonard Wong of the United States War College focused on the human and organizational dimensions of the military has authored numerous books and articles.



Command Physical Training & Battle Skills Test (BST)



What is BST?

In accordance with the references, (MARADMIN 693/17 and the Commanding General’s Letter of Instruction for the Training and Education Command Physical Training and Battle Skills Test Program dated 25 July 2018), TECOM HQ divisions and staff sections are required to show competence in designated battle skills to build unit cohesion, maintain physical fitness, and promote professional competence.

What is a CPE?

Civilian Professional Education (CPE) is TECOM's latest initiative to train and develop the civilian workforce strategized by MajGen William F. Mullen III.

The CPEs are quarterly events to delve into topics not covered in mandatory trainings. MajGen F. Mullen III is dedicated to the importance of a training/development working environment that fosters both professional/personal growth to enhance TECOM's training strategy.

TRAINING PAGES



SES, Mr. Jeffery Bearor, Assistant Deputy Commandant, Manpower and Reserve Affairs

2019 CIVILIAN CAREER DEVELOPMENT INFORMATION FORUM

CPE Session 1: Challenges facing the Civilian Workforce, led by Mr. Jeffery Bearor, Assistant Deputy Commandant, Manpower and Reserve Affairs. It was held at Little Hall, MCAQ on 25 July 2019. What's My role with the Marine Corps? Highlights Included: Civilian Workforce Strategic Plan, Academic Degree Program, Civilian Development Framework, Marine Corps Acculturation Program, Mentor Match Services, Marine Corps Civilian Leadership Development Program, Individual Development Plans, Self-Assessments and Communities of Interest Program.

- How do I find out what to do to develop in my Career?
- So...how do I put together a development plan?
- MARADMIN 446/17
- Four Tiers of Leadership Development
- Communities of Interest and More

Interested in presentation brief, please inquire at TECOM_CWDFT@usmc.mil

TRAINING PAGES

Civilian Professional Education (CPE) - Session 2

INDIVIDUAL DEVELOPMENT PLAN (IDPs), facilitated by Mr. Jim Hilton, Human Resources Development Strategic Advisor, Manpower and Reserve Affairs

IS YOUR CAREER BY DESIGN OR BY DEFAULT?

- What is an IDP? When to prepare an IDP?
- Common misconceptions about IDPs?
- How does the IDP align with TECOM's Campaign/Strategic Plan?
- Learn steps for preparing an IDP (short and long term goals)
- Supervisor Tips for reviewing IDPs
- Identify commonly used learning and development activities for IDPs
- *My IDP format* in TWMS and more



George Washington Leadership Institute PME

The Commanding General, Major General William F. Mullen III, Training and Education Command, cordially invited GS-15s and E-8/9 senior leaders to attend an executive level PME on 4 September 2019 at the George Washington Leadership Institute (GWLI). The PME used our First President's leadership/management/ethical and moral character as a backdrop to initiate discussion and apply these tenets in our own professional lives.

TEAMBUILDING!

TRAINING PAGES

VIRTUAL BATTLEFIELD STAFF RIDE

On 15 October 2019, The Continuing Education Program hosted the Army University Press VIRTUAL battlefield staff ride entitled "2004 BATTLE OF FALLUJAH" at Marine Corps University/Warner Hall. Using 3D imagery, photographs, video, and first-hand accounts from participants, this Virtual Staff Ride Team explored the nature of joint and coalition operations between Army and Marine units during Operation PHANTOM FURY and the complexity of urban combat.



Mr. Kevin Kennedy of Army University provided an overview.



Birds-eye view of Fallujah with detailed view on outboard monitors.



Mr. Kennedy orients the map.

EDITOR EXCLUSIVE

Fine Arts With Therapeutic Twist

By Terra Eiding & Yonsenia White



Yonsenia White (center) and staff



Family Day Open Studio

"As recent arrivals to the National Capital Region, I have been scouting out family friendly activities to enjoy with my family during for our free time. We recently participated in the Make & Take Art Workshop For Military Families at the Workhouse Arts Center in Lorton, VA. During the workshop we were provided with materials and instruction to make an art project we ordinarily would not have made at home. It was of no cost to us and the best part was our children had a great time learning a new skill. I enthusiastically recommend interested Marines and Sailors to investigate opportunities for family fun and personal skills development at the Workhouse Arts Center." ~ Lieutenant Colonel Andrew R. Carl Special Assistant Marine Corps Reserve

Discover your inner artist and be part of something where there's no experience or right or wrong expression!

In early fall 2019, I took the liberty to attend "Workhouse Military Arts Initiative (WMAI)" in Lorton, Virginia. I observed fine art making combined with a therapeutic arts directive. The participants were in a non-threatening communal family-friendly environment that respected the human spirit for all participants. The theme was Bubble Painting & Printmaking, referenced as, "Bubble Therapy". Family Day in Veteran Open Studio, a fine arts workshop with a therapeutic arts directive was facilitated by Yonsenia White, MS, ATR, LPC, CMCC (Registered Art Therapist, Licensed Professional Counselor, Clinical Military Counselor Certified) and Program Facilitator of WMAI Art Therapy & Veterans Open Studio Programs and her graduate art therapy intern, Lindsay Innis. Yonsenia is also a professional artist and art instructor. Essentially, I applied Socratic questioning to interview Yonsenia to capture the essence of the WMAI program.

WMAI MISSION: Workhouse Arts Center desires to address the needs and to improve the lives of military service members, veterans, their families and caregivers through the arts. WMAI seeks to increase equity, access, and opportunities for veterans to participate in quality arts programming that is sensitive and responsive to their unique experiences.

FREE PARTICIPATION: To participate in any of WMAI's Programs, you must be a direct family member of an individual who has served in any US military branch and reserves or a veteran (active duty, retired) yourself. WMAI is listed on the National Directory of the National Initiative for Arts & Health in the Military (by AFTA) and has partnered with a variety of organizations, including Recovery Forge, to provide programming and services to the military and first responder communities. properly oxygenate the body to better manage the stressor. In this bubble therapy art activity, attendees focused on controlled breathing to create unique and colorful artworks.

ART ACTIVITY: "Bubble Painting & Printmaking is a combined therapeutic and fine art activity where military veterans and family attendees create fine art monoprints and paintings using non-traditional art materials such as bubbles colored with food dye. Yonsenia cross-referenced this art activity "Bubble Therapy" because simply put, it's impossible to frown when you're blowing bubbles! It provides a natural mood and energy boost and increases mindfulness. While this experience instantly puts smiles on faces and creates fond memories of childhood, it also helps attendees of all ages focus on the importance of breathing. For those who struggle with panic attacks or anxiety, it's difficult to remember to breathe deeply and consistently to properly oxygenate the body to better manage the stressor.

T. Tell us about yourself and military affiliation?

Y. I am the child of a Vietnam Army Veteran and a sibling of a Desert Storm and OIF Air Force Veteran.



EDITOR EXCLUSIVE

Fine Arts With Therapeutic Twist

By Terra Eiding & Yonsenia White

T. How did WMAI start and would it be categorized as art therapy?

Y. WMAI began as the Servicemember Community Art Partnership and Exchange (*SCAPE*), which included exhibitions by military artists, weekly open studio, therapeutic art workshops, and Open Mic Nights. In 2018, we reimagined our *SCAPE* program and renamed it the Workhouse Military in the Arts Initiative (WMAI) with a much greater focus on participants' mental and behavioral health through developing an art therapy program. The WMAI Art Therapy Program provides short term, adjunctive, trauma-informed, individual and group art psychotherapy for veterans, their families and caregivers (ages 10+) and is based on the private practice model. WMAI includes the Art Therapy Program, Veterans Open Studio, Recovery Forge Studio (Therapeutic Bladesmithing), Military Make & Takes, Artistic Innovation (Art & Yoga), an Artist-in-Residence, art courses specifically for veterans (Ceramics, Glass), other military friendly workshops and events, veteran art exhibitions and tuition subsidies for veterans, families and caregivers. The Art Therapy Program is just one component.

T. According to the American Art Therapy Association (AATA) explain Art therapy as an integrative mental health and human services profession that enriches the lives of individuals, families, and communities through active art-making, creative process, applied psychological theory, and human experience within a psychotherapeutic relationship (AATA, 2017). How would you describe WMAI art therapy based on your experience?

Y. The WMAI Art Therapy program embodies the same goals, mission, purpose of art therapy in general. We specifically focus on the military community, which includes not only the veteran, but also the direct family members and caregivers. This focus on the entire military family unit is uncommon, but we feel that since the entire family serves, we wanted to promote family unity, cohesion, and improved well-being for the military family as a whole. We are a short term, solution focused, trauma-informed, client centered, adjunctive art psychotherapy program providing healthy coping skills, increased insight and awareness, and general knowledge about whatever concern or problem the military family is facing through artmaking and art therapy psychoeducation (i.e. depression/anxiety, stress management, life adjustments/transitions).

T. Traumatic memories are often stored in images and other sensations rather than in words or verbalizations. Many art therapists have observed how making art helps in releasing traumatic memories that were previously inaccessible. What are your thoughts?

Y. Yes, I wholeheartedly agree. Many times, clients may not know how to verbalize or may not want to discuss their trauma. This is something that cannot be forced. The artwork becomes the dialogue and emotional space for the client to set the tone for processing trauma. As an art therapist, my goal is to provide a safe, welcome, non-judgmental environment for the client to begin discussing the trauma at their own pace and timing. Since our program is short term and adjunctive, we cannot delve deep into the trauma, which is why I require clients to have a primary psychotherapist to participate in our program. This creates added support for clients to help them process emotions, sensations and other experiences related to their trauma in the safest, most productive, therapeutic way.

T. Art therapists use a myriad of art materials. Do you have a preferred method and why?

Y. Art therapists use a wide variety of media and processes based on the client's mental or physical health needs. Our theoretical framework (Expressive Therapies Continuum) mimics the left and right brain processes, starting with Sensory/Kinesthetic advancing to Cognitive/Symbolic functioning. Depending on the client's mental or physical health need, we'll employ various materials to assist in their improved development and healing. I don't necessarily have a preferred method. I generally like to therapeutically move clients out of their comfort zones, using success and process oriented art materials to challenge their way of thinking and understanding to increase their artistic, cognitive, emotional and problem-solving skills.

T. Where can we find upcoming training and more resource information for veterans, military and family members?

Y. You can check out PsychArmor's online tutorial resources and videos that describe various aspects of the military lifestyle to improve individual military cultural competency and humility. This is one of many wonderful resources available to anyone <https://psycharmor.org/military-culture-school/>. Various organizations like Serving Together (<https://servingtogetherproject.org/>), Mental Health First Aid (<https://www.mentalhealthfirstaid.org/veterans-military/>) and NAMI (National Alliance on Mental Health, <https://www.nami.org/find-support/veterans-and-active-duty>) offer online, webinars and onsite training to anyone caring for or providing mental health services to veterans, their families and caregivers.

References:

American Art Therapy Association, Inc. (2017). Definition of profession [Electronic Version]. Retrieved July 24, 2017 from https://www.arttherapy.org/upload/2017_DefinitionofProfession.pdf

Website: <https://reservations.workhousearts.org/Info.aspx?EventID=135>

RESOURCE INFORMATION

Voluntary Leave Transfer Program (VLTP)

Reference: 5 CFR part 630,
subpart I

Under the voluntary leave transfer program, employees may transfer unused accrued annual leave for use by another employee who needs such leave because of a personal or family medical emergency.

* OPM 630A, Request to Donate Annual Leave to Leave Recipient Under the Voluntary Leave Transfer Program (Within Agency). Use this form if you are currently serviced by the DFAS Cleveland payroll office;

or

* OPM 630B, Request to Donate Annual Leave to Leave Recipient Under the Voluntary Leave Transfer Program (Outside Agency). Use this form if you are currently serviced by other than the DFAS Cleveland payroll office. In block number 6, include the full address and zip code, point of contact to include phone number of the payroll office of your organization. Both parts A & B of this form must be completed.

TECOM WORK LIFE PROGRAMS

Telework Program

TECOMO 12600, 17 Sep 17

G-1 provides status reports, assists with agreements in TWMS, and works with Office of Civilian Human Resources to adjust position eligibility as needed. Supervisors are responsible to inform employees of telework eligibility and to update in MYBIZ employee eligibility.

Health and Wellness Program

TECOMO 12000.1C, 08 May 17

This program allows for up to 3 hours of health and wellness per week based on mission and supervisor approval. Supervisors are responsible to inform employees of program and make sure employees are not participating without an agreement in place.

Mass Transit

TECOMO 7100.1a, 02 Jan 19

Program allows up to \$265 reimbursement based upon commute. Processing is done via the Mass Transit Benefit Program via: <https://mtbp.whs.mil/Participant/Welcome.aspx>

Civilian Employee Assistance Program

Employees have access to work/life services 24/7 through the web (DONCEAP.foh.hhs.gov) or by phone. A professionally staffed call center (1-844-DONCEAP) can provide answers to questions, research information, link employees to a wide variety of qualified local services and provide licensed confidential support to help with difficult issues.

Some of the services available to employees include:

Access to licensed counselors and help when there is a workplace incident or crisis. Access to specialist who provide information, resources and referrals for legal and financial services, child-care, eldercare and other daily life events. Comprehensive information and resources via the web including webinar and other resources in a library.

Additional information can be obtained from your supervisor or from TECOM G-1, Civilian Workforce Development and Training Branch or email TECOM_CWFDT@usmc.mil.



Spotlight: Captain Kellie Mix

CAPTAIN KELLIE MIX

Captain Kellie Mix, Force Fitness Division, TECOM graduated from the United States Naval Academy in 2013 with a Bachelor of Science.

The 7th Military World Games was the first international military multi-sport event to be held in China, with over 9,300 athletes from 110 countries across 27 sports. The U.S. Armed Forces were represented by 172 athletes. Capt Kellie Mix was a member of the U.S. Armed Forces swim team, composed of 14 services members, 5 of which were Marines.

More about Captain Kellie Mix:

For more on Captain Kellie Mix: <https://fitness.usmc.afpms.mil/Biographies/Biographies-View/Article/1463708/captain-kellie-a-darmody/>



World Games USA Delegation



Armed Forces Men's and Women's Swim Team



Captain Kellie Mix took 6th in the 200 meter backstroke. She also competed in three other individual events (50m Backstroke, 100m Backstroke, and 200 Individual Medley) and 3 relays (4x100m Freestyle Relay, 4x200m Freestyle Relay, and 4x100m Mixed Medley Relay).

CONNECTIONS & ENGAGEMENTS

244th Joint Birthday Ball

Training and Education Command/Training Command Joint Birthday Ball held on 8 November 2019 at The Clubs at Quantico. SgtMaj (ret) William Grigsby served as the Guest of Honor. Happy Birthday Marines...Celebrating 244 years.

From left to right:
SgtMaj Anthony Easton (TECOM SgtMaj), SgtMaj (ret) William Grigsby, SgtMaj (ret) Michael Mack and SgtMaj David Wilson (TRNGCMD SgtMaj)



Manpower and Reserve Affairs Birthday Ball

Manpower and Reserve Affairs Birthday Ball held on 15 November 2019 at the Crystal Gateway Marriott in Arlington, VA. The 19th Sergeant Major of the Marine Corps (SgtMaj Troy Black) served as the Guest of Honor. Happy Birthday Marines...Celebrating 244 years.

From left to right:

SgtMaj Troy Black (19th SMMC), 1stSgt (ret) Stacie Black, Mrs. Charlene Mack (CG Executive Assistant, TECOM and Mrs. Cheryl Long



CONNECTIONS & ENGAGEMENTS

MCCDC Town Hall



MCCDC TOWN HALL

On 17 October 2019, Marine Corps Combat Development Command (MCCDC), LtGen Eric M. Smith conducted his quarterly TECOM Town Hall at Little Hall for Marines and Civilians.

View Bio: <https://www.mccdc.marines.mil/Leaders/>



Friendsgiving

Monica Norris (Training Operations Analyst, IS/KM Branch, G-3) kindly provides a glimpse into “friendsgiving” the meaning of both friends and Thanksgiving with a customized approach.

Monica describes that her friend goes ALL OUT with decorating!



CONNECTIONS & ENGAGEMENTS



SEMPER FI FUND ANNUAL ORNAMENT PACKING PARTY

The Semper Fi Fund Annual Ornament Packing Party held on 24 November 2019 at the General Chesty Puller, VFW POST 1503. As volunteers, we help package 18,000 holiday ornaments for mailing to combat wounded, critically ill and catastrophically injured members of all branches of the U.S. Armed Forces.

Photographed: TECOM SgtMaj Anthony Easton and Mrs. Charlene Mack (CG Executive Assistant, TECOM)

MSgt Marvin Hill Retirement



Retirement Ceremony

-Honoring-
**Master Sergeant
Marvin D. Hill**

*21 October 1997 - 31 October 2019
22 years of faithful service*

*Remarks by
Major General William F. Mullen III*

RESOURCES/TRAINING

DoD Mass Transportation Benefit Program Participants

ATTENTION: DoD Mass Transportation Benefit Program Participants

WHAT?

The maximum benefit is increasing from \$265 to \$270 for calendar year 2020.

WHEN?

January 2020-The Mass Transportation Benefit Program (MTBP) will implement an increase to the maximum allowed subsidy starting with the January 2020 benefit distribution.

WHAT DO I NEED TO DO?

Submit your monthly claim for January 2020 benefits up to your actual costs -OR- \$270, whichever is LOWER, beginning Dec 1.

TRAINING SOURCES

HROM- SPONSORED training: <https://www.hqmc.marines.mil/hrom/Sponsored-Training/>

MarineNet: <https://www.marinenet.usmc.mil/>

Navy Knowledge Online: <https://www.nko.navy.mil/>

Army Knowledge Online: <https://www.us.army.mil/>

Defense Acquisition University: <https://www.dau.mil/>

Upcoming PME - 16 December 2019

CG TECOM will host a PME for Marines, sailors, and civilians from 1430 to 1600 on Monday 16 December at Breckenridge Hall.

Dr. Jim Lacey and Dr. Thomas Mahnken will discuss future naval strategies during the PME.

Read ahead material is provided at the following links:

- https://warontherocks.com/2019/10/a-revolution-at-sea-old-is-new-again/mc_ci_d=dc33747cb3&mc_eid=97e74dd27d

- <https://warontherocks.com/2019/07/the-dumbest-concept-ever-just-might-win-wars/>

- https://csbaonline.org/uploads/documents/Tightening_the_Chain_web_Final.pdf (pp 28-48)

Online Virtual Benefits Fair

The Virtual Benefits Fair provides an opportunity for you to find information you need regarding BENEFEDS, FEDVIP, the FEHB Program, the FLTCIP, and FSAFEDS. This Virtual Benefits Fair provides access to plan information, helpful coverage links, and in some cases, the opportunity to chat with a representative online. The attached message from the Benefits Officer provides further information.

You should direct questions about your benefits or accessing the GRB Platform to the Benefits Line at 888-320-2917 from 7:30 a.m. to 7:30 p.m., EST, Monday - Friday, except on federal holidays. Extended hours will be available during open season until 9:30 p.m. The TTY number is 866-359-5277. You may also email questions to navybenefits@navy.mil. You must include your full name, pay plan, grade, and contact telephone number. Please do not include Privacy Act or other Personally Identifiable Information such as date of birth or social security number in your email correspondence.

FROM THE EDITOR

Let's Play "Train or Development"!

Here's a list of training and development scoreboard habits everyone can win!

Annual Training - The 30 September deadline will sneak up on you if you procrastinate. Get ahead of the curve with your annual training.

IDP or No IDP - that is the question? Your Individual Development Plan (IDP) will move you along your development path for your long and short term goals. IDP is a document by you and supervisor to address your training and career plans. The most common reasons for establishing an IDP are to: improve job performance, increase interest, challenges, and satisfaction in current position and future career growth. This is a mandatory requirement for civilian employees to establish an individual development plan per MARADMIN 133/17.

PME and CPE - Professional Military Education (PME) and Civilian Professional Education (CPE) events are available to train and develop Marines and Civilians. Join TECOM quarterly and delve into various topics.

BST - Battle Skills Test (BST) are organized to develop competence in designated battle skills to build unit cohesion, maintain physical fitness, and promote competence. Please participate or observe our TECOM HQ divisions. (MARADMIN 693/17)

Self-Directed Learning - This is all about you! Gravitate toward your own intrinsic interests regarding self directed learning. Learning is enjoyable but requires discipline. Please send me a direct email describing some of your self-directed learning experiences.



Got a flat bike tire? I ventured to my local recreational store took a fix-a-flat bike tire class with a technician. I learned to take the wheel off, remove the tube, find the problem, replace or repair plus some fall bike riding tips. (self-directed)