

WHAT ARE YOU THANKFUL FOR? *VOICES FROM TECOM*



CWDT Team



CWDT Team REMIXED

This year, I'm thankful for a healthy family, a highly motivated and dedicated work staff, and the opportunity to share with and help our TECOM family continue on the path toward supporting our warfighters. The CWDT Branch wants to thank you all for reading our materials, engaging in the training, sharing your interest in our programs, and providing content that everyone can use to add to a positive work life experience. Most of all, we are thankful for being truly blessed in life so many ways and for a wonderful work family. ~ Ronnette Parks (Photographed: David Welch, Terra Eiding, Ronnette Parks, Rhonda Fortson and Wade Heath)



**TECOM G8
Travel Support Team**

We are thankful for the Marine Corps and our TECOM family, working as one team (military and civilian) to fulfill the mission. We are grateful for our jobs, health, and families. We do not take for granted the grace and mercy extended to all of us each and every day. We are proud to say that we are thankful for these United States of America, one nation under God. We are most thankful to God from whom all blessings flow.

As the TECOM G-8 Travel Support Team, we are thankful that each team member has a heart for and a desire to provide excellent customer service to all of the Marines and Civilians we serve through the Defense Travel System and the Government Travel Charge Card Program. (Photographed: Julie Blair, Rennay Johnson and Jennifer Riggs)

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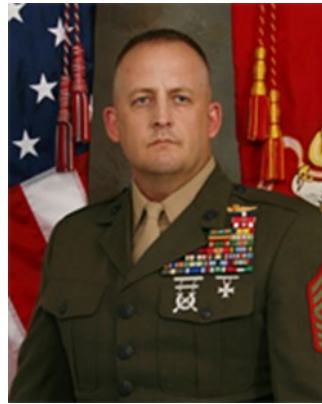
TECOM CONNECTION MISSION

TECOM Connection is a bi-monthly newsletter that highlights professional development opportunities and training information for TECOM civilian employees and supervisors of civilians. TECOM Connection also aims to highlight various information for all TECOM employees, military and civilian, in order to enhance collaboration and communication across the workforce. We also hope to include professional articles, written by TECOM employees, to offer a venue to educate and promote discussion amongst the workforce on various professional topics.

Message from the Commanding General & Sergeant Major



Major General W. Lukeman



Sergeant Major Justin D. LeHew

As your Commanding General and Sergeant Major, we want to take the time to thank you and address a couple of matters before the winter holidays are upon us. We have made tremendous strides in improving the training and education of Marines across the Corps. TECOM has accomplished a lot this year, and nobody knows how to do it better than you!

We continue to move forward, posturing ourselves to support Marine Corps training and education requirements for the future force of 2025 and beyond in all climes and places. We have refined how the Marine Corps conducts and plans physical training through our Physical Fitness Branch and adjustments to our Physical Fitness and Combat Fitness Test. We have addressed and fixed concerns related to Marine Corps recruit depot synchronization and manning. Our various other projects and accomplishments are too numerous to mention in this message.

Your work does not go unnoticed. Please know that each and every member of TECOM has a fundamental role in ensuring mission success. Your individual efforts are appreciated and collectively we'll continue to succeed. Thank you for a job well done!!!

Work Hard, Play Hard. We encourage you all to take advantage of the holiday season and spend time with friends and family. As we mentioned, each member of TECOM is a vital contributor to the overall success of the Marine Corps and we cannot afford to lose anyone due to preventable mishaps. It is imperative we do not lose focus on our own personal safety. Every year there are injuries and even deaths associated with holiday travel and activities. Have fun, but be safe. Remind those around you to do the same; force preservation is everyone's responsibility.

Finally Marines, Sailors and Civilian Marines please ensure that you "Protect What You've Earned".



Semper Fidelis

James W. Lukeman

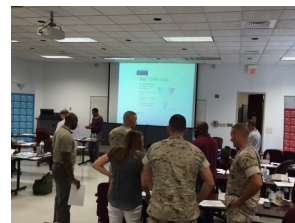


Semper Fidelis

Justin LeHew

TRAINING PAGE

CORE STRENGTHS WORKSHOP



Core Strengths Workshop was held on Quantico, VA on September 14, 2016 with facilitator, Ray Linder. The workshop helps participants, teams and organizations realize that the long lasting, sustainable accountable comes only when you link people with systems. The Core Strengths approach taps into the intrinsic motives that help individuals to BE accountable and ACHIEVE results regardless of changes that may occur or who you are working with. These outcomes are achieved at the individual, team and organizational levels. To learn more about Core Strengths: <http://corestrengths.com> for more information. Here are some testimonies below:

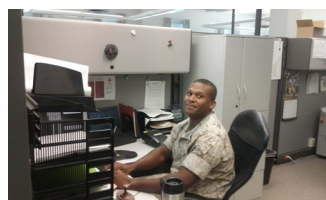


I thought Ray Linder led a dynamic seminar. Everyone in the room engaged and actively participated. I am the Staff Judge Advocate for Education Command. The Marine Corps has a blended service culture of uniformed and civilian personnel. This can make for a complicated work environment. The Core Strengths training was useful in getting people in the G-1 to identify barriers to communication. By increasing self-awareness with regard to what motivates an individual and awareness of what motivates others, individuals are more likely to achieve positive behavioral change and sections are more likely to coalesce and improve their collective performance. I would recommend this training to sections and command decks.

Major Peter C. Tunis
Staff Judge Advocate/Law of War instructor
Education Command
Quantico, VA

The Class was great, Ray Linder was a great instructor that was able to present the material to aid us determining our core strengths that helps each one of us to work more efficiently knowing our strengths and weaknesses. In an environment as diverse and close as the Marine Corps, it helps knowing ones core strengths and skills for the greater good of the Corps. Accomplishing our mission more efficiently is a must in this day in age.

Mr. Joe Vera
Financial Management Analyst/TECOM G-8
Quantico, VA



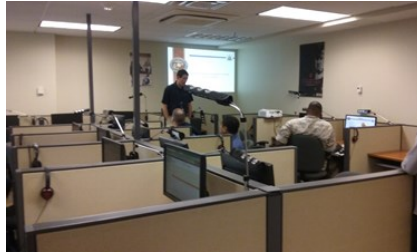
I recently had the pleasure of attending Core Strengths training. This one day course was facilitated by Ray Linder and I've got to say he did a great job of delivering the material but also keeping it interesting and fun. The course is essentially an introduction to categorizing the different types of personalities people can have, how they can be expected to behave in certain situations and how to best approach them in varying situations. I believe everyone able to attend this course, should definitely sign up for it. The information provided in this course will go a long way towards helping us maximize our greatest resource, the people we interact with every day.

GySgt Samuel Kelly
Admin Chief /G-1 Military Affairs
Quantico, VA

(cont'd on p.4)

TRAINING PAGE

SHAREPOINT TRAINING



The purpose of the TECOM SharePoint Training Program is to provide users with the skills and information needed to utilize and take advantage of SharePoint capabilities within their individual sections. The resources provided in the training, as well as those provided by the Service Desk, enable a user to be successful with their collaboration requirements on their individual section's site. The goal is to create informed and capable users able to successfully create, design, and manage their team sites. The goal of the SharePoint Outreach Program is to provide support to users and sections who do not necessarily know the capabilities of SharePoint, but who want to learn about the functionality they can use on their team site.

Beginner, intermediate, advanced class schedule for November and December: November 8th: Advanced-Level Training (Site Actions and Pages), November 22nd: Beginner-Level Training (Creating a Site, Library, and List), December 8th: Intermediate-Level Training (Site Permissions), December 20th: Advanced-Level Training (Site Actions and Pages)



Testimonials

I've had the pleasure of attending the beginners, intermediate, and advanced level SharePoint courses that were offered earlier in the year. Kyle Gutierrez and Theodora "Teddi" Whitley has provided much needed guidance in the realm of SharePoint. The courses taught by the instructors were informative and useful to my day-to-day operations. With the information acquired from this course, I've had the ability to edit and design our TECOM VCE site page with confidence. The classes offered; beginning to advanced, has been thoroughly explained for better understanding. Both instructors display a great wealth of knowledge pertaining to SharePoint, and continues to show patience for each of their students. The instructors have always been available to assist with any challenges that surfaces, and will strive to further resolve all problems. I would highly recommend everyone to take this course to further their knowledge in SharePoint.

Akaita Nicholas
Mission Assurance Analyst
TECOM G – 3/5/7



My name is CWO3 CK Villarouel and I am the MT Maintenance Officer at The Basic School. I attended the SharePoint Beginner, Intermediate, and Advanced Training classes offered by Mr. Kyle Gutierrez at the Learning Resource Center here on Quantico. The classes provided practical instruction on creating sites, libraries, lists, and assigning permissions as well as site administration and actions within SharePoint. The training provided was extremely valuable and Mr. Gutierrez's knowledge of SharePoint was outstanding as he was able to provide answers to all my questions. If you're looking to become more familiar with SharePoint to maximize collaborative efficiency within your workspace, then I highly recommend this training.

CWO3 "CK" Villarouel
Motor Transport Maintenance Officer/ Logistics Support Company
The Basic School, Training Command
Quantico, VA

About Kyle Gutierrez

Kyle Gutierrez is TECOM G-6 SharePoint Training Specialist. He graduated from Shenandoah University in 2012 with a degree in Business. Currently in his first year with TECOM and Epsilon-inc, for the past 3 years Kyle has been working as a training specialist and started off training and supporting Army Medical Applications. His goals include creating online SharePoint training videos to provide ease of access for users who need quick training or refreshers on SharePoint. You are able to find useful **Resources and Quick Guides on the SharePoint Training Site** at <https://vce.tecom.usmc.mil/SharepointTraining>.

The Mission of the Marines!



Our mission is to not upset the Master Sergeant but to get through every day as smooth as possible. Ensure that all correspondence going to the Command Deck follows appropriate procedures and guidelines. Uphold Marine Corps standards and to set the right example for our Major Subordinate Commands (MSCs).

Sergeant Nicole 'Test the Master Sergeant' Crump

Knocking down doors, one keyboard at a time.

My individual function is to review and track all packages pending Chief of Staff and Commanding General's approval. Also, to supervise and develop the Marines I'm appointed over. My hobbies include softball and spending time with my kids. I'm thankful for my wife and kids. They're my driving force to strive for more in life. I'm thankful for my parents' love and support. I'm thankful for the leaders I've encountered thus far in my career. Also, I've been fortunate enough to have gained knowledge and courage by their leadership and guidance.

Sergeant 'Bob the driver' Marshall

My mission is to successfully get the General where he needs to be. My individual function is to drive the General. I'm also responsible for the maintenance of the building. Just call me 'Bob the driver.' My hobbies are playing football and baseball. I'm thankful for God and family.

Corporal Frankie 'Kick Back' Cochran

My individual function is to be the shop's first line of defense; meaning, all packages come to me first for review and forwarding. My hobbies include fishing, hunting, and Netflix and chill. I am thankful for my health, my job, and my family.

Corporal Matthew 'Ladies Man' Brister

My individual function is to be the shop's safety. All packages come to me as the last stop in the shop before going to the MSCs. My hobbies are video games, listening to music, attending comic book conventions, and practicing my salsa dancing! I'm thankful for my family.

Coaching to Improve Employee Performance

by Dr. Steven Schmidt



Dr. Steven Schmidt

**Professor of Adult Education & Adult Education
Program Coordinator**

East Carolina University

Both coaching and mentoring can be effective in helping employees continuously improve performance in the workplace. The terms coaching and mentoring are often used together, but there are differences between the two concepts, and there are different situations in which each is appropriate. This article will go over some basic concepts of coaching and some guidelines for implementing coaching initiatives in your workplace.

While both coaching and mentoring are one-on-one methods of helping employees learn and grow, coaching focuses on a specific task or topic. If an employee needs help understanding a topic or implementing a task, coaching may be a way to address the issue. Coaching is typically short term in nature, and it is focused on a specific task or an aspect of an employee's position. When the employee learns the topic and is able to perform the task consistently, the coaching initiative ends. Coaches may be supervisors, employee trainers, or other employees who have knowledge of the topic.

The approach that a coach takes when working with an employee depends on several factors. First, it is important that the coach is prepared with details regarding the reason for coaching. Clear goals should be set, and the coach must understand these goals if he or she is to communicate them effectively to the employee being coached. The coach must also understand what motivates the employee. This understanding is important so the coach can use a

strategy that results in the needs of both the employee and the organization being met.

Typically, coaching is used in situations in which an employee is not performing a task at a level that is acceptable to the organization. That is not always the case, though. Employees who may be performing at appropriate levels may want to learn more about a particular topic, process, or aspect of their positions, simply because they want to be better-informed employees. Or they may want to learn in preparation for a promotion or future position. In these cases, aspects of the coaching process described below can also be used.

The Coaching Process

Before the coaching process starts, it is a good idea to consider the degree of importance of the issue and the situation. Some issues that don't affect results, may not hinder organizational effectiveness, or may not be all that important. These issues may not be worth the time and money to investigate. If the issue is important, however, the coaching process can move forward.

The coaching process starts with the defining of poor performance – what acceptable and non-acceptable standards are. The defining of poor performance compares actual performance to desired standards. Definitions of standards are also examined: Some standards are absolute, which means all are held to the same standard. Relative standards differ from individual to individual.

The defining of poor performance also looks at standards from a variety of perspectives – what may be poor performance in the mind of the supervisor is acceptable in the mind of the employee. This first step in the process clarifies all of these issues. The coach and the employee must conclude this step in agreement that there is a problem with performance. If the employee doesn't believe there is a performance problem, there is no chance that the employee will fix the problem.

Poor performance is seldom the result of one cause. Often, there are multiple issues that affect employee performance – both positively and negatively. The root of poor

performance may be situational, or it may lie within the employee. The coach must examine the obstacles that stand in the way of satisfactory performance.

It is important at this stage to determine whether the employee knows their performance is not satisfactory, and whether they know what does constitute satisfactory performance. It's interesting to note that many times, the cause of poor performance is simply that the employee doesn't know that he or she is performing at a substandard level. This is often the result of lack of feedback or lack of some type of standard.

Obstacles to satisfactory performance may be within or outside of the employee's control. For example, obstacles related to employee knowledge are within the employee's control. Some obstacles may be out of the employee's control. They could be related to improper equipment, lack of time, or incorrect information provided to the employee. The coach must be thorough in this step of the investigation, and must be able to identify obstacles that are controllable and uncontrollable, situational and employee-specific. The coach's goal at this stage of the process is to sort through the myriad of issues and obstacles that may be root causes of poor performance, and determine how to address them.

After an analysis of the situation is done, the coach should work with the employee on addressing the poor performance. This step involve the discussion of alternatives to address the problem, the determining of actions, and the follow up. These steps should be agreed upon between the coach and the employee. Finally, when satisfactory performance does occur, it should be recognized appropriately.

Ideally, the coaching process does end with satisfactory performance. However, even after examining situational and learner causes, possible interventions, and consequences, there are cases in which the employee's performance does not improve. Sometimes, coaches can return to the analysis phase of the process and develop alternate plans for improvement. Other times, alternate plans for training, process

Coaching to Improve Employee Performance

by Dr. Steven Schmidt

adjustment, and barrier removal won't help. It's possible that the employee would be better suited to different kinds of work, and effort should be made to help the employee examine alternatives.

Skills for Coaches

There are many skills that coaches need in order to be effective. Two main categories of skills are communication and interpersonal.

Communication skills include the ability to pay close attention, and the ability to involve the employee in the coaching process. The ability to give feedback in nonjudgmental, clear and concise terms is also important, as is the ability to provide feedback in a timely manner. The ability to paraphrase helps the coach understand the employee's situation better, and helps the employee to see that the coach is indeed interested in the employee. Recognition and reflection of the employee's feelings is important in the coaching process. Employees must know that the coach understands them, and understands where they're coming from.

Interpersonal skills include showing respect, objectivity, consistency of behavior, and demonstrating integrity. Coaches must have good planning and organizational skills as well. They should be effective in building trust with the employees they coach. These skills create an environment in which successful coaching can take place. They show the employee that the coach is genuinely interested in them and is committed to working with that employee. These skills should be exhibited in a consistent, professional manner.

Coaches must be organized in their efforts, and must be able to document their coaching activities. Progress on each employee should be documented, and coaches should use information provided by the employee, as well as the coach's own observations when documenting. Documentation should include information on employee progress, organizational issues, and input from key stakeholders.

Coaching can be most effective when conducted in an environment in which top management supports it. That organizational commitment is important as the coach gathers information and works with the employee.

Organizational commitment makes documentation and data gathering much more efficient. Coaches must understand the organizational environment in which they're working. In order to do so, gathering data about the organization, in the form of general company information, company records, and information about the employee being coached is critical.

Ethics and Coaching

Coaches must be aware of ethical issues associated with the coaching process. Privacy is important on several levels. Coaches should have access to private space for coaching discussions to occur with employees. Coaches may also be exposed to private information about employees and to confidential information about the organization. The ability to maintain confidentiality is critical for coaches.

It is important for coaches to understand the concept of conflict of interest. Coaches must reveal, up front, any conflicts of interest with potential employees and organizations. These issues must be very clear to all parties involved.

Coaches must understand their own limitations. Not even the best coach can address all of an employee's issues. An understanding of limitations comes with an understanding of oneself. Coaches must know themselves well enough to understand their limitations, and to know when to refer employees to other resources.

Summary

This article presents an overview of the coaching process, along with knowledge, skills, and abilities necessary for effective coaching. Coaching is not as easy as it may sound, and it involves a good deal of preparation, hard work, and commitment. Given the skills and abilities required for successful coaching, it's no wonder that many coaches have their own coaches.

About Steven W. Schmidt, Ph.D.

Steven W. Schmidt, Ph.D. is a Professor of Adult Education and the Adult Education Program Coordinator in the Department of Interdisciplinary Professions at East Carolina University, in Greenville, North Carolina. He holds Ph.D. and MS degrees in adult education from the University of Wisconsin – Milwaukee and a Bachelor of Business Administration Degree from the University of Wisconsin – Whitewater. Prior to his faculty appointment, he worked in employee training and development at Harley-Davidson Motor Company. In his teaching, research, and consulting work, Dr. Schmidt specializes in online teaching and learning and workplace training and development. He served as president of the American Association for Adult and Continuing Education in 2014 (www.aaace.org) and is the author of two books: *“Organization and Administration of Adult Education Programs”* and *“Case Studies and Activities in Adult Education and Human Resource Development”*.

He is a recipient of the Max Ray Joyner Award for Outstanding Teaching in Distance Education. The award honors a faculty member who has shown commitment and enthusiasm in teaching and mentoring off-campus students and who has demonstrated excellence in the delivery of courses offered through continuing studies, distance education courses offered online or face to face.

Read more: <http://www.ecu.edu/cs-admin/news/Founders-Day-Awards.cfm>

HROM Corner

2016 Civilian Workforce Strategic Goals

GOAL 1 - Attract and retain a highly competent and adaptive civilian workforce

GOAL 2 - Cultivate a learning culture that trains, educates, and develops Civilian Marines to effectively meet evolving mission requirements

GOAL 3 - Provide a positive work environment

Civilian Marine Core Values

VISION

The Marine Corps is the employer of choice for expert, innovative, and dedicated civilians serving and supporting the Nation's finest fighting force.

MISSION

Civilian Marines support the Marine Corps through a capable, competency based workforce committed to sustaining operational readiness.

CORE VALUES

The USMC core values; Honor, Courage, and Commitment shape and form the character of both our Marines and Civilian Marines.



OPM Releases Complete 2016 Federal Employee Viewpoint Survey Results

The Office of Personnel Management (OPM) today released the detailed government-wide results that contain scores from indices such as Employee Engagement, Global Satisfaction, and the new IQ.



Hooray! The Federal Benefits Open Season will be held Nov. 14 to Dec. 12. During the open season, you can take the actions listed below for the Federal Employees Health Benefits (FEHB) Program, Federal Employees Dental and Vision Insurance Program (FEDVIP), and the Federal Flexible Spending Account Program (FSAFEDS):

- Enroll, change or cancel an existing enrollment in a health plan under FEHB
- Enroll, change or cancel an existing enrollment in a vision and/or dental plan under FEDVIP
- Enroll in a flexible spending account under FSAFEDS

To be ready for the open season, you should review the information available on the Office of Civilian Human Resources portal (CAC required). If you are going to make a change to your health insurance, now is the time to ensure you can access the Employee Benefits Information System (EBIS). EBIS allows you to independently make your election without the assistance of the Benefits Line, no waiting. If you need assistance accessing your EBIS account, call the Benefits Line at (888) 320-2917 from 7:30 a.m. to 7:30 p.m., Monday through Friday except on Federal holidays. The best time to call is before 10 a.m. and after 5 p.m. Another way to reach the Benefits Line is to

email your questions to navybenefits@navy.mil. You must include your full name, pay plan, grade, contact telephone number and the best time to call. Please do not include Privacy Act or other Personally Identifiable Information such as date of birth or Social Security number in your email correspondence.

DONCEAP

Department of the Navy Civilian Employee Assistance Program

Comprehensive Civilian Employee Assistance Program includes work/life, childcare, finances, eldercare, identity theft, legal services, alcohol, substance abuse and more.

Services are **FREE benefit** form DON to you and your family members, and are confidential within the limits of the law.

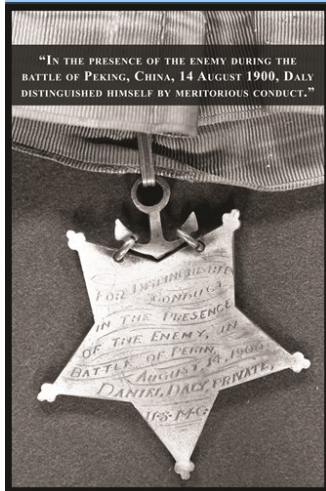
Website: <http://donceap.foh.hhs.gov/>

Contact Us Today!

1- 844 -366-2327

Gunny's Corner—Daly Hall Restoration Project

By GySgt Marvin D. Hill



SUBJECT:

OPERATION DALY HALL RESTORATION

When you walk into a government facility, each building is dedicated to a military hero or fallen warrior. Upon entering building 2079 (Daly Hall), there was not a single photo, quote, biography or anything stating who Sergeant Major Daniel Joseph "Dan" Daly was or is. So, in an attempt to make Daly Hall look more presentable and provide more information on whom the building was dedicated. I have been tasked by the command deck to add some historical information within Daly Hall. After over a year of restoration and re-search, I was able to track down various photos and information about Dan Daly from the Archives Branch, History Division; Historical Reference Branch, History Division; and Mrs Joan Thomas, Art Curator, National Museum of the Marine Corps. This is one of the three phases to improve the building.

During this phase, I have compiled over a thousand photos of SgtMaj Daly and his illustrious career to include photos of his two Medals of Honor received from the Boxer Rebellion and Haiti.

He is one of only two Marines to have ever received the Medal of Honor twice. SgtMaj Daly was once acclaimed by General John A. LeJeune as "the outstanding Marine of all time" and as well as "the fightinest Marine I ever knew" by General Smedley Butler. SgtMaj Daly is perhaps best remembered for a famous battle cry delivered during the desperate fighting in Belleau Wood in June 1918. The Marines were outnumbered, outgunned, and pinned down when then 1stSgt Daly, ordered an attack, leaping forward, he yelled to his tired men, "Come on you sons of bitches, do you want to live forever?"

The second phase of this enduring process was to make the actual building look a little more presentable and fix/repair so of the spots that are lacking in appearance. I have had the parking lot, lobby and ladderwells repainted, televisions mounted, electrical sockets removed/added, read boards replaced by television monitors, pictures hung, carpets steam cleaned, heads power washed and even a point when emergency services were called for a possible electrical fire for the removal of doorbells. This was all done in an effort to make the look not as old as it actually is. The process took the longest as a lot of the work came from base facilities by utilizing their work request database.

The third and final phase of this project will be to have quotes from SgtMaj Daly hung within the lobby and ladderwells. This is being done with the assistance of Marine Helicopter Squadron One and the use of their plotter. Once this is complete, we will do a complete field day of the area in order to make the work stand out. Basically, because of the timeliness of the whole project, we will be redoing a good portion of phase two.



(GySgt Marvin Hill and Ronnette Parks)

WHAT ARE YOU THANKFUL FOR?

VOICES FROM TECOM



John D. Lathers
Education Officer
Camp Lejeune, NC



I'm most thankful for a warm, safe, place for my granddaughter to peacefully nap. I hope your holidays are filled with family and fun, new memories made and old memories revisited, and lots of food and laughter!



Tracy Reddish
Curriculum Officer
AC/S G-3, Training Division
MCRD San Diego, CA

I am thankful for the example that our Marines set each and every day. During this election year, we have witnessed a division in our society along political lines and even though our Marine Corps is a reflection of the society that spawns us, I have yet to see any political derision rear its head in our ranks. This is a testament to the professionalism within our Corps. We don't view others in terms of skin color, ethnicity, or racial background. We see the inherent value that each of group brings to the collective and we create an environment that gives each one an equal voice. I believe that the Marine Corps can and will provide our nation with not only its devastating combat capabilities, but with a shining example of what a diverse group of people can do when you remove the issues that divide them and provide them with a common goal.



Major Javier E. Vega
TECOM G-3/ Current Operations
Quantico, VA

I have many reasons to be thankful for this season. First of all, I am thankful for having a wonderful family to share my life with. Their love and support are truly a gift from God and my treasure. I am also grateful for my job at TECOM. I am honored and privileged to be part of an elite team of dedicated professionals who are constantly going above and beyond the call of duty ensuring the well-being of Marines in the Operating Forces while indirectly protecting our way of life. Without a doubt, these are things to be thankful for!



Christopher Tucker
Management Assistant
G-1/Civilian Manpower
Quantico, VA

I am extremely thankful for the gift of life. I became a father in March and my son was born 4 weeks early with no complications. I am thankful for my 4 F's: faith, family, friends, and fun.

From the EDITOR ...

Greetings:

Happy Holidays! Here are a few thoughts ...

Be kind. Give thanks.

While you don't have to go totally cold-turkey... remember that we can never completely know the private pain of the people we come in contact with on a daily basis especially within our workforce. And that it's this lack of knowledge that should be the lens through which we see the world and everyone in it. Let's not forget the Golden Rule. Everyone makes mistakes and forgive. Mistakes are necessary tools of wisdom and growth. It is our pure and loving intentions, devoid of ego, that will support the highest good of all mankind. Pledge to make it your rule instead of your exception. Thank you to all that have supported the TECOM Connection newsletter! Respectfully, Terra Eidinger

Editor's "Just Sayin" Pics



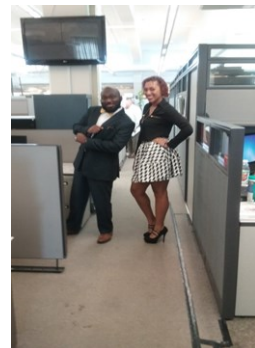
Teambuilding in action with Wade Heath & Ronnette Parks



PFC Jaricheyenne Miller enjoying Mr. Perez's delish chili in Military Affairs

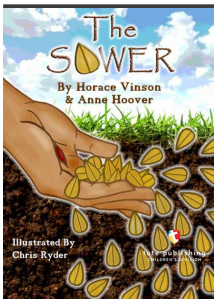


Mrs. Parks is a charter member of the National Museum of African American History and Culture



Christopher Tucker and Brittany Okonkwo ready to celebrate a colleague's birthday

What's Trending? (Children's book written by TECOM employee, Horace Vinson)



THE SOWER

By Horace Vinson & Anne Hoover

Synopsis: Immanuel is on a mission. He wants to please his father and to accomplish what his father has sent him out to do. To sow seeds and to tend to his father's land. He runs into several problems on the way, but he will not be deterred. Immanuel will plant and plant until something grows. Find out what happens as Immanuel faithfully sows seeds.



Horace Vinson

Horace Vinson is a Task Management manager for the TECOM Task Management Section. He is a small group leader and children's ministry leader at Freedom Fellowship Church in Dale City, VA. He holds a Master's Degree in Public Administration from Strayer University. Being lead of God he is passionate about investing in and impacting the lives of those in his community and the world. Recently married to his beautiful wife Jessica and has two children: Demetrus and Eliana. Email: Horace.vinson@usmc.mil/ Phone: 703.432.2085