

MARCH 2019



# TECOM Connection

## TRAIN. EDUCATE. REPEAT. THREE-PRONGED APPROACH



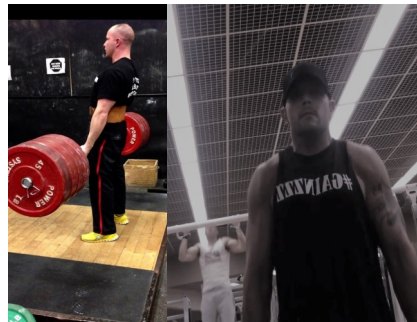
### Professional Military Education (PME)

*MajGen William F. Mullen III conducting the PME at the Officer's Club. The PME is designed to gather Marines and educate them on specific topic (s). (Quantico, VA 17 Jan 2019)*



### Mountain Warfare Training Center

*MajGen William F. Mullen III skiing to see a platoon after they conducted an attack. (Bridgeport, CA , 9 – 10 February)*



### Fitness

*Aaron Chudosky (FFD, Admin Officer) participating in the deadlift and shrug while working out.*



### MLK Safety Brief

*Christopher Tucker (GI, Management Assistant, Civilian Manpower Branch) conducting the MLK safety brief for this division requirement during each federal holiday to encourage safety.*



### Civilian & Military Training

*Lean Six Sigma Yellow Belt Training held on Jan 23, 2019 at the Education Center, Quantico, VA.*



### Battle Skills Training (BST)

*Physical training and building unit cohesion to ensure professional competence.*

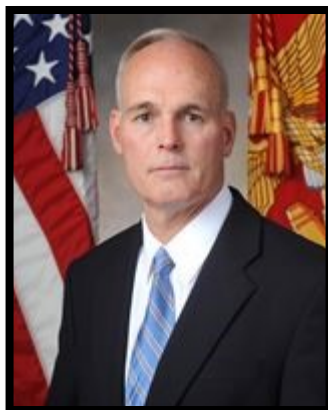
- **Train**
- **Educate**
- **Repeat**

Have you started any training this year? Develop that better version of yourself.

Adopt a three-pronged approach and strengthen your skills and knowledge regarding your training and education needs.

Start today - complete before deadlines and foster a positive mindset toward your annual training requirements, IDP, Marine & Civilian training, profession development training including your health and wellness goals.

## Farewell Message from the Executive Deputy ...



As many of you know, I am retiring at the end of April after more than 40 years as both an active duty Marine and a Marine Corps government civilian; with over 15 of those years spent within the TECOM enterprise. During my time in EDCOM, TRNGCOM, and TECOM Headquarters I was privileged to serve with dedicated Marines, civilian employees, and contractors such as you, each focused on the respective missions of your organizations to better prepare Marines and units to deploy, do what needed to be done, and then return safely to their loved ones. Daily you contributed to training and education excellence in order to increase the Marine Corps' combat readiness. Humbled to have been part of the team of such consummate professionals, I am grateful for the mentoring and support so many of you provided me. Each of you makes a difference every day in your service to Corps and Country. I will never forget you and wish you all the best as I go over the side.

Semper Fidelis, Dennis Thompson

### MISSION STATEMENT

*TECOM Connection is a bimonthly newsletter that highlights professional development opportunities and training information of 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.*

#### Inside this issue:

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### WORKPLACE BIRTHDAY CELEBRATION

G1 - Civilian Workforce Development and Training (CWDT) sponsored the division employees birthdays Mardi Gras style.

# TECOM FEATURED DIVISION

## FORCE FITNESS DIVISION

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### Force Fitness Division Mission

Established in March of 2017, the Force Fitness Division (FFD) is the Marine Corps service-level division for development and implementation of policy, standards, guidance, and reporting of all matters related to general physical fitness, occupational fitness, performance nutrition, body composition, martial arts, water survival, and sports medicine/injury prevention based on requirements and direction from higher headquarters. The FFD is also responsible for executing and supporting research and assessment in these areas. The FFD exercises its functions through broad coordination and collaboration with commands and agencies internal and external to the Marine Corps involved in similar responsibilities. This includes, but is not limited to, Semper Fit, Health Services, the Joint Staff, Office of the Secretary of Defense, other Services and various boards, bureaus, cells and working groups. The FFD functions as a separate Colonel-led directorate within TECOM.

### Force Fitness Division Staff

Director, Force Fitness Division, Colonel Stephen P. Armes



Deputy Director, *Mr. Brian McGuire*. Ensures compliance and quality assurance throughout all Marine Corps physical fitness readiness programs, training, and education.

Branch Head, Research, Analysis and Policy Branch, *Major Adam Unkle*. Conducts Research and Policy development, staffing and, adjudicating all fitness policy orders and directives developed by the FFD.

Branch Head, Training, Assessments and Programs Branch, and Assessments and Inspector General (IG) support Coordinator *Capt Kellie Mix*. Manages and assesses all Marine Corps physical fitness programs to include the Marine Corps Water Survival Training Program, MOS Specific Physical Standards, Marine Corps Martial Arts Program, and the Physical Fitness and Combat Fitness Tests.

Research and Policy Analyst, Assistant Branch Head, *Capt Matt Holfinger*. Supports Research and Policy Branch Head with developing, staffing and, adjudicating all fitness policy orders and directives developed by the FFD. He also serves as the FFD Information Operations (IO) Officer, developing and implementing the FFD messaging plan by managing all forms of FFD media performing liaison to outside agencies.

Training and Operations Officer, *Mr. Travis Bowden*. Unifier and coordination associated with the full continuum of Marines Corps physical fitness programs and individual training. In addition, he leads and supports the development of short and long range strategic goals and objectives of the FFD, as well as coordinating and synchronizing the execution of actions across organizational, activity and headquarters lines.

Health Fitness Specialist, *DiAnna DiToro* (Reserve Major currently attending Command and Staff College). Physical fitness subject matter expert tasked to increase Marines' performance and improve fitness training through applied research, education, training and cooperative associations with other organizations and agencies.

Physical Readiness Assessor (Programs and IG support) *GySgt's Perez, Rainwater and Gates*. Assist in program assessments and IG inspections of Marine Corps physical fitness programs. Responsible for command inspections on Physical Fitness, Body Composition, and MCMAP at the Inspector General Marine Corps (IGMC) level. Also assists with data collection and analysis for MOS Specific Physical Standards (MSPS).

Administrative Officer, *Mr. Aaron Chudosky*. Manages the administrative operations within the division. Oversees incoming correspondence, publications, regulations and directives that may affect the organization. Conducts technical reviews of official correspondence and other documents as well as oversees the maintenance of FFD central files for accuracy and completeness.

More information about FFD staff and Marine Corps physical fitness programs can be found at <https://www.fitness.marines.mil>. For any questions or ideas on how to improve fitness in the Marine Corps, please contact the FFD at [tecom.forcefitness@usmc.mil](mailto:tecom.forcefitness@usmc.mil).



# Spotlight: Captain Margaret Snyder

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This time 10 years ago, I was finishing up my time at the University of Florida and getting ready to set out on my Marine Corps Career. In between celebrating National Championships (Football and Basketball), I was completing my course work in Criminology, actively engaged in the school's Navy ROTC program, and heavily invested in this new cult called CrossFit. After 4 years, as a Gator, I commissioned as a 2ndLt in the USMC and went from sunny Florida to the dead of winter in Quantico! Luckily, I survived TBS in one shot and was granted the Logistics MOS.

Post TBS and MOS school, I was the lucky recipient of orders to 29 Palms, Ca for my first duty station. To this day, I remember my exact thought when I pulled into the town...“where on earth am I living!” I quickly began to love the high desert and life in the field. While at CLB-7, I served as a Motor-Transport Platoon Commander deploying to Camp Dwyer, Afghanistan. I then served as Company XO for a year before returning to Afghanistan with R4OG (Retrograde and reset in support of redeployment and reconstitution operations group, yes that's an actual acronym). I left 29 Palms with the absolute best experience a young 0402 Lieutenant could ask for.

From one desert to another, I then PCS'd to Bahrain to serve as the Information Operations Officer at MARCENT FWD. Best part about Bahrain is your ability to travel to some of the worlds coolest places. It doesn't get much better than riding elephants in Sri Lanka on a 96. After 4+ years in the desert, the Corps finally gave me a break and sent me to Naval Post Graduate school in Monterey, Ca. While I did not ask, nor necessarily want, to get my masters it was a blessing in disguise. I thoroughly enjoyed living the student life in one of California's most gorgeous places, even while struggling to complete my thesis. After 27 months, I received a Masters in Information Technology Management and was headed back to the Crossroads of the Corps!

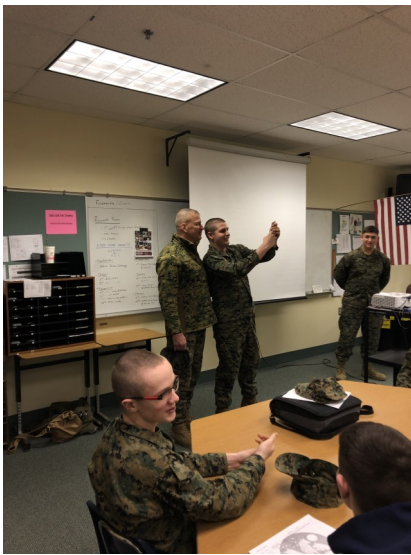
Once at Quantico, I spent 7 months working for EDCOM and training/competing in my first (and most definitely my only) bodybuilding show. While I enjoyed putting my degree to use, I was offered an opportunity to interview for the aide position and figured why not. To be honest, until I interviewed I had no idea that TECOM, TCOM and EDCOM were all different commands! But I somehow got the job and here we are 20+ months later!

I have to say; the past 10 years have been anything but ordinary and I've been fortunate enough to have had a career that has taken many turns off of the 'Golden Path.' No duty station has been the same and every move has offered me a new job in a completely new field, each with its own flavor. The aide position in particular has been incredibly eye-opening, rewarding, and at times, unbelievably exhausting! It has taken me all over the world, into the offices of the Corps' most senior leaders, and behind the scenes on some of our most complex problems. I have grown both personally and professionally in this position and have learned more about the Corps than I ever thought I would. Most importantly, I am asked to and allowed to express my opinion on how I see things and know that it is appreciated.

Every time I meet someone and tell them my job, I get a response like “oh, that's sucks you're an aide,” and I can honestly say my response (99.9% of the time) has been that I absolutely love my job. Now it may seem like I am trying to sell this job and you're right...I am!! You can consider this a job ad and my pending goodbye to the command. This summer I will be off to the tropical island of Hawaii to FINALLY get back into my original MOS and serve as the MWSD-24 OIC. That means this highly coveted, glamorous, and extremely well paying job is up for grabs! (Granted, you won't get paid any more than you do now...but it's all about how you look at it, right?!) So, if you are interested (note: this is geared towards those motivated Captains) be sure to speak up and let someone know! It really is an opportunity that everyone should get to experience.

That's pretty much me in a nutshell! If you have questions for me, you can either find me at my desk, on the far squat rack at Barber Gym, or enjoying my time off up in Arlington with my dog and boyfriend. I hope you have enjoyed getting to know me a bit and I look forward to these last couple of months in TECOM.

## Connections & Engagements



Student from West Valley High MCJROTC asks the CG for a selfie.



CG serves as Reviewing Officer for MCRD Parris Island Boot Camp Graduation on 22 Feb 2019.



CG and SgtMaj ponder the possibilities of training in Fairbanks, Alaska.



Team from MAGTF-TC and TECOM survey multiple training areas in Alaska for possible use to train in extreme cold weather.



Post Traumatic Winning Program

CG TECOM, sponsored the PTWP that has been widely recognized as one of the best, most impactful presentations. It is intended to, and has been effective with helping victims of trauma lead themselves from destruction to inspired lives. The program was held from 18 –21 March for Marines and Civilians.



MajGen William F. Mullen III Luncheon at The Clubs of Quantico  
(22 March 2019)



# Connections & Engagements

## Putting It All Together: Daly Café (Est. 2019)



**EAT**



**SOCIALIZE**



**REST**



**DRINK**



**RELAX**

### **DALY CAFÉ...**

More than a touch point between work, Daly Café is a safe haven, a place to relax, unwind, and reconnect. It delivers impact such as thumbing through magazines, puzzles or reading a book. At first glance, there seems to be a traditional vision, provided by the ample tables and chairs. Upon closer inspection, however a more eclectic scheme made of neutrals, punctuated only by accessories nicely placed here and there. The art work reflects peace and tranquility. A brilliant contemporary bistro style seating hovers outside the Daly Café with a Keurig beverage station.

Special thanks to MajGen William F. Mullen III for implementing this concern for a breakroom as mentioned on the command climate survey.

Breakroom Contributors included the following individuals: Tom Hartshorne, Phillip Warren, Terra Eidinger, Justin Kinner, Steeve Jeanlouis., Michele Venice, Joel Powers, Aaron Chudosky and Jeffrey Lundberg

It is located in room 139, back passage way on the 1st deck of Daly Hall. The Daly Café is open to all employees (military, civilians, and contractors) in Daly Hall.

# GET FIT with SEMPER FIT!



Are you wondering how can I get fit and start living a healthy lifestyle?

In order to maintain a healthy lifestyle, a well-balanced diet and regular physical activity are key. For a well-balanced diet, a healthy eating plan with appropriate portion sizes of protein, grains, dairy, vegetables, and fruit is recommended. As you create your healthy eating plan, ensure you are focusing on balance, moderation and variety. Healthy eating is all about balance. According to the CDC, “If “healthy eating” makes you think about the foods you can’t have, try refocusing on all the new foods you can eat” (CDC, 2016). Enjoy the foods you love in moderation by learning portion size techniques. There are a wide variety of fresh foods to choose from so you don’t feel deprived. Start off by making small changes to build healthy eating styles such as decreasing beverages with added sugars, staying away from processed food and drinking more water. Don’t forget about alcohol intake as it can add a lot of excess calories. Visit [ChooseMyPlate.gov](http://ChooseMyPlate.gov) for more information.

The key to physical fitness is consistency and following through with your goals. If you choose moderate aerobic activity, achieve 150 minutes a week. Some examples include: hiking, weight lifting, walking briskly, actively playing with your children, biking, and light yard work. If you choose vigorous aerobic activity, achieve 75 minutes a week. Some examples include: jogging/running, swimming, bicycling, and jump roping. The benefits of physical activity will help you to maintain weight, reduce risk of cardiovascular disease, reduce high blood pressure, better sleep, reduce symptoms of anxiety and depression, and reduce arthritis pain.

Most importantly, hydrate throughout the day! Hydration is often under looked and is essential for good health. For starters, keep a water bottle with you at your desk and sip throughout the day. By building a healthier lifestyle, you can reduce your risk of chronic diseases such as heart disease, diabetes, and cancer. Plus, you’ll sleep better and feel less stressed!

If you have not been physically active in awhile, it’s never too late. Get fit with Semper Fit, we’re located inside the Barber Physical Activity Center, 2073 Barnett Avenue. The Registered Dietitian is located in the Health Promotion Center, double doors on the left side of the gym front desk. The Personal Trainers are located on the 2<sup>nd</sup> floor fitness deck.

Sources:

Healthy Weight. (2016, September 08). Retrieved January 9, 2019, from [https://www.cdc.gov/healthyweight/healthy\\_eating/index.html](https://www.cdc.gov/healthyweight/healthy_eating/index.html)

Physical Activity for a Healthy Weight. (2015, May 15). Retrieved January 9, 2019, from [https://www.cdc.gov/healthyweight/physical\\_activity/index.html](https://www.cdc.gov/healthyweight/physical_activity/index.html)

Prevent Cancer by Eating Right. (2019). Retrieved January 9, 2019, from <https://www.eatright.org/health/diseases-and-conditions/cancer/prevent-cancer-by-eating-right>

Stay Fit. (n.d.). Retrieved January 9, 2019, from <https://www.heart.org/en/healthy-living/fitness/fitness-basics>

What is MyPlate? (2018, December 14). Retrieved January 9, 2019, from <https://www.choosemyplate.gov/MyPlate>



Marika Anne Diaz  
Radford University  
Health Education and  
Health Promotion Major  
Semper Fit Intern

## TECOM HEALTH PROMOTION AND WELLNESS PROGRAM

**TECOM offers civilian employees the opportunity, with supervisor approval, to participate in health promotion and wellness programs.**

TECOMO 12000.1C dated 08 May 2017, provides more detail on the program and includes the required updated participation form. Additionally, CWDT ([TECOM\\_CWFDT@usmc.mil](mailto:TECOM_CWFDT@usmc.mil)) must be sent a copy of the form for their files. The order and form can be found on the TECOM share-point site: <https://vce.tecom.usmc.mil/commanddeck/Adjutant/SitePages/Home.aspx>

Employees should not be participating during working hours without the signed participation form on file. If you have any questions, please contact Ms. Fortson at 703-432-1836 or [Rhonda.Fortson@usmc.mil](mailto:Rhonda.Fortson@usmc.mil)

# Training Pages

## TOP 10 SKILLS IN 2020

1. Complex Problem solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

Source: Future of Jobs Report, World Economic Forum

**“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.”**  
(Alvin Toffler)

## Professional Military Experience (PME)



**Topic: *Why We Do PME?***

MajGen William F. Mullen III conducting the first PME on 17 January 2019 at Quantico, VA. The PME is designed to gather Marines (in this case, Officers and SNCOs of TECOM HQs) and educate them on a specific topic or topics. It is the CG's intent to conduct these on a monthly basis.

## Graduate School USA Certificate Program Wall of Fame



**Certificate Wall of Fame**

Graduate School USA has dedicated an entire wall at their facility to highlight the importance of certificate programs and the positive impact such programs can have on career advancement. The wall also spotlights individuals who have completed certificate programs.

Individuals who has completed a certificate program during the previous two years—currently we have 2017 and 2018.

Kim Price-Harwood, Vice President of Marketing, Communications and Customer Service, Graduate School USA, Washington, DC



# Training Pages

## Lean Six Sigma—Yellow/Green Belt Training



Mr. Frank Fiermonte and Sgt. Ejidio Karani instructed an outstanding Lean Six Sigma Yellow belt training which provides students with a basic knowledge of the fundamental methodologies utilized for Lean Six Sigma problem solving.

Yellow Belt classes cover the following information:

- . Process Mapping
- . Identifying the 8 types of Waste in Business Processes
- . Methods to Reduce Waste
- . Introduction to Statistics and Graphical Analysis

### Green Belt:

Students will gain an understanding of the concepts, implementation and objectives of Lean Six Sigma. Ability to use DMAIC methodology (Define, Measure, Analyze, Improve and Control) to achieve continuous process improvement.

### Topics covered:

DMAIC Methodology (Define, Measure, Analyze, Improve and Control)  
Lean Principles (Identifying and reducing/eliminating wasteful activities)  
Facilitating Teams  
Basic Six Sigma Statistics  
Process Mapping



This exercise is used to quickly form a team to solve a problem. It demonstrates how improvements and standardization can be implemented into any situation. (Yellow Belt exercise)



This is the Pipe Factory exercise to reinforce the Lean Principles in Green Belt training.

***Editor approved...outstanding LSS training!***

### About Mr. Frank Fiermonte

USMC Veteran MOS: 3043 Supply Admin

Worked as Active Duty, Contractor, and DoD Civilian since 2000. Actively work on projects around MCINCR-MCBQ and assist Marines and Civilians with becoming LSS Green Belt Certified. I have transformed numerous paper based processes to digital and database repositories for the Marine Corps. Currently serve as Continuous Process Improvement and Support Agreement Manager for MCINCR-MCBQ.

### Education:

Master of Business Administration - Florida Institute of Technology

BS - Management - Park University

USMC Lean Six Sigma Certified Black Belt

## Training Pages

### Performance Management for Supervisors of Civilians



TECOM Supervisor of Civilians Performance Management workshops was held on 11-12 March and 13-14 at MCU. Remaining workshops are scheduled for 10-11, 15-16 April.

The workshop content directly addresses critical FEVs focus areas that did not score well for the Performance Management and Leadership Effectiveness. Course covered the following: Performance Management Cycle, Writing results-Focused Critical Elements, Feedback and Monitoring Performance, Employment Development, Rating Performance, Rewarding Performance, and more.

### Financial Management Classes



Major James Lilley “Action Joe” (G8) Command Financial Specialist for H&S Battalion Quantico conducted classes on Personal Finance and Thrift Savings Plan (TSP). Friendly, informative and welcoming learning environment. Maj Lilley is available for individualized small classes and sections.

Next Class –In-depth Look into the TSP—C Fund (19 April 2019)  
0800/Yale Hall Bldg. 2006

Contact: james.j.lilley@usmc.mil

(Marines & Civilians)

## MARINE JUNCTION—BST/PT (Dec 2018)

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Station one of the BST included a CFT Circuit in which Marines traversed the Butler Stadium Track and conducted ammo can PT with a partner.



Station two of the BST included body weight upper body exercises. Marines executed a variety of body movements including the tricept dip, push-up and pull-up.



This photo is of Marines conducting a dynamic warm-up exercise named the “Frankenstein” in preparation for the BST/PT Event.



During the December BST, the culminating event was a Ground Fighting Tourney between the staff sections and divisions. MSTP won this Tourney and walked away with the December BST Challenge Trophy.



## Message from the Editor, Terra Eidinger



### *The Greatest Love of All - Yourself*

When life gets challenging it's natural to stop pursuing success, or to scale back our goals because it feels like they are unattainable. But you should never sell yourself short just because things are not going as anticipated. Achieving your goals are bigger than your problems. If you want to be successful, you cannot wait to be rescued—there is no shortcut. To be successful, you have to realize that you are your own hero.

Unapologetically, start or continue loving yourself fiercely. Surround yourself around winners and mentors that demonstrate their unconditional support and expertise through your successes and failures. Continue to try, fail and repeat. Tip: Whenever you need a gentle reminder watch the video or listen to Whitney Houston's song - *The Greatest Love of All*. This song is dedicated to all those who have experienced disappointments professionally or personally. You'll start playing to your strengths instead of wallowing in your weaknesses. Amazing things start to happen when you press on without any sign that things will get better.

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### *SPRING BREAK FAVS*

Spring Break is fast approaching! Are you seeking fun, relaxation or a combination within the U.S.? With the kids or without? Here are some considerations based on my personal travels that I have enjoyed thoroughly. These locations offer something for the entire family. It's important to take a break from work and school. If you are planning to travel—please share your experiences for the next edition. Send to: [terra.eidinger@usmc.mil](mailto:terra.eidinger@usmc.mil)

Nemocolin Woodlands Resort

Beautiful resort, outdoor activities/adventures and luxury

Napa Valley

Wonderful, Sonoma County just north of San Francisco with breathtaking wineries and gourmet food.

Las Vegas

Hiking the Red Rock Canyon and more ...

Great Wolf Lodge

Indoor waterpark and many attractions for the kids...