



Wright Flyer

February 2021

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Chapter President

Sheena Fast

Greetings Aviation Chapter Members!

Need input



Twitter: @asmctweets

Facebook: www.facebook/pages/American-Society-of-Military-Comptrollers

Website: <http://www.asmc-aviation.org/>

Need input



February Member Meeting



February Cancelled



ASMC March Virtual Luncheon

March 25, 2021 from 11:30 am– 1 pm

Speaker: Mr. Josh Ingram, Kearney & Co.

Topic: “SFIS – Standard Financial Information Structure”

Training Focus: We will learn how SFIS standardizes financial reporting across DoD and allows revenues and expenses to be reported by programs that align with major goals, rather than basing reporting primarily on appropriation categories.



Upcoming Member Meetings:

25 Mar 2021 - Mr. Josh Ingram, Kearney & Co.



Leaders, Take Charge! Step Up to the New Acquisition Learning and Development Challenge*
by David L. Gallop, PhD (Published by Defense Acquisition magazine, January 1, 2021, with permission)

Under Secretary of Defense for Acquisition and Sustainment Ellen Lord recently signed the Back to Basics memo. In the memo, she stressed the importance of personnel development and the streamlining of Defense Acquisition Workforce training to meet the National Defense Strategy objectives.

Parallel to Back to Basics, DAU is undergoing a transformation in three key areas—Frictionless Learning, World Class Content, and Dynamic Network.

Frictionless Learning is about providing the workforce easy access to training that reinforces lifelong learning. World Class Content ensures that DAU offers high-quality learning assets that are current and relevant. The Dynamic Network connects people with knowledge to those who need that knowledge. The convergence of Back to Basics and DAU's Transformation represents a chance for leaders to shape Acquisition Learning and Development as never before. Viewed through DAU's module on the Five Dimensions of Leadership, this is the time for leaders to take charge of Acquisition Learning and Development.

The Learning and Development Challenge

The Back to Basics and DAU Transformation initiatives are part of an effort to empower leaders to shape acquisition learning and development for their workforce. One can characterize the current state of acquisition learning and development, anchored in the Defense Acquisition Workforce Improvement Act (DAWIA), as being certification-focused to deliver "just-in-case" learning, driven by a centralized workforce development process. Acquisition Learning and Development in the future will involve much leaner certification and credential focus to deliver "just-in-time" learning, with leaders driving the workforce development.

"Frictionless Learning is about providing the workforce easy access to training that reinforces lifelong learning."

Since the 1990 passage of DAWIA, a goal of acquisition professionals has been achievement of Level III certification in one or more career fields. The logic was, "If I am Level-X in Career Field-Y, I am qualified for the job coded for Level-X in Career Field-Y." This approach professionalized the acquisition workforce but, in the process, included scrap learning (learning you don't need now but are forced to take "just in case") and front-loaded training too early in the acquisition professional's career. The "just-in-case" approach to learning is wasteful and insufficient for today's complex and dynamic acquisition challenges. It also wastes a precious, non-renewable resource—time.

Conversely, credentialing offers a more responsive approach to arming acquisition professionals with the knowledge for the job at hand. DAU's trifecta of Frictionless Learning, World Class Content, and Dynamic Network will provide the acquisition professional with the necessary knowledge to accomplish a task in a fraction of the investment required by the traditional approach. Historically, acquisition learning and development was something the "system" did to the acquisition professional. The centralized system required an individual visit to DAU for Level-X training. In the future, acquisition learning and development is something leaders must do for their acquisition professionals. Leaders (at all levels—self, team, organization) will need to expand their field of view and raise workforce development to the center of the cost, schedule, and performance triangle. One way to look at how leaders can step up to the future of acquisition learning and development opportunity is through the lens of the Five Dimensions of Leadership.

The Five Dimensions of Leadership

DAU's Acquisition Leader Development course, "Becoming an Acquisition Leader" has a module on the Five Dimensions of Leadership. The module is an adaptation of Karen and Henry Kimsey-House's book, *Co-Active Leadership: Five Ways to Lead* (2015). The framework of the Five Dimensions of Leadership applies to leaders at all levels of responsibility. Great leaders are able to effortlessly transition between the dimensions depending on circumstances.

Let us look at each of the five dimensions before applying the Five Dimensions of Leadership to the future of Acquisition Learning and Development:

- (1) The Leader Within takes responsibility for developing greater self-awareness, purpose, and commitment to align thought and action.
- (2) The Leader in Front provides direction and holds the vision while making connections between people and groups.
- (3) The Leader Behind supports others, clearing obstacles and facilitating what is necessary to realize the vision.
- (4) The Leader Beside collaborates with other leaders, each one giving 100 percent to the endeavor.
- (5) The Leader of the Whole senses the big picture and anticipates its needs.



Figure 1. The Five Dimensions of Leadership



Figure 1 illustrates the Five Dimensions of Leadership. If you want to know more about it, view Professor Mike Mochel's short video on the DAU website at:

https://cdnapisec.kaltura.com/index.php/extwidget/preview/partner_id/2203981/uiconf_id/39997971/entry_id/1_6arrhsbq/embed/dynamic.

Applying the Five Dimensions to the New Opportunity

So how does the Five Dimensions of Leadership framework relate to the new Acquisition Learning and Development? In the new Acquisition Learning and Development, the Leaders Within must take charge of their career-long learning. The Leader Within constantly assesses their own capabilities and limitations and uses all available learning and development opportunities to close immediate and future gaps. A personal SWOT (Strengths-Weaknesses-Opportunities-Threats) analysis is a great tool to use in creating an individual development plan.

The Leader in Front establishes an Acquisition Learning and Development vision for the team. The Leader in Front asks the important question, "What then?" For example, "After we achieve the next milestone, what skills will the team need then?" They also lead by example, walking the lifelong learning talk.

The Leader Behind guides and encourages subordinates' learning and development. The Leader Behind enables the team by removing obstacles so they may continue to grow professionally. A common obstacle to Acquisition Learning and Development is the lack of time to grow. Leaders have to provide their people the opportunity to grow the skills that they need. Leaders transform the challenge, "We cannot afford for you to lose" into "While you are learning about X, someone else will step-in to grow."

The Leader Beside helps other leaders learn and develop. This includes sharing resources, knowledge, risks and opportunities. Establishing local communities of practice and skill marketplaces are ways the Leader Beside can share human capital with others at the same level of responsibility.

The Leader of the Whole looks at the workforce development picture and anticipates future needs. This can take the form of succession planning and skill forecasting. "Sand Pile" charts that show the ebb and flow of specific skills over the course of a project are useful tools for the Leader of the Whole. The Leader of the Whole empowers the team to define learning and development opportunities and obtains the resources to deliver on those opportunities. The list on page 18 summarizes some of the ways leaders at all levels can take charge of Acquisition Learning and Development.

DAU Outreach to Assist

In the future defense acquisition environment full of volatility, uncertainty, complexity, and ambiguity, leaders will have an expanded role, and they cannot do it alone. DAU will be conducting extensive outreach through DAU's Customer Liaison Officers to assist Program Executive Officers, Major Commands, and Defense Agencies. This assistance will include an overview of DAU's learning assets, including credentialing assets. DAU may also assist organizations with mapping required skills and forecasting future Acquisition Learning and Development needs. You can expect that DAU will work closely with customers on making this transition happen.

If you want to know more about the Acquisition Leader Development initiative, please view the video at this link, https://cdnapisec.kaltura.com/index.php/extwidget/preview/partner_id/2203981/uiconf_id/39997971/entry_id/1_e1r0wet3/embed/dynamic



TREASURER'S REPORT

January 2021

Treasurers: Dawn O'Connell and Rebecca Workman



	WPFCU - Chapter General Funds	Fidelity - Chapter Investments	Fidelity - Augsburg Scholarship
Beginning Balance	\$16,011.63	\$131,061.77	\$127,280.02
+ Income	\$18.50	\$5,240.97	\$4,946.22
- Expenses	\$300.00	\$0.00	\$0.00
Ending Balance	\$15,730.13	\$136,302.74	\$132,226.24

Note:

The Fidelity ending balances are 31 January 2021. The Fidelity account balances are investments and fluctuate with the market. This causes unrealized gains and losses, which are captured in the Income.

Aviation Chapter Calendar

25 Mar 2021	SFIS – Standard Financial Information Structure - Mr. Josh Ingram, DEAMS, Kearney & Co.
Apr 2021	Virtual Mini PDI - TBD



Combining Documents in Word

Sometimes, we need to quickly compare differences between two versions of the same document and combine them. Word possesses a Combine Documents feature. This feature is very similar to the Compare feature. Combine Documents will compare two selected documents and provide an automatic summary of the differences and their combination in a single window with multiple panes. The Revisions pane works very similar to the Track Changes feature and lists the differences between the documents. Another pane called Combined Document, is the primary pane and shows the combined version of the document based on which revisions are accepted or rejected. Two smaller panes called Original Document and Revised Document display the two individual documents. All three of the document panes scroll together by default.

To use the Combine Documents feature, click on the Compare dropdown in the Review tab and select Combine. From there you will select the original document and revised document. Using the More button, users can choose what to compare vs ignore with respect to case changes, formatting, tables, etc. More detailed instructions, including how to merge more than two versions of a document, can be found in this article.

Word's RAND Function

While rare, instances of a user needing to generate random text. For example, a user may need to practice various styles or formatting. Word contains a feature which enables users to generate random text of a specified number of paragraphs and sentences per paragraph. In order to use the feature, open a Word document. On a new line type the following without the quotation marks, `"=rand(3,4)"` and press Enter. Word will generate three paragraphs which are four sentences in length. In other words, the function's structure is `Rand(# of paragraphs, # of sentences)`.

As a bonus, you can do the similar in Word to generate random Latin text. The LOREM function will do the same using the same arguments. For example, `"=lorem(2,5)"` will generate two paragraphs of Latin text which are five sentences in length.

Note: Both of these functions will also work in Outlook emails and PowerPoint slides

Word Shortcut to Last Typed Text

Pressing Shift+F5 will take you to the last edited text in a Word document. Being able to jump back to the last edited text can be very useful when you are editing the middle of a document but need to copy some text from another part. This shortcut can potentially save a lot of scrolling time. When opening a document, the shortcut should still return the cursor to the last edited text allowing the user to pick up where they left off.



ASMC – Aviation Chapter
Executive Board Meeting Minutes
None Scheduled for February

I. Call to Order - President:

II. Attendance/Reports

Treasurers: Rebecca Workman , Dawn O'Connell

Secretary: Susan Duening

President-Elect: Beth Jankowski

Vice-Presidents

AFAA: Heather Brodess

AFLCMC: Dawn Holding

AFMC: Terri Desch

AFRL: Kristen Wentworth/Helen Barfield

At Large: Amy Williams

Contractors: Patrice Solorzano

88th CPTS: Shannon Noles

Committee Chairs:

Audit: Stephanie Burd, Michelle Hatton

Augsburg Scholarship: JoAnne Wills

Awards and Recognition: Vacant

Chapter Competition: JR Frazier

Communications: Colleen Robinson

Community Activities: Rhonda Pepitone

Health & Wellness: Fernando Mason

Membership: Angela Brown, Cynthia Payne

Professional Development: Markina McKnight

Programs: Tammy Pendergast

Ways & Mean: Vacant

(A) = In Attendance

III. General Business:

A. OLD:



Message from the President

Greetings! I hope this Membership Update finds each of you and your families safe and well. Thank you for all you collectively do for our nation with regard to the stewardship and management of defense financial management resources. Your ASMC staff continues to remain extremely busy as we continue to work off site, for the most part, in a telework mode. We've become pros on Zoom and MS Teams, as we enhance the value of ASMC to our stakeholders and provide greater membership benefits to our most important stakeholder - YOU! Many thanks to our ASMC President (Mr. Ed Gardiner) and the other members of our National Executive Committee; our chapter presidents and officers; the Chair and Vice Chair (Debra Del Mar and Ginger Bonin) of our Corporate Advisory Group; our various other ASMC committee chairs and members; all of our corporate members; the ASMC staff; and all of our members for your dedicated and courageous efforts in responding to the challenges of this unprecedented past year and for all you are doing thus far in 2021 to ensure ASMC remains the relevant and vital professional association for members of the defense financial management community. It occurs to me that the ASMC Executive Director has a unique view of the amazing teamwork demonstrated by all parties contributing to the effectiveness of this dynamic organization we call ASMC. Thank you again!

Over the past 20-30 years, timing has allowed many members of the defense financial management community to gather in person to participate in our National PDI training and professional development event, this was not the case last year, nor will it be this year. Despite best efforts regarding distribution of vaccinations and immunizations, factors associated with the current COVID-19 environment, projected timing of reaching sufficient rates of COVID "herd immunity," and concerns regarding "variants" of the virus are such that we will not be able to gather in person in Orlando in late May to early June. However, plans and preparation are under way to conduct a terrific "virtual" only, National PDI 2021. Instead of the normal 120-130 Thursday and Friday combined sessions, we will present about 50 sessions (five or six options per time period) combined on Thursday/Friday, 3/4 June 2021. On Wednesday, 2 June, we plan to present some Mini-courses and we are coordinating with OUSD(C), the Military Departments, and the US Coast Guard to conduct Service Day sessions over about a two to three hour timeframe. We'll also have virtual corporate and other exhibit booths and networking activities (including fun games and drawings for prizes), following the end of each day's sessions. Registration fees will be discounted approximately 40% from our normal highly competitive onsite PDI fees. We plan to open registration in early March. In a virtual setting, we have the opportunity to enhance the training and professional development of 10,000 or more defense FMers, so mark your calendars and plan to join us for a tremendous Virtual PDI 2021 training event.

Best Regards
AI

Education and Professional Development

ASMC's Education and Professional Development Team is off to a great start in 2021!

Building on our success from 2020, ASMC has already begun to offer new educational opportunities including a 3-Day Fiscal Law course in March and a 2-Day Mod 4 Acquisition Refresher in April, in addition to our regularly scheduled EDFMTC and CDFM Refreshers. ASMC is continuing to plan webinars such as never before offered Budget Execution Fundamentals and Practical Applications with Bill Arnold in March and bringing back John Albers's popular Driving Leadership with Integrity, Commitment and Excellence in February. We will add new webinars throughout the year so keep an eye on our website and your email box for announcements.

ASMC HQ also has introduced to our chapters new low-cost group registration for webinars and other chapter specific events.

We have begun working on **PDI 2021 - Adapt, Evolve & Transform: At All Times Ready** - ASMC's premier Education and Professional Development event to be held June 2-4. We are planning a line-up of great mini-courses and workshops with high level speakers and panelists from within the Department of Defense and the US Coast Guard, as well as private industry leaders who will address some of today's most relevant topics for defense FMers. Attendees will be able to earn up to 17 CPEs live, and 50 CPEs TOTAL (by viewing recorded sessions at a later date) as well as network with other FM professionals.

Keep an eye out for upcoming details.

Questions or suggestions? Email us at Education@asmconline.org - we look forward to hearing from you!



2020-2021 Executive Board

President	Ms. Sheena Fast
President-Elect	Ms. Beth Jankowski - AFMC
Secretary	Ms. Susan Duening
Treasurers	Ms. Rebecca Workman; Ms. Dawn O'Connell

Organizational Vice Presidents

88th CPTS VP	Ms. Shannon Noles
AFAA VP	Ms. Heather Brodess
HQ AFMC VP	Ms. Terri Desch
AFRL VP	Ms. Kristen Wentworth; Ms. Helen Barfield
AFLCMC VP	Ms. Dawn Holding
At Large VP	Ms. Amy Williams
Contractor VP	Ms. Patrice Solorzano

Committee Chairs

Audit	Ms. Stephanie Burd; Ms. Michelle Hatton
Augsburg Scholarship	Ms. JoAnne Wills
Awards and Recognition	Vacant
Chapter Competition	Mr. Clarence (JR) Frazier
Communications	Ms. Colleen Robinson
Advertising/Publicity	Ms. Anita Kerns
Newsletter Editor	Ms. Colleen Robinson
Photographer	Ms. Tracey Hearn
Webmaster	Mr. Jonathan Paden
Community Activities	Ms. Rhonda Pepitone
Health & Wellness	Mr. Fernando Mason
Membership	Ms. Angela Brown; Ms. Cynthia Payne
Professional Development	Ms. Markina McKnight
Early Careerist	Ms. Sandra Moncree
Programs	Ms. Tammy Pendergast
Tickets	Ms. Elaine Norsworthy
Ways & Means	Vacant

