



# THE MOBILE

## Emerging Leaders: Introducing LDP Class of 2013



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Vol. 5, Issue 2

March 04, 2013

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**COVER STORY PHOTO CUTLINE:** The Leadership Development Program Class of 2013 pictured at Five Rivers Facility in Spanish Fort, Ala. LDP students Rhonda Capes, Engineering Division; and Jody Timmons, Operations Division; are not pictured in the photo. The LDP Class started its first session October 2012. There are a total of 22 participants. Photo by Lance Davis, Public Affairs Office.

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### Emerging Leaders: Introducing LDP Class of 2013

Story and photos by Lance Davis, Public Affairs Office

As the Mobile District adapts to meet the expanding challenges of 2013 and beyond, it continues to develop leaders who will understand and utilize the full potential of workforce teams in an ever-changing environment.

The Leadership Development Program - better known as LDP - is a biennial, yearlong, collateral-duty, multi-faceted leadership and management development program. This continuous education program offers career-related courses designed to help LDP students realize their fullest career potential, improve their workplace performance, and enrich their lives overall. In addition, the program explains and demonstrates leadership skills and competencies required at the managerial level.

Mobile District's LDP - Class of 2013 - began in October 2012 with 22 students from various career and professional fields throughout the district selected by their supervisors to become emerging leaders. Mentors for the 2013 class are LDP Chairwoman Brenda Whitehurst from the Programs & Project Management Division and LDP Class Shepherd Brian Ivey who is the chief of Resource Management.

Since the program began, LDP students have participated in several workshops, trainings and/or seminars to develop their leadership skills which include: an introductory session on leadership facilitated by motivational speaker and author Harvey Coleman; "Conflict Management and Negotiation in the Workplace" presented by Dr. Bob Shearer, Professor of Management at University of South Alabama; "Leadership Lessons" under the instruction of Jim Glick from the National Seminars Group, which focused on effective communication for leadership; and "Write it Right" with Dr. Jeanie Bowman who centered on improving both writing and speaking skills.

LDP participants share their experience in the program so far:



**Stephen Beams** - Mechanical Engineer - Operations Division  
Mobile District Headquarters - Mobile, Ala.

*I decided to participate in LDP to increase my exposure to management and supervisors and expect a better understanding of the management/supervisor process. Leadership requires more than just technical expertise: it requires a different way of thinking.*



**Russell Blount** - Realty Specialist - Operations Division  
Mobile District Headquarters - Mobile, Ala.

*I volunteered to participate in LDP to effectively represent the Real Estate Division and hone my leadership abilities by improving my speaking, listening and critical thinking skills, all the while, becoming a better motivator and team builder. My participation in LDP has been eye-opening! The leadership perspectives embodied by this program have influenced my core values, and will do so for years to come. We discover that it is not the mountain we conquer, but ourselves!*

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### LDP...continued

Story and photos by Lance Davis, Public Affairs Office



**Marlo Camon** - Program Analyst - Operations Division  
Lake Sidney Lanier Project Office - Buford, Ga.

*As the saying goes: Who says you can't teach an old dog new tricks? Having over 24 years with USACE, I am continuing to learn so many new things in LDP, which proves you can teach an old dog new tricks. Learning does not stop at a special age or grade. Learning stops when you close your mind to facing life's challenges and wanting to better yourself. Because of LDP, I now have more confidence in myself and I'm seeking new challenges and experiences with less fear and anxiety.*



**Rhonda Capes** - Geology Lead - Engineering Division  
Mobile District Headquarters - Mobile, Ala.

*I joined the program with the hopes of obtaining the knowledge and skills to better support the people in my section and to understand the Corps' expectations of a leader. The best part of the LDP has been getting to know the folks you see in the elevator all the time but do not work with on a daily basis! I have certainly gained knowledge of the roles that others play in the Corps.*



**Eric Caufield** - Construction Representative - Construction Division  
Hurlburt Air Force Base Resident Office - Hurlburt Field, Fla.

*There were a few factors that led to the decision of participating in LDP, to name a few: a review of each division; a fieldtrip to see how other divisions operate; and an opportunity to job shadow a leader within the district. My goals for this course are to learn different leadership styles within the Corp of Engineers and how other divisions operate.*



**Lauren Coaker** - Managerial Accountant - Resource Management  
Mobile District Headquarters - Mobile, AL

*I would definitely recommend LDP to other employees because I have met several great people from the district that I probably would never have had the opportunity to get to know. Also, the program offers many great group seminars and activities I find useful in growing my career.*

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### LDP...continued

Story and photos by Lance Davis, Public Affairs Office



**Kyle Gilbert** - Power Plant Senior Mechanic - Operations Division  
Wooddruff-Seminole Site Office - Chattahoochee, Fla.

*The LDP class is great! I have learned a lot. I have really enjoyed the guest speakers because they have enormous knowledge and experience. This program requires some self motivation, but as with anything, you get out of it what you put into it. My aspirations are to move into a management position where I can utilize the skills that I have developed over 14 plus years in the industry and apply the knowledge developed in the LDP program to help me excel as a leader.*



**Liz Gross** - Secretary - Programs & Project Management Division  
Mobile District Headquarters - Mobile, Ala.

*The LDP is a great bunch of people, but I can see how hard team building can be - it's easy to lose motivation when you get back to your "regular" job. I wanted to participate in LDP to get to know other people in the district and see how different areas of expertise worked. This will help me find a niche in the district where I can feel comfortable and advance my career.*



**Philip Hegji** - Project Manager - Regulatory Division  
Mobile District Headquarters - Mobile, Ala.

*The program has offered a rigorous course of study that will help me focus on becoming a better leader. I am part of an enthusiastic team of people who are all looking to become better leaders. We encourage each other to be the best we can be.*



**Geanette Kelley** - Contract Specialist - Contracting Division  
Mobile District Headquarters - Mobile, Ala.

*My expectations/goals for LDP are to develop my leadership skills to become a great leader; interact with future leaders; improve my communication skills; and enhance my career as a contract specialist. LDP provides an opportunity to be empowered to lead in all areas of life.*

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### LDP...continued

Story and photos by Lance Davis, Public Affairs Office



**Steven Koon** - Park Ranger - Operations Division  
Bay Springs Site Office - Dennis, Miss.

*The LDP class has been something I have wanted to be a part of for some time now. Throughout the program's history, many aspiring managers and leaders have participated in LDP. Although not a guarantee, most of these participants have had positive career opportunities after completion of the program. These past participants must be getting something good out of the program.*



**Christopher Macon** - Physical Scientist - Operations Division  
Stennis Lock & Dam - Columbus, Miss.

*Not everyone has a great leader to learn from, and if you do, that is only one aspect. This program provides many viewpoints that can help in daily situations and understanding the higher level direction.*



**Rocky Millenbine** - Natural Resource Specialist - Operations Division  
West Point Project Management Office - West Point, Ga.

*I would recommend LDP to those who are willing put in the work required for this program. This program is definitely for those who are open minded and willing to learn new ways of doing business.*



**Rita Perkins** - Cost Engineer - Engineering Division  
Mobile District Headquarters - Mobile, Ala.

*Being an extremely busy mom and wife outside of work, I sometimes need a boost of motivation to work on myself. After talking with past LDP participants, I decided LDP would offer the motivation and personal developing tools needed to work on myself. I would recommend this program! Not only do you have a blast riding down the zip-line: you make great contacts; you have the opportunity to hear great speakers who make you think outside the box; and you learn ways to continually develop yourself.*

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### LDP...continued

Story and photos by Lance Davis, Public Affairs Office



**Courtney Perry** - Project Engineer - Engineering Division  
Mobile District Headquarters - Mobile, Ala.

*Working in the Engineering Division in the Mobile District has given me great opportunities to observe, learn, craft and grow my skills as an engineer. When our chief discussed this program with me, I knew it was just another excellent opportunity to help nurture ongoing personal-development.*



**Jennifer Pritchett** - Biologist - U.S. Fish & Wildlife Service  
Alabama Ecological Services Field Office - Daphne, Ala.

*As a U.S. Fish and Wildlife biologist, I work closely with USACE, and the LDP class has given me the opportunity to meet my colleagues and learn the basic details of the organization. I would describe my participation as valuable and enjoyable. I have used my new skills on the job to benefit myself and my agency.*



**Martha Resto** - Budget Analyst - Programs & Project Management Division  
Mobile District Headquarters - Mobile, Ala.

*I have looked forward to participating in the LDP class for some time because many people I work with and look up to have gone through this class and recommended it. It is time consuming, with all the reading & online training you sometimes do on your own time, but it's an investment in yourself and well worth the time. It has made me accomplish things outside of my comfort zone and made me realize you can be a leader from any position in the organization.*



**Lekesha Reynolds** - Biologist - Planning & Environmental Division  
Mobile District Headquarters - Mobile, Ala.

*I think all employees should consider taking this program, early in their career, because it pushes you to become a better communicator; an effective team player; and a good leader. In this program, I would like to transform from Good to Great, both professionally and personally.*

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### LDP...continued

Story and photos by Lance Davis, Public Affairs Office



**Courtney Shea** - Biologist / Project Manager - Regulatory Division  
Birmingham Field Office - Homewood, Ala.

*I have enjoyed each of our instructors and learned something valuable from each workshop. Participating in Toastmasters is a requirement as part of our LDP experience. Admittedly, I initially dreaded participating in it [Toastmasters], but I am actually enjoying it now.*



**Terrell Stoves** - Environmental Stewardship Project Manger - Operations Division  
Mobile District Headquarters - Mobile, Ala.

*This class has already taught me several lessons that you don't get from everyday work. You have to set aside time to train yourself and to learn/develop leadership skills. It's rare they just manifest without hard work.*



**Crystal Taylor** - Biologist - Planning & Environmental Division  
Mobile District Headquarters - Mobile, Ala.

*I have really enjoyed LDP so far. The things you learn in LDP help you to be a better "person" not just a better "leader" or "worker".*



**Jody Timmons** - Natural Resources Project Manager  
Planning & Environmental Division  
Wooddruff-Seminole Site Office - Chattahoochee, Fla.

*LDP has given me the opportunity to improve my leadership skills and increase my interaction with members of the district assigned to other functions.*

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### LDP...continued

Story and photos by Lance Davis, Public Affairs Office

Originally under called the Emerging Leaders Forum, LDP was created in February 1996 as a junior committee of the Senior Leaders Affirmative Action Group. The SLAA appointed members to this committee for the purpose of creating a leadership development program that would be used throughout Mobile District to develop future leaders. The name was changed to Leadership Development Program, beginning with the class of 2011, in an effort to identify with division and headquarters-wide programs. There are three pillars of leader development: institutional, operational and self-development. These pillars are dynamic and interconnected because students gain skills, knowledge and behavior at the institution and practices them during operational assignments to refine skills, broaden knowledge and shape behavior.

Supervisors are expected to attend the kick-off session and continue a dialogue with the students throughout the course. Students should discuss their training experience with their supervisors each month. There is no grade restriction. Eligible candidates for training in LDP must have career status appointments and have a minimum of two years service with USACE and be nominated by their supervisor. Course completion requires attendance at all training sessions, completion of all assignments and participation in all group assignments. Students are expected to complete all other non-classroom course work on their own time. This includes prescribed correspondence courses; one activity in audio/visual/book media each month; and full participation in a Toastmasters Program.



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### From the Commander...

District Team Members:

As you are aware, President Obama signed an order authorizing the government to begin cutting \$85 billion from federal accounts, officially enacting across-the-board spending reductions we know as sequestration.

I want to provide the latest information on impacts that these spending cuts will have on the Mobile District specifically regarding civilian furloughs.

The Mobile District is scheduled to implement civilian furloughs starting April 23, 2013 for 22 days (16 hours per pay period) this fiscal year. We are working with the unions on an implementation plan and will have details on the plan to the workforce in approximately two weeks (week of March 18). It is unknown if these furloughs will continue beyond the end of the fiscal year, Oct. 1, 2013.



*Col. Steven Roemhildt  
Mobile District Commander  
Official USACE Photo.*

Furloughs will impact all government civilians within the district although we are still seeking a series of exemptions for our military and civil works funding sources that could change this impact. I want to highlight that we do not know the likelihood of approval of these exemptions or if they will even be reviewed.

The one exception here is our foreign national employees; they are not impacted by these civilian furloughs as they are technically employed by the Embassies and not subject to these DoD impacts. Additionally, the use of annual leave in lieu of furlough is not allowed although we have requested this exemption as well.

The utilization of temporary and term employees as well as rehired annuitants is subject to change at any time. I also have asked our contractors providing technical assistance to our employees to be prepared to replicate any changes to our civilian work schedule.

I understand the real impacts and angst that these policies cause as well as the frustration associated with lack of detailed information. It is still possible that the government may be able to implement an alternate plan that would negate these furloughs in April; however, I want to be able to articulate as clearly as possible the current plan and timeline we are on.

In short, I will keep you abreast of plans as details emerge as well as changes to guidance we have previously received.

Building Strong! - **Col. Steven Roemhildt**

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### District celebrates Black History Month at crossroads of freedom, equality

Story by Lance Davis, Public Affairs Office



*Keynote speaker Dr. Bertis English speaks to district employees about the Emancipation Proclamation during the district's Black History Month Observance held Feb. 28 at the Mobile Convention Center in downtown Mobile. Photo by Lance Davis, PAO.*

The Mobile District Equal Employment Opportunity Office and the Special Emphasis Leadership Forum (SELF) hosted the annual Black History Month Observance and Luncheon Feb. 28 at the Mobile Convention Center in downtown Mobile.

This year's theme was "At the Crossroads of Freedom and Equality: The Emancipation Proclamation and the March on Washington," which recognized the 150th anniversary of The Emancipation Proclamation (1863) and the 50th anniversary of the Civil Rights Movement's March on Washington (1963).

The ceremony began with remarks from Regulatory Division Chief Craig Litteken who served as the Master of Ceremony. Mobile District Commander Col. Steven Roemhildt welcomed everyone and thanked EEO Chief Catherine Cummings, her staff and the SELF committee for their hard work, explaining that "it's so important to celebrate the diversity of our district."

The observance continued with special music from Engineering Division contractor Matthew Pritchard who played his acoustic guitar and sang a medley of spiritual songs that included, "Amazing Grace;" "Swing Low, Sweet Chariot;" and "Steal Away."

Dr. Bertis English, a professor and associate dean from Alabama State University in Montgomery, Ala. delivered the keynote address. English spoke on the significance of President Abraham Lincoln's proclamation, assessing its initial intent; the pros and cons of its implementation; and the overall impact it had on enslaved African Americans. Leo Hickman, Chief of Contracting Division who retired March 1, provided reflections - citing his career as an example of the progress African Americans have made since the Emancipation Proclamation and March on Washington.

The program concluded with the singing of "Lift Every Voice" followed by presentations made by Cummings and Roemhildt.



*Mobile District Commander Col. Steven Roemhildt presents keynote speaker Dr. Bertis English with a framed certificate for his participation in the district's Black History Month Observance. Photo by Lance Davis, PAO.*



*Recently retired Contracting Division Chief Leo Hickman shares reflections at the district's Black History Month Observance. Hickman served the district for 38 years. Photo by Lance Davis, PAO.*



*Matthew Pritchard, Engineering Division, plays and sings Amazing Grace before the audience at the district's Black History Month Observance. Photo by Lance Davis, PAO.*

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### Mobile District's Contracting Division wins best contracting office award

Story by Lance Davis, Public Affairs Office



*The Mobile District Contracting Division received the Award of Excellence in Contracting for Best Contracting Office - Principal Assistant Responsible for Contracting - Atlanta from the USACE Head of Contracting Activity. Employees of the Contracting Division are pictured on the steps of Mobile District Headquarters in downtown Mobile. Photo by Lance Davis, PAO.*

The Mobile District Contracting Division was recently presented the Award for Excellence in Contracting for Best Contracting Office by the USACE Head of the Contracting Activity. Previous Contracting Chief Leo Hickman accepted the award on behalf of his division at the annual USACE Directorate of Contracting Symposium held this year in Dallas.

The district's contracting team was ranked number one overall for the Principal Assistant Responsible for Contracting - Atlanta Geographic Region, which is comprised of all USACE contracting offices assigned to: Great Lakes and Ohio River Valley Division (LRD); Mississippi Valley Division (MVD); North

Atlantic Division (NAD); and South for all their hard work and professional contributions during the 2012 campaign.

The team was also ranked in terms of total volume and program dollars executed throughout USACE during fiscal year 2012 with 4,942 actions valued at \$1.266 billion.

Hickman retired March 1 after 38 years of federal service to Mobile District. The new Contracting Division Chief is Jefferey Burgess who previously served as Chief of Facilities Support Contracting at the Engineering and Support Center in Huntsville, Ala.

For more information about Mobile District's Contracting Division, please [CLICK HERE](#).

[CLICK HERE](#) to view all the district's contracting opportunities. Once at the site, enter "W91278" into the "Keyword/Solicitation #" search box to see all postings from the Mobile District. All of the district's postings - to include sources sought, solicitations, award notices, special notices - and more are available at [FedBizOpps](#).

Interested in providing park attendant services to the Mobile District? Visit the [Park Attendant Information Page](#) for all the details!

Are you a Small Business? Don't forget to visit the [Mobile District's Small Business Home Page](#) for more information.

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### West Point Lake park rangers host disabled hunters

Story by Lance Davis, Public Affairs Office



*Park Rangers from the West Point Project Management Office in West Point, Ga. welcomed several disabled hunters for the 20th Annual Disabled Hunt for Alabama Sportsmen held in January at West Point's Amity Campground. A group of the disabled hunters is pictured above. Photo courtesy of West Point Project Office, Operations Division.*

Park rangers from the West Point Project Management Office in West Point, Ga. welcomed disabled hunters for the 20th Annual Disabled Hunt for Alabama Sportsmen held back at West Point's Amity Campground in January.

The event including 15 hunters who harvested 13 deer, including a nice 10 pointer and two nice eights. The Hunters for Christ, as usual, helped tremendously with the efforts of this hunt by providing food, chaperones and a hand wherever needed.

Amity Campground is a waterfront facility on the western shore of West Point Lake, which spans parts of Alabama and Georgia.

This man-made lake has 525 miles of shoreline that provide excellent opportunities for fishing, camping, boating and other recreational activities.

Surrounded by rolling fields and deep forests that display outstanding fall foliage, West Point Lake

extends 35 miles along the Chattahoochee River on the Alabama-Georgia state line. The campground is forested and sits on the shore overlooking the 25,900-acre lake. Whether sailing, wind surfing or power boating, West Point Lake is a boater's paradise. There are boat ramps in 34 public recreation areas around the lake, including Amity, as well as two privately owned full-service marinas.

West Point has a wildlife management area of nearly 10,000 acres, located at the upper end of the lake, that provides habitat for many kinds of game and non-game wildlife. This area, operated by the Game and Fish Division of the Georgia Department of Natural Resources, offers the public excellent hunting opportunities. Hunters with a Georgia Wildlife Management Area stamp can hunt seasonally and participate in special quota hunts.

Hunting is also permitted in specific Corps-managed areas, provided the hunter has a valid state hunting license and a West Point Lake Hunting Permit, and is using weapons designated for the area on a current Hunting Map.

All hunting activities at Mobile District projects must conform to Corps of Engineers restrictions, regulations and state laws which vary from project to project. Some guidelines will differ within areas of the same project. Hunting on some projects requires a written permit, while others are open to any legal hunter.

For more information about hunting and/or camping at West Point Lake, contact the West Point Lake Operations Manager's Office at 706-645-2937. For more information about the West Point Lake Wildlife Management Area call the LaGrange Office at 706-845-4178 or for the Georgia Department of Natural Resources, Wildlife Resource Division call 478-825-6354.

[CLICK HERE](#) to learn more about hunting and other recreational activities in areas managed by Mobile District.



*Park Ranger David Scott at Amity Campground on the West Point Lake Project with disabled hunters. Photo courtesy of West Point Project Office, Operations Division.*

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WESTERN  
INVITATIONAL  
GOLF  
LEAGUE



## ANNOUNCING 2013 WIGL MEMBER SIGN UP

**Place:** Timber Creek GC, Daphne, AL

**Date:** Tuesdays beginning 12 Mar

**Time:** 1600 hrs start

**Cost: (Members) \$15.00 plus \$1.00 per round played**

**Cost: (Subs) \$15.00 plus \$1.00 per round played**

**Membership Includes:** Weekly Competition or Open Play at bargain price of \$18 (9 holes) with cart, \$12 walking.

Tournament Opportunities  
Fellowship

### 2013 Schedule:

**1 March 2013 - Membership sign up dead line (Contact League Officers to signup/pay dues)**

10 March daylight savings starts

12 March free play

**15 March 2013 – New Member sign up dead line**

19 March free play (**captains pick teams**)

26 March (Mini Tournament)

2 April League Competition Starts

14 Oct 2013 EoY Tournament

### PLEASE CONTACT

President : Pat Robbins – 251-690-2512

Vice President: Joe Givhan – 251-690-3295

Secretary /Treasurer: Wylie Groves – 251-957-6019

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## Workplace Workshop

### Defusing conflict - big **PLUS** for your career!

Conflicts with co-workers or customers don't have to turn unpleasant. Keep your emotions under control, and resolve issues peacefully, by remembering the acronym **PLUS**:

**P**ause. Stop whatever else you may be doing and focus on the situation.

**L**isten. Pay attention to what the other person is saying, and use body language and paraphrasing to demonstrate that you're really listening.

**U**nderstand. Make sure you know the real issue, and validate the other person's feelings with a response like, "I hear you're saying that . . ."

**S**olve. Talk about how the two of you might solve the problem cooperatively. If the solution is your responsibility, tell the other person what you plan to do to resolve the problem, and when he or she can expect the matter to be settled.

### Get the most from feedback

Feedback from superiors is vital to your job performance, and to your morale. Good feedback can energize you. Poor feedback, or none at all, can dampen your spirits and decrease your productivity. You can get the feedback you deserve (or help colleagues with the same need) with this straightforward advice:

- **Consider your boss' style.** Is he or she generally talkative or quiet? It can make a difference in how much feedback you get. Analyze your manager's personal style so you can learn how much feedback to expect.
- **Talk to your boss.** The manager may not be aware that anything is lacking. Before you begin the conversation, though, think about what you want. Be as specific as you can, but be realistic, too. You can't expect your boss to transform his or her interpersonal style just to accommodate you.
- **Recognize feedback for what it is.** Feedback is information meant to help you do your job better. It's not a substitute for friendship or affection. If you're looking for personal approval from your boss, you may end up looking too "needy" or high maintenance.
- **Collect feedback from other people.** Don't depend on your boss for 100 percent of your feedback. Look to close colleagues for a constructive evaluation. If possible, establish a "co-mentoring" arrangement, in which you and a peer provide feedback and advice to each other.

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## Managers Mentor

### Don't let accusations of favoritism impair morale

Few things will derail morale faster than the perception that a manager has "favorite" employees who get special treatment. Co-workers will resent both the favored employee and the manager. To prevent problem, stick to these guidelines:

- **Always follow company policy for every employee.** For example: Let's say that your company has a policy mandating a written warning for employees who are late to work three times. If you follow this policy for one worker, but let another worker slide, people will notice. Even if it means disciplining your "superstars," treat all employees in a consistent fashion.
- **Spread work evenly.** Audit how you distribute work. Are you giving too many plum assignments to one worker? Are you dumping all the grunt work on another one? Employees pay attention to who gets what assignments. Keep a log of the assignments you hand out, and make sure the work is spread around fairly and evenly.
- **Be quick to investigate claims of favoritism.** Let employees know up front that you don't want to play favorites, and tell them to come to you with any complaints they have. And investigate any complaints thoroughly. Managers don't always realize they're playing favorites until someone points it out. Take employee complaints seriously, rather than just brushing them off.

### Goals require planning; here's one method that works

Nobody's perfect, but some bad habits can do serious damage to your career if you're not careful. If you recognize any of these common managerial mistakes in your performance, consider taking the necessary actions to correct them:

- **Not meeting your commitments.** Many managers have a hard time saying "no" to colleagues and sometimes accept more work than they can possibly do. The symptoms are easy to spot: missed deadlines, bringing work home, less-than-stellar results. Learn how to say no. Most people would be happier with a "no" up front than missed deadlines and sloppy work.
- **Burying yourself in details.** The best supervisors and managers concern themselves with delegating and evaluating assignments. They don't try to master and manage all the data on their own. Don't ask employees for a blow-by-blow description of each project. Don't get bogged down in the nitty-gritty details; avoid getting involved with every single decision.
- **Taking back the "monkey."** How many times have you delegated work to someone, only to find yourself doing the majority of it anyway? This is called "taking the monkey" of responsibility back. When you delegate something, make sure it sticks.
- **Not following up.** The opposite of taking the monkey back is the manager who, once something is delegated, never thinks about it again. Your role as a supervisor is to delegate effectively, but at the same time make sure quality levels and deadlines are being met. You do this by following up on a regular basis.

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### Briefs

**Peace Corps Day, March 1.** Mark the day in 1961 that President John F. Kennedy established a force of civilian volunteers to assist people in underdeveloped nations.

**St. Patrick's Day, March 17.** Celebrate your Irish heritage, or help your Irish friends celebrate theirs.

**World Down Syndrome Day, March 21.** Sponsored by Down Syndrome International to raise awareness of what Down syndrome is, what it means to have Down Syndrome, and how people with Down Syndrome play a vital role in our lives and communities.

**Easter, March 31.** The Christian observance of the resurrection of Jesus Christ. (And also the day the Easter Bunny comes around.)

**Girl Scout Week, March 10-16.** Held the week of March 12, when Juliette Low, founder of Girl Scouts of the USA, officially registered the organization's first 18 girl members in Savannah, Ga. in 1912.

**National Tsunami Awareness Week: March 24-30.** Part of the TsunamiReady Program, established by the National Weather Service in 2001. TsunamiReady helps community leaders and emergency managers strengthen their local operations in advance of a disaster.

**Women's History Month.** An outgrowth of International Women's Day on Mar. 8 of every year, Women's History Month highlights and celebrates the contributions of women throughout history.

**American Red Cross Month.** In the words of President Obama's proclamation, "For over a century, the American Red Cross has harnessed the generosity of the American people, mobilizing us to offer assistance in the wake of disaster. Whether aiding towns fighting rising floodwaters or nations struggling with starvation and disease, the American Red Cross and its international partners have served during crises across the United States and around the world." Celebrate our nation's humanitarian spirit, and recommit to providing relief and hope during times of crisis.

**Music in Our Schools Month.** Raising awareness of the importance of music education for all children, and reminding citizens that all children should have access to music at school, Music in our Schools Month is sponsored by the National Association of Music Education. The celebration grows each year, reaching more and more students, teachers, musicians, and music supporters.

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