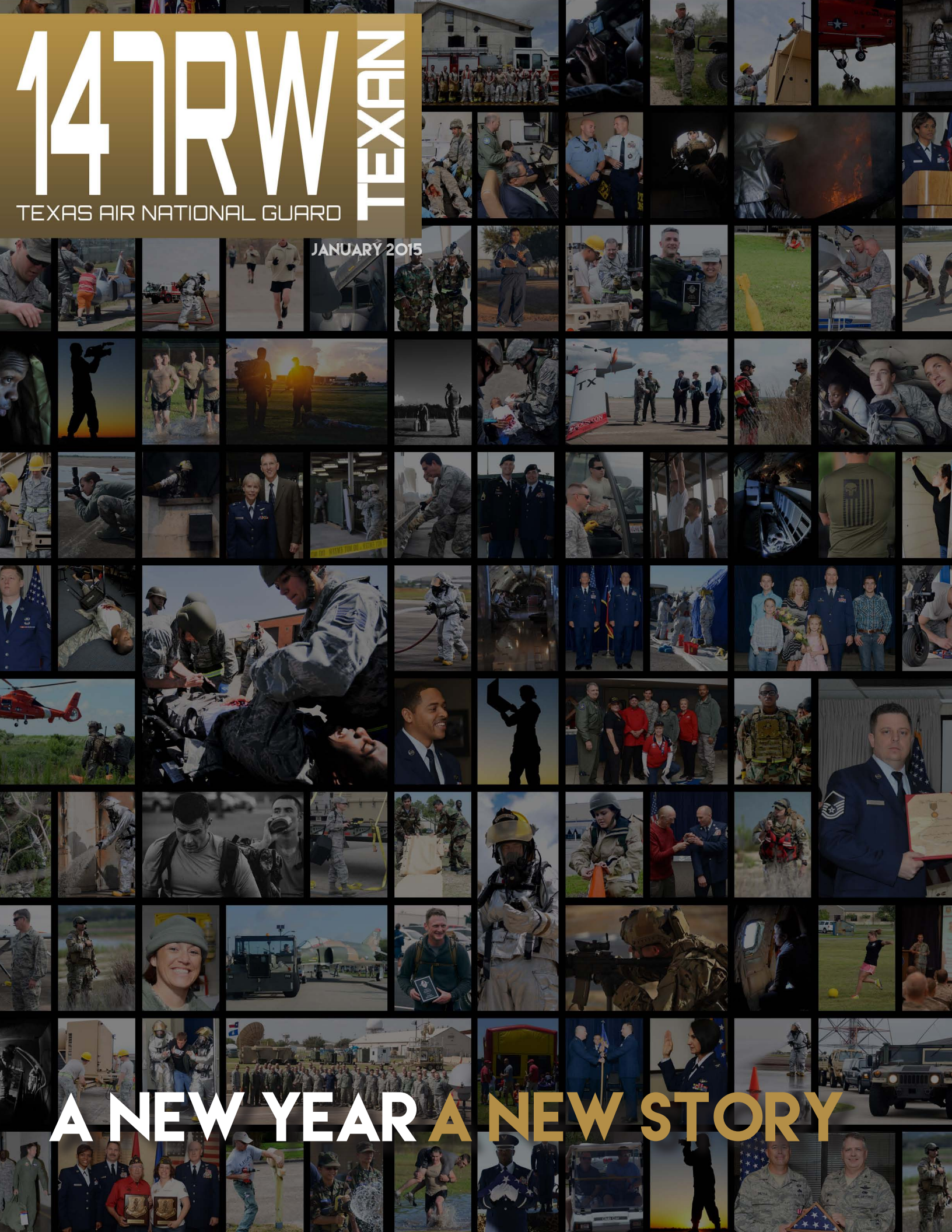
147RW TEXAN

TEXAS AIR NATIONAL GUARD

JANUARY 2015



A NEW YEAR A NEW STORY

THE TEXAN
147TH RECONNAISSANCE WING

Commander
Colonel Terence Winkler

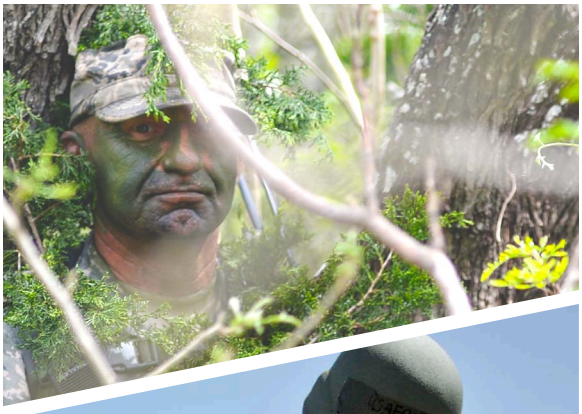
Vice Commander
Colonel James Smith

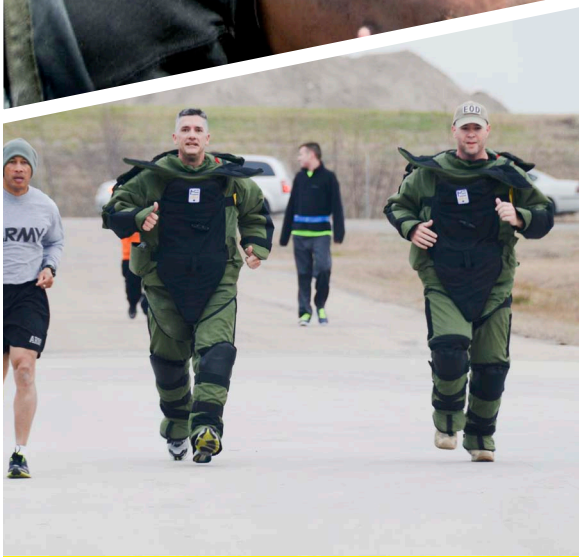
Executive Officer
Lt. Colonel Shaunte Cooper

Public Affairs Officers
Captain Fredy Reyes
2nd Lieutenant Alicia Lacy

Public Affairs Manager
Master Sergeant Sean Cowher

Journalists
Staff Sergeant Mindy Bloem
Senior Airman Susanna Coronel
Senior Airman Chasity Lollis





This Issue

2 Promotion

3 Leadership

5 Dollars and Sense

5 History

6 Menu

6 Safety Shorts

THE TEXAN is a funded Air Force publication that is produced for members of the 147th Reconnaissance Wing at Ellington Field Joint Reserve Base. Contents of The Texan are not necessarily the official views of the U.S. Government, the Department of Defense, the United States Air Force, the National Guard Bureau, or the Texas Air National Guard. The editorial content is edited, prepared and provided by the Public Affairs Office and members of the 147th Reconnaissance Wing.

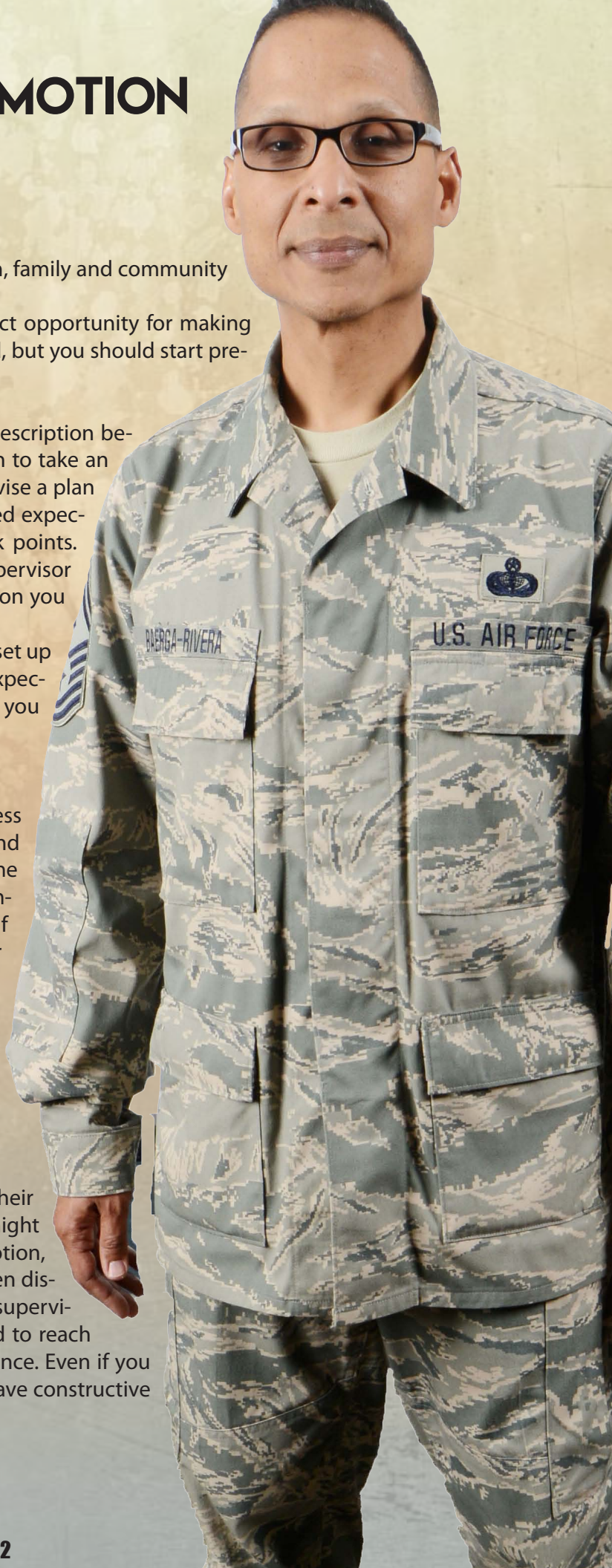
14657 Sneider St.
Ellington Field Joint Reserve Base
Houston, TX 77034
Phone:
281-929-2662
Email:
147RW.PublicAffairs@ang.af.mil

www.147rw.ang.af.mil
www.facebook.com/147RW

COVER:
A look back at images from 2014 showcasing some the amazing things the men and women of the 147th Reconnaissance Wing accomplished last year.
National Guard Graphic by Master Sgt. Sean Cowher

PREPARING FOR A PROMOTION

Senior Master Sgt. Malvin Baerga-Rivera
147th Reconnaissance Wing First Sergeant



Happy New Year, Reconnaissance Wing.
Today's article is one that touches in our military, civilian, family and community lives.
You're probably due for a promotion, right? Your perfect opportunity for making your case is when performance review time rolls around, but you should start preparing ahead of time.

Start with a job description

As a first sergeant, I recommend you look at your job description before you do anything else. Use a current job description to take an honest inventory of your strengths and weaknesses, devise a plan so your strengths work in your favor to meet and exceed expectations, and develop a strategy to improve your weak points. However, if you don't have a job description, ask your supervisor for one. This is beneficial because you get the information you need, but you also display initiative to your supervisor.
Once you get a look at the role's description you should set up a feedback session with your supervisor to determine expectations. This will give you a better understanding of what you can do to be poised for a promotion.

How to perform well at your review

Annual performance reviews allow supervisors to assess if and how an employee fulfilled job requirements and if there has been any progress. This also presents a time to have the conversation regarding raises and other important career decisions. Be prepared to sell yourself if discussing a raise. Take time to document all your achievements and provide solid examples of how the organization has benefited from your drive to excel. The more specific you can be, the better. The timeline for a promotion may not align with the performance review schedule, so don't get fixated on that as the only opportunity to discuss promotions or raises.

Confidence above all else

Airmen get nervous and even bashful when discussing their goals. Like salary talks, discussions about promotions might cause you to doubt yourself. When seeking a promotion, confidence is vital and an airman should not be shy when discussing his goals with a commander, superintendent or supervisor. Let them know your intentions, ask what is needed to reach a higher level, and request consistent advice and guidance. Even if you aren't granted a promotion this time around, you will have constructive feedback that can help prepare you for the next review.

LEADERS AND MANAGERS

1st in a three part series from the Chief's Council

Chief Master Sgt. Alan Carvajal
147th Security Forces Squadron

You probably have worked with a Manager that consistently demonstrated that they believed power comes from control. One or more of these phrases likely describes this type of Manager:

- Micro-manages everything.
- Demands to be "in-the-loop" on every little decision.
- Instructs you to not make a move before "running it by them first"
- Hoards critical information as if that information was a secret or some source of power.
- Arrogantly say things like "you don't need to know that" or "don't ask questions" or "just do it"…
- They always make sure you understand that they are "in the know" about things from upper manage ment, but rarely share that information with you.
- Tyrannically, make major workplace decisions that are not of an "emergency nature" without others being affected by the decision, or being included in the decision making process.

This type of Manager works under the misconception that power comes from control; controlling information, controlling employees, and controlling decisions. Unfortunately, this illusion leads directly to building a reputation as an autocratic power-hungry manager, a leader that does not empower others, wants all the credit, and ultimately is less-effective when compared to their peers in terms of getting things done and certainly in terms of having an engaged and innovative team.

Organizational Power is originated in Empowerment: Real Power!

Effective Leaders and Managers typically have learned through trial and error that real power only comes through empowering those around you, specifically those who work for you. Whether you are a small team leader building a core team to make your limited resources perform as affective as possible or a Division-Chief with responsibilities that affect personnel at the Installation or Corporate level, I submit that real-power can be created by making sure empowerment is given to your direct reports to do their jobs. You must guide and support subordinate team Leaders and Managers as they flourish instead of….. controlling their every move.

So….now here's the $10 bazillion-dollar question; "How do you Empower your Team?" Here are some "suggestions" I would like to offer to you my young Sojourner. Because I feel there is so much information that needs to be covered during this topic I will break it into three-separate articles. Please read on.

Hire or Place the Right Leader/ Manager: Not for the Faint of Heart!

There are employees and potential Leaders out there that just want to be told what to do; these types of employees actually undermine empowerment. Although every organization needs good and consistent worker-bees, it needs to be understood that if an employee or current Manager just want to be told what to do and they are not willing to Work as in a true Leadership and Management role…. then get them to understand that they should be happy with being a worker-bee and not too much more than that. It is equally important we understand that all of us, regardless of rank or position, need to be good followers. With that said; if you want to Work in a Leadership/Management role you must be a good Leader and a good Manager. Being a good Leader and Manager is hard-work and not for the faint-of-heart. Good Leaders and Mangers are made and are typically not born with those important traits. These important skill-sets require an investment in Business-Management Education time.

If you are hiring a Leader/Manager, hire individuals that embrace and desire autonomy, demonstrate good judgment in making decisions, and can "show you successful results" in the past that were a result of "their own skills and decision making process". Don't just

hire someone because he or she is an old friend of yours. You have heard of and possible seen these "Good Old Boy" hires. These types of hiring decisions rarely lead to good productive workplaces because of the low expectation the Manager has going into the position. This process has led to countless failures in many organizations over the years.

Additionally; If you inherit a team and you find that there are personnel sitting in Leadership and Management positions on that team that bring you every decision to make or every problem to solve, without first trying to work-through those on their own, you will eventually find yourself doing their job. You should try to educate these in-place Leaders/Managers and give them your expectations and support while they are learning their new found Leadership/ Management skills. If they cannot perform at the expected level then have the courage to replace them as Managers and make them worker-bees.

Airmen Powered by Innovation program launches new site

Fellow Airmen,

Your enthusiasm and ingenuity continues to be our Air Force's number one weapon system! In April of this year we launched the Airmen Powered by Innovation program aimed at turning your ideas into real cost savings for our Air Force. Since coming online API has received and reviewed more than 2,400 ideas and that number continues to climb. Thank you and keep the great ideas flowing.

The secretary of the Air Force, chief of staff of the Air Force and I are committed to continuous process improvement and empowering you with the tools to refine how you submit ideas for review. To that end, we have developed an enhanced API page hosted on the Air Force Portal giving submitters a wealth of information from the latest API approval stats, to tools that can help refine and enhance potential submissions – making it even easier for you to communicate your ideas about how to improve the way we do business across our Air Force.

For example, on the enhanced API page you will find nine "hot buttons or icons" allowing you to query previously submitted API ideas (search to see if an idea has been submitted already), see what ideas have been approved, submit your idea, and most importantly check the status of your submission. We also included an expanded database of ideas submitted under the previous Every Dollar Counts campaign to ensure we captured every submission. For our senior leaders, we included icons showing statistics by major command and Headquarters Air Force 2-letter staff along with an executive view icon that includes a monthly API update briefing.

We are also committed to transparency and having an open dialogue. On the API page you will find monthly reports showing just how we are doing across the Air Force with regards to processing your submissions. There is also a link enabling you to communicate directly with the API Team to get answers to questions you may have. We are also looking at ways to deliver monetary awards quicker – we know your time is valuable and we appreciate your participation.

Finally, I want to challenge each of you to continue to think of ways we can make the world's best Air Force even better. In the near future I will be visiting many of you "virtually" across the Air Force to talk about API. I want to hear about your experiences and your thoughts on the new look and functionality of the API page.

Remember the future of our Air Force starts with each of us … and I am convinced we will continue to do what we have been doing best for 67 years – leading from the front with innovation. Fly, fight and win!

Gen. Larry O. Spencer
Air Force Vice Chief of Staff

DOLLAR$ AND $ENSE

IAW DoDFMR 7000.14-R, Volume 9, a traveler needs to complete and submit their travel voucher within 5 working days after returning from their trip. Due to sequestration, budgets are becoming smaller and smaller. Every dollar is important to complete our training and get our mission accomplished. It is extremely important that you complete your DTS travel vouchers within 5 working days after your return. For drill status guardsman, complete your voucher the first duty day back at Ellington.

On 19 December 2014, I received an anonymous comment card through ICE suggesting that "FM should track how long it takes when a member puts a travel voucher in the system to when FM does something with it". During the December pre-UTA Wing Commanders Staff Meeting I briefed the travel voucher timeliness for the Wing. I briefed the December 2014 timeliness during the January 2015 pre-UTA Wing Commanders Staff Meeting and travel voucher timeliness will be briefed monthly.

Of all travel vouchers created in December, the average number of days from the traveler's return and when they signed their travel voucher was 26 days. This is not even close to the five day requirement. It took an average of nine days from when the traveler's signed their voucher and the time the Comptroller Flight certified it for payment. Nine days is not bad, since it also includes the time it takes the unit resource advisor to review and the unit commander, if they need to clear any hard holds. DTS cannot capture this time period.

Most units have a "Non DTS Entry Agent" or NDEA that I have authorized to complete DTS travel vouchers on behalf of their unit members. All they need is the information from the trip, your receipts and a signed hard copy DD Form 1351-1, Travel Voucher, for the NDEA to submit your travel voucher.

Top reasons to get your travel voucher completed and signed ASAP:

4. The Department of Defense, USAF, NGB are starting to take note of travel voucher timeliness
3. Pay your Government Travel Card so you do not become delinquent
2. $$$ in your account instead of the Governments
1. Required by regulation

Lt. Col. Les Szabo
Commander, 147th Comptroller Flight

This Month in History

Texas Air Guard provides air support

Article Courtesy of National Guard

1945 Border area of Luxemburg, Belgium and Germany - As the last pockets of Nazi forces are wiped out or captured by advancing American forces, the "Battle of the Bulge" comes to a close. The Germans had launched their surprise offensive five weeks earlier, on December 16, in an effort to break the American and British armies apart while also capturing the vital port of Antwerp. In the opening hours of the offensive units of Pennsylvania's 28th Infantry Division bought valuable time in fighting to delay the enemy advance. During the course of the battle other Guard organizations, including the 26th (MA) and 30th (NC, SC, TN) Infantry Divisions plus numerous non-divisional units played important roles in stopping and then turning back the German assault. And in the air, five former Air Guard observation squadrons flew sorties in support of ground operations. These were the 107th (MI), 109th (MN) and 111th (TX) Tactical Reconnaissance squadrons along with Oklahoma's 125th and Mississippi's 153rd Liaison squadrons.

111th Tactical Reconnaissance squadron P-51C in northern France. Replacement rudder has unusual crosshatching. Photo provided by the 147th Public Affairs Office.

Air Force Network (AFNET) Migration on the Way to 147 RW

Courtesy of the
147th Communications Squadron

147 Reconnaissance Wing will soon migrate its computer and users into a central Air Force Network (AFNET). Over a 12 day period beginning 26 Jan 2015, technicians will begin migrating the 147 RW and 138 FW Det 1 workstations, network users, and servers into the AFNET.

The AFNET migration project represents a major change to how computer networks are managed, and is one of the most complex DoD technology initiatives ever attempted. The overall goal of AFNET Migration is to collapse all individual or stand-alone Air Force, Air Force Reserve, and Air National Guard networks into the centralized AFNET. Until recently, Air Force units and organizations operated their own independent networks; which led to standardization and security problems; high operation and maintenance costs; and a lack of enterprise-wide situational awareness. In short, no single organization or commander was responsible for the network. The AFNET Migration project addresses these issues, and places Air Force cyber operations under the operational control of a single commander. This approach will yield a significant improvement in the Air Force's ability to fight daily virus activity and malicious intrusion attempts. Additionally, AFNET migration will centralize services like data storage while significantly improving network security and standardization. Finally, operational and training costs will be reduced through the elimination of redundant systems and services.

So how will migration affect you? Airmen will be able to log into their accounts from any AFNET computer worldwide without requesting and creating a new or additional account. This allows for 'easy access' during deployments and TDYs. Sites such as the Air Force Portal, Air Force Personnel Center, Defense Finance Accounting Service, will also remain easily accessible regardless of duty location. AFNET migration also delivers consolidated customer service helpdesk support via IAO Express, vESD, and the Enterprise Service Desk (ESD); all designed to serve as a "one-stop" shops for various common user problems.

As the 147 RW approaches its projected start date, teams of technicians from the 147 Communications Flight, the 299th Network Operations Support Squadron, the Air Force Network Integration Center, and the 690th Cyber Operations Group are busy preparing equipment and resources to facilitate the migration of almost 900 users. To ensure a smooth transition to the AFNET, look for future 147 Communications Flight generated eAdvisories for additional migration related information.

We ask for your patience and flexibility as we transition into the long awaited AFNET Migration.

Airman & Family
READINESS PROGRAM
147th Reconnaissance Wing - Ellington Field JRB - Houston, Texas

Caring for your Family

Monalisa Norton
Airman and Family Readiness Program Manager
Office: 281-929-2056
BB/Cell: 281-740-9373
147rw.frg@ang.af.mil

Kendra Gladwell
Key Volunteer Program Manager
Office: 281-929-2055
147rw.frg@ang.af.mil

Commanders Hotline
Ideas | Comments | Suggestions

929-2000

Judge Advocate
147 Reconnaissance Wing

UTA Weekends – 0800 - 1600

281-929-2199 147RW.JA@ang.af.mil

American Airmen | Spiritual Wingmen

147 Reconnaissance Wing
Chaplain Corps

Duty Hours: 281-929-2636
Non-Duty Hours: 281-929-2716
147RW.CHAPLAIN@ANG.AF.MIL

Public Affairs Seeking Stories

Looking for inspiring and/or interesting stories or ideas. Must be newsworthy and relevant to the 147th Reconnaissance Wing. Photos can be provided upon request.
If interested call 281-929-2662 or send an email to 147RW.PublicAffairs@ang.af.mil.

What's for lunch?

10 January 2015
Pork Chops
Yakisoba
Yellow Squash
English Peas
Rice/Chicken Gumbo
Macaroni and Cheese

11 January 2015
Oven Fried Chicken
Meat Loaf
Broccoli
Carrots
Baked Sweet Potato
Mashed Potatoes

ARE YOU WEARING YOUR SAFETY SHORTS

Safety Shorts

Hope everyone had a blessed and Happy Holiday Season. We look forward to a very safe, productive, and successful 2015. The Safety Office wishes it to be the safest year we have ever had. As we look back at 2014 to learn from our recent history the Safety Office noticed an unattractive statistic. As a wing, the number of mishaps has risen 27% from 2013 mishaps. Is this increase a result of an increase of reporting mishaps or an increase in actual mishaps? Most of these mishaps could have been easily prevented by taking the time to conduct a simple risk assessment and review the situational awareness. The biggest cost factors come from vehicle accidents; however, the majority of our mishaps involve our personnel, your co-workers, peers, and friends. This factor causes a greater stress within the section, flight or squadron. That stress carries over to home-life as well, creating a potential snowball effect. Please look at the operations you are conducting, driving, physical conditioning or your work practices to ensure we are mitigating all potential hazards and injury related activities.

The AF Safety Center has a "Quest for Zero" safety campaign; the goal is to have zero mishaps; is that even attainable? Each month the effort should be placed on what we can do at home or at work to mitigate hazards by using proper risk management principles and evaluating tasks that we perform on and off duty. We have had a larger than normal spike in strains, lacerations, and broken bones this past year. We need to focus our attention on these preventable mishaps for ourselves, our families and our mission.

Remember: Mission First....Safety ALWAYS!