

THE CIRCUIT

TECHNICAL WOMEN'S ORGANIZATION



Banner designed by Vera Fortman



The TWO Team (left to right): Erin Trowbridge (Publicity Committee Chair), Lucia Maillet (TWO Circuit Editor), Della Triggs-Koch (TWO Vice President), Jerome Belcher (AGL Director), Dustin Wagner (TWO Secretary), Marilyn Tomko (for Vera Fortman, ASW Director), Anne Pitts (AAL Director), Diane Berwanger (ANE Director), Maria Killian (AWA Director), Deborah Cervantes (AWP Director), Linda Nelson (ASO Director), Beth Prettyman (ACE Director), Denise Lantz (AEA Director), Wileen Hall (ANM Director), Susan Daly (Sponsorship), Sara Snyder (Marketing Committee Chair; for Gayle Sutfin, ACT Director), Brenda Smith-Keene (TWO Treasurer), Michelle Jackson (Publicity Committee), and Vicki Wagonis (TWO President).

**All positions are correct as of June 2012.*

Message from TWO President: Vicki Wagonis



Dear TWO Members,

For the last five years, TWO conference team had agreed to partner with NAPA for our annual training conference. Last June, TWO soared to new heights and partnered with additional three other employee associations (EA), making the total of five EA. We brought together members from the Technical Women's Organization (TWO), National Asian and Pacific American Association (NAPA), FAA Gay Lesbian or Bisexual Employees (GLOBE), Native American Alaska Native Coalition of Federal Aviation Employees (NAAN), and National Coalition for Federal Aviation Employees with Disabilities (NCFAED). What an awesome conference we had, setting new goals in collaboration and "Building Leaders through Diversity".

The 2012 TWO-NAPA-GLOBE-NAAN-NCFAED Annual Training Conference, Renaissance Schaumburg Convention Center Hotel, Schaumburg, IL, was a huge success due to every EA and volunteers that helped.

I want to say a special HUGE THANK YOU to the TWO team members that made the conference run smooth and complete. This conference could not have happened without us working together and without the help generous donations from our sponsors. What a huge support they are!

The TWO Board of Directors went above and beyond, arriving on Saturday and Sunday before the conference to have a TWO business meeting and help with the final prep for show time.

To recap the entire three-day conference: **Magnificent!!!** Our opening day was highlighted by our local mayors: Al Larson, Schaumburg, and Rodney Craig, Hanover Park. We can all aspire to get into local politics when we retire from the FAA, just ask Rod Craig, a retired FAA.

Our Great Lakes Region local dignitaries included, GL Regional Administrator, Barry Cooper; Chicago Executive Airport Air Traffic Manager, Tyree McAfee; ZAU District Manager, Technical Operations, Keith Brandt; whom all gave welcoming speeches with an addition of Secretary of Transportation, Ray LaHood, in a welcome video.

The FAA leaders emphasized diversity and inclusion this week at a joint training conference for the five employee associations. The event was held outside of Chicago. Speakers throughout the week commended the five associations for their fiscal responsibility in presenting a joint conference during times of high scrutiny on spending in the federal government.

CSA Tech Ops Director, Jo Tarrh, introduced Acting Administrator Huerta, distinguished speaker; ATO COO David Grizzle, Inspirational Speaker; AVS Vice President Peggy Gilligan; and System Operations Vice President, Nancy Kalinowski. Her introductions were wonderful and personable, which made them more interesting. She was a big help to TWO and myself, I gave her the TWO Presidents award at the banquet on Thursday.

"You worked together to create a fantastic synergy, we see it in the room today," acting FAA Administrator Michael Huerta said Wednesday. "This conference symbolizes the diversity we have within the agency."

Huerta also discussed the transformation to NextGen and the need to hire more employees, as nearly one-third of the agency's workforce will retire in the next few years. He said the agency is improving its hiring process and called on hiring managers to "draw on the strengths of America's diversity," bringing more viewpoints to the table.

In his opening remarks, Michael Huerta stated that this conference represented the commitment to diversity that we have within the agency and it is a very important aspect to him. In addition, there is something else that unites us as an agency: commitment to safety. The Destination 2025 is our new flight plan as well as new vision, and we need to continue to make progress. He also reminded us that there is one core principle and it is a question that we need to ask ourselves every day: how are the results of my work every day meaningful and impactful to the travelling public? Safety is our core mission, but how do we make it safer and smarter? It is by accelerating the benefits of new technology.

He also emphasized the need to advance our skills as a unified workforce by opening ourselves to new possibilities and be innovative. We like what we do and sometimes it is not easy to change; however, we need to open ourselves to new opportunities and that is why diversity is so important. In the meantime, we are also trying to improve our hiring process by drawing the strength of diversity in America and develop more leaders. Just as the quote that he shared in the beginning of his speech: "People who matter are aware that everyone else does too."

While addressing attendees on Wednesday, ATO Chief Operating Officer David Grizzle discussed leadership, ownership, and commitment to excellence as character traits he saw recently when the leaders of the employee associations, Supervisor's Committee, FAA Managers Association and the Special Emphasis program managers worked together on the new Leadership and Career Development (LCD) partnership.

He said that LCD will support career progression, succession planning and employee development in the ATO and elsewhere in the FAA.

"The quality, insightfulness and creativity of their work product blew me away," Grizzle said. "It's going to make sure we have highly qualified people to assume leadership positions as they become available."

System Operations Vice President Nancy Kalinowski discussed diversity in the FAA, challenges that lie ahead for the agency, and encouraged employees to take control of their professional futures. "I want you to speak up, I want you to step up, and I want you to get noticed," Kalinowski said. "Remaining silent is not a good strategy."

Management Services Vice President Michael McCormick encouraged the attendees to never stop seeking education and professional development. He emphasized networking and developing relationships, perseverance and preparation to achieve one's goals.

Safety and Technical Training Vice President Joseph Teixeira gave an update on technical training, discussing partnerships with academia and industry and stressing the importance of preparation for NextGen. "To make all of this happen we need to embrace change," he said. "Training is imperative in this new environment."

He also introduced the conference's four training strings: leadership, technical, development, and the national airspace system. He encouraged attendees to take advantage of the training, saying that training has never been more important. The training conference, which focuses on building leaders through diversity, continues through Friday.

The third day was training all day. We were running four-concurrent training strings that gave the conference participants choices on which type of training to attend.

The conference ended with a Thursday evening banquet, highlighting the Technical Operations Vice President, Teri Bristol. She gave a wonderful and insightful speech, a perfect presentation to end a perfect conference.

Respectfully,

Vicki J Wagonis
President, TWO



Our Mission:

"Increase the number of qualified women in technical fields to maximize the contributions of technical women in the Federal Aviation Administration (FAA)"

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2012 TWO-NAPA-GLOBE-NAAN-NCFAED Training Conference Speaker: Michael Huerta

By Lucia Maillet (TWO Circuit Editor)

The Acting Administrator, Michael Huerta, was invited as a distinguished speaker of the annual training conference by five employee associations: TWO, NAPA, GLOBE, NAAN, and NCFAED on Wednesday, June 27, 2012, in Schaumburg, Illinois.

In his opening remarks, Michael Huerta stated that this conference represented the commitment to diversity that we have within the agency and it is a very important aspect to him. In addition, there is something else that unites us as an agency: commitment to safety. The Destination 2025 is our new flight plan as well as new vision, and we need to continue to make progress. He also reminded us that there is one core principle and it is a question that we need to ask ourselves everyday: how are the results of my work everyday meaningful and impactful to the travelling public? Safety is our core mission, but how do we make it safer and smarter? It is by accelerating the benefits of new technology.

The Acting Administrator also talked about the generational changes, where one-third of the workforce will be eligible to retire by 2014. This will allow GenX and Millennial to push for technology and to empower all employees to embrace it, specifically the NextGen technology. NextGen's transformation is the largest investment that we are doing in making a better infrastructure and is going to have evolving roles. Implementing the NextGen will have a ripple effect to the different areas in the organization such as Line of Businesses, our business plan, safety, airports, aircrafts, and many more. It is also a shared responsibility between our agency, our contractors, our users, and our public. Also, a change in NextGen is like a Rubik's cube: each change will impact many other aspects in different areas.

He also emphasized the need to advance our skills as a unified workforce by opening ourselves to new possibilities and be innovative. We like what we do and sometimes it is not easy to change; however, we need to open ourselves to new opportunities and that is why diversity is so important. In the mean time, we are also trying to improve our hiring process by drawing the strength of diversity in America and develop more leaders. Just as the quote that he shared in the beginning of his speech: "People who matter are aware that everyone else does too."

2012 TWO-NAPA-GLOBE-NAAN-NCFAED Training Conference Speaker - David Grizzle

By Lucia Maillet (TWO Circuit Editor)

The annual training conference, a joint venture by five employee associations: TWO, NAPA, GLOBE, NAAN, and NCFAED, was held in Schaumburg, Illinois, from June 25 to 29, 2012. This year's theme is "Building Leaders through Diversity, Taking it to the Next Level"

Mr. J. David Grizzle, Chief Operating Officer of Air Traffic Organization, was invited to speak as the inspirational speaker. He discussed about how you spend your time working for the FAA; are you making the kind of contribution that will enable you to look back at how you've invested most of your life and be pleased with what you see? He expects, as well as the rest of American taxpayer expects, that everyone to be more than just "good enough" because we all have in us to be excellent.

He emphasized that we all need to strive to be leaders and not just managers. A leader is different from a manager in three ways: Managers focus on compliance with rules; leaders focus on demonstration of principle. Managers worry about processes; leaders worry about people. And, finally, managers emphasize richness of skill-set; leaders look to content of character. Even though rules and processes are essential, a leader is someone who figures out when rules need to be rewritten and the processes revised, and that's usually when the rules no longer serve the broader mission and the processes no longer serve the people they were designed to protect. Along with knowing when to change things, a leader focuses on people and principles.

Leadership today is about creating an environment where diversity, engagement, and collaboration can thrive. The person responsible for making the decision has to make the decision, but he or she acts at their peril if they're not solicited a broad portfolio of insights from people as close as or closer to the problem than themselves. The three character traits: leadership, ownership, and commitment to excellence are the traits that he saw recently when the leaders of our employee associations all came together and worked with ATO on the Leadership and Career Development Partnership (LCD).

Lastly, Mr. Grizzle encouraged everyone to view your career not as a series of titled positions but as your body of work completed as your legacy. "Be a leader, not just a manager. Be an owner, not just an employee. And strive for excellence, not just good enough." He also urged you to make yourself valuable that you will advance and lead not out of entitlement or status, but because you are so essential to our lives and work that we can't live without you.

Bristol Provides Great Example of Career Progression, Development

From David Grizzle's (ATO COO) Weekly Message, September 11, 2012

Hello everybody. It's David Grizzle with this week's voicemail. As you know, I recently appointed Teri Bristol as the ATO's new Deputy Chief Operating Officer. She's familiar to many of you, but I wanted to tell you why she's the right person for this job, and what I think we can all learn from her career.

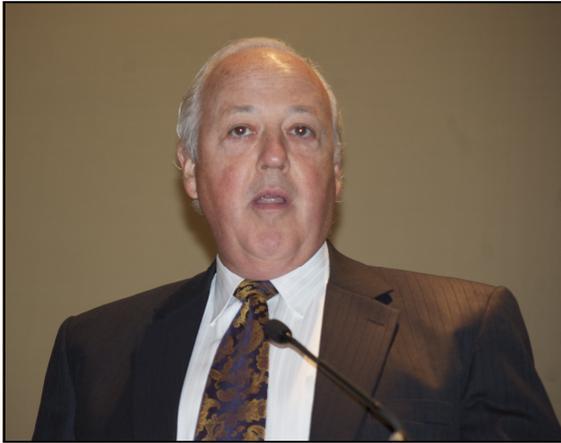
Teri's background really highlights the value of building a broad-based professional portfolio. She's been with the Agency for 20 years. She started out in DOT's Acquisition Management Training Program, where she worked for the FAA, the Coast Guard and the Federal Highway Administration. She learned some core aspects of program management. I imagine that's where she also refined her defining character traits of ethics and integrity, personal attributes essential to being a leader in any context.

Since then, Teri has held numerous positions in the FAA, including program manager of the Terminal Automation ARTS IIE program, Acting Director of Terminal Ops in the Western Service Area, Vice President of the Service Centers, and most recently, Vice President of Technical Operations. Along with earning a bachelor's degree in marketing and transportation from the University of Maryland, she is a certified Program Management Professional, or PMP, as they call it. Teri didn't start out as a controller or a technician. You'll find that, the more senior you become in the organization, the more it's about your leadership ability, and less about the particular technical environment you came from. And it's not just Teri. We have lots of examples of executives who are heading up areas they didn't initially come out of. Mike McCormick started his career as a controller in Terminal, and now he's heading up Management Services. Chris Metts started as an En Route controller and now he's leading the Program Management Organization.

Greg Burke started in system engineering and now he's Vice President of En Route and Oceanic. I could go on and on. All these folks picked up a broad range of skills and experiences, and honed their leadership abilities, to be where they are today.

I'll give you a great example of Teri's leadership. As VP of Tech Ops, Teri led the creation of the Joint Leadership Team, or JLT, between Tech Ops and the Professional Airways Systems Specialists union. The JLT focuses on creating a culture of collaboration and emphasizes leadership and communications skills development among the workforce.

There are several things that make the JLT's efforts successful. For one thing, they centered their efforts, not on an abstract or vague ideal of how we should all play well with each other, but instead focused on using collaboration to make progress in the specific areas critical to Tech Op's success, like employee safety, operational improvements, and technological modernization. Employees are more likely to be engaged when they know how collaboration relates to their work. Another reason why the JLT is successful is because they made this effort less about them and more about the workforce. This way, collaboration becomes instilled in the culture, it doesn't go away because of changes in leadership. The JLT has worked because of the tremendous commitment of its members, and this kind of commitment only happens when you have the kind of strong leadership that Teri provided. She set the tone, set the priorities, held people accountable, and created an environment where teamwork could thrive.



There's something else I think we can all learn from Teri's experience – the importance of taking ownership of your own career. When I interviewed Teri for the Deputy's position, she said something I found particularly impressive. She said this job is not the final stop for her. She has a vision for where her career will go afterward. That impressed me because an employee like that will give everything they can, and learn as much as they can, in preparation for another opportunity in the future.

Teri knows that when you're applying for a new job, it's not just about that job, it's about the one you want after that.

I really want to stress the importance of taking ownership of your own career, because no one else will, including your manager. Wherever you are, focus on increasing your value to the organization. Complete an Individualized Development Plan – an IDP. Find the right mentors, the right training, the right temporary assignments, and seek duties of greater size and complexity. And consider jobs outside of your traditional area. It's worth it if you pick up some knowledge and skills that you can apply to the next job. In doing so, you'll write your own ticket to where you want to go.

Hey thanks, Teri, for stepping up. Thanks folks. Have a great week.

David Grizzle, ATO Chief Operating Officer
Weekly Message Transcript - September 11, 2012

Inspirational Speaker “Building Leaders thru Diversity” - Juliette Rizzo, Director, Conference Services & Agency-Wide Outreach, U.S. Department of Education

By Lucia Maillet (TWO Circuit Editor)



On June 26, 2012, during the training conference of five employee associations (TWO, NAPA, GLOBE, NAAN, NCFAED), Juliette Rizzo gave her inspirational speech. The main idea of her speech coincides with the conference's theme this year: Building Leaders through Diversity. Vicki Wagonis gave her opening remarks by reading through the abundant accomplishments that Juliette has done throughout the years, and also shared some of her personal experience with Juliette. From being one of Maryland's Top 100 Women, to being a spokeswoman for National Women's Health Week and National Women's Check-Up Day. She is now the Director of Exhibits and Agency-wide Outreach of the U.S. Department of Education.

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As a woman in a wheelchair, Juliette did not show any trait of disability: she was very energetic and has dynamic personality. She started her speech by mentioning the equality anniversary with access to athletics and education for people with disabilities in general. The theme of her speech was diversity and inclusion of women with disabilities. Many would think that a disabled woman would face some challenges in her career; hindering many women to move forward. Juliette gave an example from a personal experience about this. In college, she was told that she would never be a journalist after failing numerous typing tests. Despite what others may have told her, she kept trying with the hope of passing the typing test—but never did. Finally, her professor found out about her and her aptitude in journalism, and informed her that she has been accepted.

The point is, you need to have someone else to believe in you, and encourage you to conquer any challenges that you may face. Throughout the year, Juliette has conquered challenges as a disabled person. She realized that she needed help in getting dressed in the morning, so she hired someone to help her. This is an example how you can also conquer your challenges. We all must accommodate each other despite our differences. When you stumble upon a challenge, you need to find someone who can encourage you to conquer your challenges, whatever they may be.

Juliette also gave a mini exercise for the attendees: to create a six-word memoir to express who you are. Many attendees stood up and shared their six-word memoir. Some of them also read really good quotes about leadership and diversity such as: leaders always looking back to make sure they still has followers. Juliette ended her moving and enthusiastic speech with a standing ovation from the conference attendees.

Insights Training – Sunny Lee-Fanning

By Marilyn Tomko (ASW Region Member)



Sunny Lee-Fanning provided a full day of Insights Discovery training this year. As I understand she provided a brief Insights workshop last year. Since the group wanted more she was allotted extra time and provided more Insights this year. I found the information she provided to be new and insightful. (No pun intended)

There were four colorful connections, Cool Blue, Fiery Red, Earth Green and Sunshine Yellow. If you would imagine a wheel, Cool Blue top left, Fiery Red top right, Earth Green bottom left and Sunshine Yellow bottom right.

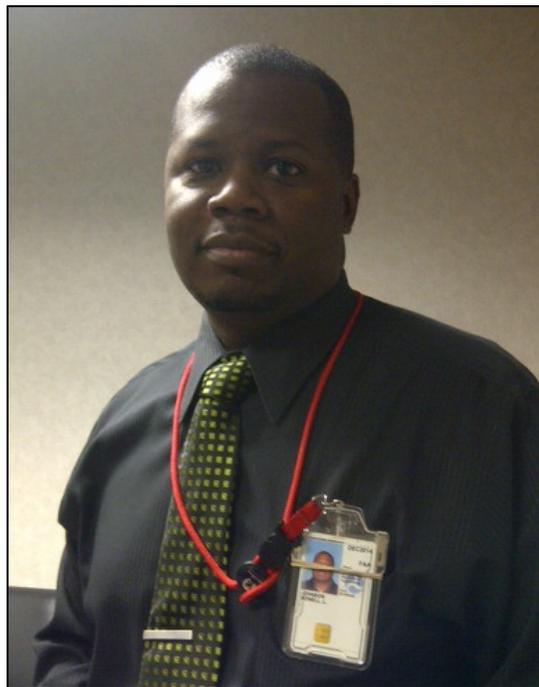
I learned Introversion and Extroversion are more about Energy – the way we react to outer and inner experiences. Introversion act from inward; they think before they speak. Extroversion act from outward; they speak to think. Thinking and Feeling are about how we make decisions which relates to Sensation and Intuition; how we take in and process information. The less we have in common the more likely we are to see their strengths and weakness. Interpersonal Communication according to Albert Mehrabian: 7% words-Literal; 38% Tone of Voice and 55% Context, Interpretation. Communication is 7% about what you say and 93% about how you say it - Body Language. Along with the colorful connections we were given adjectives which were associated with each color.

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Cool Blue- cautious, precise, deliberate, questioning and formal; Fiery Red – competitive, demanding, determined, strong-willed and purposeful; Earth Green – caring, encouraging, sharing, patient and relaxed; Sunshine Yellow – sociable, dynamic, demonstrative, enthusiastic and persuasive. We formed groups to work on communications skills along with determining which color best fit us as individuals. Then we formed another group to get with like colors. What I got out of the Insights Training was another method to understand myself and others which could help to provide better communication in my professional and personal life.

Brown Bag Luncheon at Southwest Region

By Vera Fortman (SW Regional Director)



Donell Johnson, Senior Advisor Central Service Area

Every quarter, Vera Fortman (TWO Southwest Regional Director) would host a brown bag luncheon. This quarter she decided to have a guest speaker, Senior Advisor Donell Johnson. Donell talked a little about his background but was more interested in taking questions from the group. The group had numerous questions from his background to the realignment and information on jobs. When talking about jobs, there was heavy discussion on why you should get feedback after not getting a job. He also gave names of good books that one should consider reading. There was also discussion around the book “Now Discover your Strengths” and how management is using the Strengths Finders for assigning projects. Keith Brandt, who was the regional office on a detail, was present for the luncheon.

JOINT ANNUAL TRAINING CONFERENCE OFFERS DIVERSITY THROUGH LEADERSHIP AND TRAINING

*Submitted by Erin Trowbridge, NOCC on behalf of the Technical Women's Organization
With content provided by Vicki Wagonis, Della Triggs-Koch, Susan Daly, and Lucia Maillet*

During the last week of June 2012 in Schaumburg, IL, five employee associations partnered together in support of this year's conference theme, "Building Leaders through Diversity". The associations were Technical Women's Organization (TWO), National Asian & Pacific American Association [NAPA], Gay, Lesbian or Bisexual Employees (GLOBE), National Coalition of Federal Aviation Employees with Disabilities (NCFEAD), and National Native American Alaska Native Coalition for FAA Employees (NAAN).

Executives and leaders from multiple lines of business within the FAA provided interesting perspectives on diversity as it relates to the workforce, career development and being a leader in our changing world.

The conference was honored to have enjoyed an inspirational message from Juliette Rizzo, the Director of Conference Services and Agency-Wide Outreach for the U.S. Department of Education. The theme of her speech was diversity and the inclusion of women with disabilities. Many would think that a disabled woman would face additional challenges in her career, which could potentially hinder career progression. She emphasized the importance of having someone else believe in you and encourage you in order to conquer any challenges that you may face. She went on to mention that we all must accommodate each other despite our differences. Lastly, Juliette conducted a mini-exercise in which she had attendees create a six-word memoir to express who they are. Attendees shared their six-word memoir and expressed good quotations about leadership and diversity. Her story and thought provoking ideas inspired everyone.

The Conference offered concurrent training focused on diversity, leadership, technical programs and professional development, as well as a full class offering of Increasing NAS Knowledge (INK).

Diversity topics included: Accountability Board Training, Model EEO Leadership and Workplace Bullying.

Leadership topics included a briefing on the upcoming Leadership Career Development (LCD) program spearheaded by all of the Employee Associations, Special Emphasis Groups and the ATO. Also in the leadership area, there were classes on Feed-



Teri Bristol speaks with association members at the TWO-NAPA-GLOBE-NCFEAD-NAAN conference. Source: Technical Women's Organization.

back, Workforce Engagement and an overview of Insights training by the FAA Academy.

Technical Program topics included: NAS Enterprise Operations Management, FAVES, Technical Operations Toolbox, NEXTGEN Update, and a demonstration of the power of TechNet.

Lastly, professional development topics included: Speed Mentoring, Power and Weaknesses of Power Point, Work Place Identity and Valuing Diversity in the workplace.

The conference concluded with a gala banquet featuring our own ATO VP for Technical Operations, Teri Bristol. She was pleased to see five employee associations coming together for a conference and sharing common goals to promote a climate of cultural diversity within the FAA. She also spoke of how each employee makes a contribution to our mission and the importance of all the employee associations working together. "We need to draw on the strength of diversity in order to move forward. This conference symbolizes the diversity of the FAA and our strength to move forward to continue to make progress on our goals." ✨

The Power of Frequent Career-Building Chats by Elizabeth Newell

As Published in *Government Executive* on November 14, 2012

At many federal agencies, career development comes up in one of two situations: when it's performance review time or when an employee announces plans to leave. In *Help Them Grow or Watch Them Go: Career Conversations Employees Want* (Berrett-Koehler Publishers, 2012), authors Beverly Kaye and Julie Winkle Giulioni say with only a few minutes of conversation a day, managers can dramatically improve employee engagement, retention and results.

According to Kaye and Giulioni, career development tends to center on forms, checklists and annual processes. Feedback that should take place daily is compressed into one long annual meeting where nervous employees are told where they've fallen short, and they in turn promise to remedy shortcomings in the year to come. The more effective approach, Kaye and Giulioni write, is to engage in short, frequent conversations with employees. These 10-minute discussions offer a number of benefits. They fit easily with the cadence of the business day, communicate a genuine commitment to the employee, and act as an ongoing reminder of the agency's dedication to learning, growth and progress.

These conversations should reframe career development so that responsibility rests squarely with the employee, Kaye and Giulioni say. The manager's role is to prompt, guide, reflect, explore ideas, activate enthusiasm and drive action. "This role centers around talking about rather than actually doing the heavy lifting of development," they write.

Iterative conversations let employees slow down enough to reflect, develop and verbalize deep insights and to consider how to leverage their growing capacity. By encouraging these processes, managers reflect an agency's commitment to the employee and recast development from simply promotions and transfers to experiences and challenges.

There are three distinct types of conversations the authors say are particularly important to keep employees happy, and they focus on hindsight, foresight and insight. Hindsight conversations are meant to help employees look backward and inward to reflect on who they are, where they have been, what they love and where they excel. This kind of conversation requires employees to be self-aware and deeply engaged, but managers can facilitate by providing thoughtful feedback. "Helping people look back and inward also provides a reservoir of information that allows employees to move forward and toward their career goals in intentional ways that will produce satisfying results," Kaye and Giulioni say.

Foresight conversations should guide employees to look outward toward the changes and trends they want to see in the bigger picture of their careers. These conversations help employees apply what they've learned about themselves through hindsight conversations and put that in context of what is going on around them. "When you help your employees develop the ability to scan the environment, anticipate trends and spot opportunities, you provide a constructive context for career development," the authors write.

Insight conversations bring together the fruits of hindsight and foresight. They involve employees and managers working together to determine future actions to achieve career objectives, with managers guiding employees into practical steps toward their goals. Kaye and Giulioni say managers should help employees learn to grow in place, replacing "onward and upward" with "forward and toward." The challenge is for managers to broaden career conversations beyond just jobs, promotions and raises and to focus on what employees need to experience, know, learn and be able to do.

Elizabeth Newell covered management, human resources and contracting at Government Executive for three years.

Special Announcement from TWO President— Vicki Wagonis

Dear TWO Members,

We have all seen the headlines regarding the devastation left by Sandy and the subsequent cold snap that has just hit them. On our own MYFAA website, we are currently seeing the stories of employee heroism and dedication.

Many of our own members have been caught in this terrible event. Our hearts go out to each of them.

Our Directors are currently reaching out to the members in the affected areas to ensure the status of their safety. In addition they are querying, if they have a “need” that we may be able to assist with. If you have not yet been approached, please contact any of the Directors or Officers listed in the attachment. We are concerned for each and everyone.

We recognize that there are large organizations dedicated to assisting those in need. However, we would like to show we care as well. With the needs identified we would like to assist with gift cards or other manners of assistance. While Insurance takes care of the “Major” issues, some may need fuel for generators, some may need groceries or clothing that were lost in the experience, and some may need a dinner out or a night at a hotel to have electricity and hot water for a shower.

We have established a fund with a donation button on the TWO website (www.technicalwomen.org). We will be accepting donations thru PayPal to a special fund dedicated to the members that have felt the impact of this event. We are asking our fellow members that can assist to help if they can. Monetary donations are greatly welcomed, however if you are unable, please pray for our fellow members.

We thank you all for your continued support of our members and the organization.

Thank you.

Vicki Wagonis

President, Technical Women’s Organization.

TWO National Executive Officers

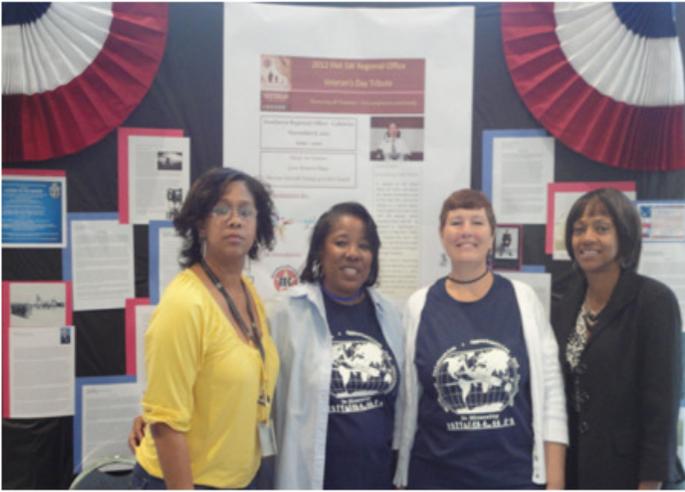
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Marketing Day Southwest Regional Office

By Vera Fortman (SW Regional Director)



From left to right:
Marla Brown-Bennett, NBCFAE, Vera Fortman, TWO Southwest Regional Director and Melba Gaither and Marilyn Tomko (TWO).



Eric Plura, Manager Technical Evaluation Team
Technical Women's Organization



Jim Owens, Manager Organizational Evaluation Team
Technical Women's Organization

On November 7, 2011, all employee association organizations joined together for their yearly event Marketing Day. Marketing Day is held in conjunction with the Health Fair. This is the best time due to all the foot traffic at the Southwest Regional Office for the health fair. An Employee Association pamphlet was put together years ago providing information on all the different Employee Association in the FAA. The pamphlet was titled Building upon Our Strength, One Step at a Time. A Mission Statement was decided: Provide assistance and support to a favorable work environment by providing a communication opportunity. The group meets together quarterly and will continue to work on joint ventures. Technical Women's Organization was represented by Vera Fortman, Southwest Regional Director, Melba Gaither, Marilyn Tomko, Jim Owens, and Eric Plura. Jim Owens and Eric Plura are managers at the Southwest Regional Office and is always available to assist in events with the TWO. TWO provided snacks, as always, anything free draws a crowd. Several applications were given out to individuals requesting information on the Technical Women's Organization, along with a lot of discussion surrounding the organization's mission and purpose. The Service Center has five goals and through this event we have met two of them. Goal #1 Inspire High Performance through Developing leadership at All Levels. Goal #5 Establish a More Open 2-way Communication at Every Level to Improve Relations (Employee and Management).

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FRIENDS

Tidal Waves & Co.

Snapshots of the Joint Conference 2012 in Schaumburg, IL



Five Employee Associations Presidents: (left to right) Tamera Joy (NCFAED), Kathleen Simmons (NAAN), Darrel Heath Williams (GLOBE), Zena Huen (NAPA), and Vicki Wagonis (TWO)

Juliette Rizzo (Director of Exhibits and Agency-wide Outreach, U.S. Department of Education) giving her speech.



Celeste Flemmings and Maria Fernandez-Greczmiel



Get-together after the registration.

The Black Hawk Performance Company performs during the opening ceremony.



The guest speakers (left to right): Peggy Gilligan (AVS-1), David Grizzle (ATO COO), Michael Huerta (Acting FAA Administrator), Victoria Cox (Assistant Administrator, Nextgen), along with Jo Tarrh (Service Area Director, Central Service Area).

Technical Women's Organization Executive Board 2012-2013

E-mail Vicki.J.Wagonis@faa.gov if you want to join a committee.



www.technicalwomen.org

OFFICERS

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National Vice President	Della Triggs-Koch
National Treasurer	Diane Berwanger
National Secretary	Dustin Wagner
National Communications Officer	Sara L. Snyder

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Special Activity Coordinators

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Facilitator	Linda Nelson
Historian	Clarissa Holland
Webmaster	Sara L. Snyder
TWO Circuit	Lucia Maillet

WHO WE ARE

Over the last 20 years, TWO, as a non-profit organization within the FAA, has evolved into a vital organization of close to 500 members supporting the FAA mission. Our membership represents committed, talented and energetic women and men from various FAA technical organizations. By promoting an understanding of the FAA culture and technical fields, we facilitate women in making significant contributions to the FAA and create a climate of cooperation between professionals.

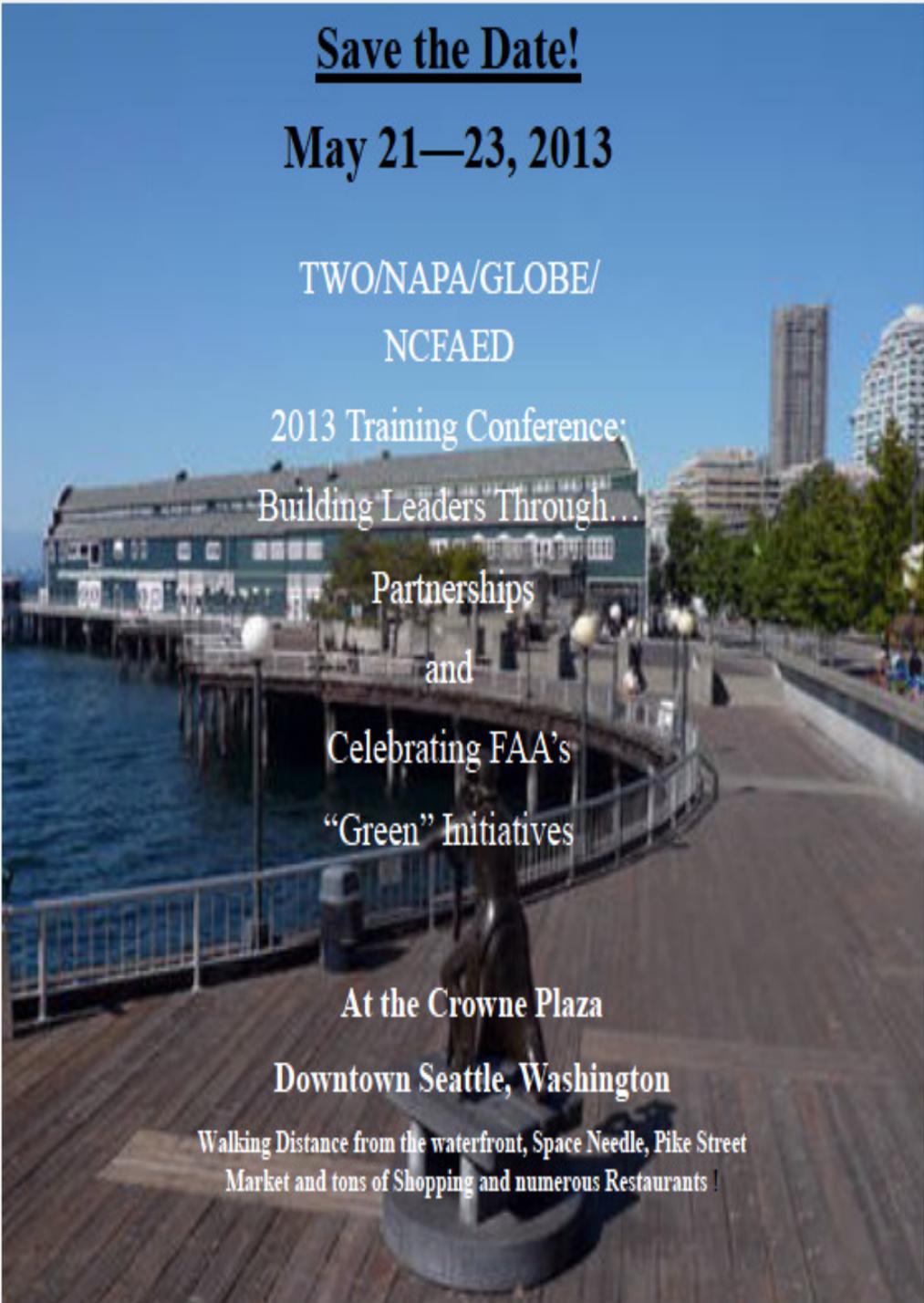
OUR GOALS

Maintain and enhance internal and external communications using email, websites and newsletters.

Sponsor and participate in technical activities to provide career enhancement, growth, and networking opportunities for members and other FAA employees.

Strengthen recruitment activities and resources to facilitate the recruitment of women in the FAA technical workforce.

Establish and maintain partnerships with FAA management, corporate sponsors and other organizations for members to effectively support the FAA mission, goals and objectives.



Save the Date!

May 21—23, 2013

TWO/NAPA/GLOBE/
NCAED

2013 Training Conference:
Building Leaders Through...
Partnerships
and
Celebrating FAA's
“Green” Initiatives

At the Crowne Plaza
Downtown Seattle, Washington

Walking Distance from the waterfront, Space Needle, Pike Street
Market and tons of Shopping and numerous Restaurants !