

From The Chairperson...



Marjorie Brown, Chairperson
FEB Atlanta

May 6-12, 2002, Public Service Recognition Week (PSRW), provides a wonderful opportunity to recognize excellence within our own community of public employees, as well as an opportunity to outreach within our wider communities to promote public service in general.

I would like to welcome our new agency heads to the Atlanta Federal Executive Board. We welcome, **Jimmy Palmer**, Environmental Protection Agency; **Jim Chapin**, Housing and Urban Development; **Elkin Parker**, USDA, GIPSA; **Ken Burris**, Federal Emergency Management Agency; **Brigadier General Peter Madsen**, U.S. Army Engineer Division; **Constantinos Miskis**, Health and Human Services; **Ed Fielder**, General Services Administration; **William Duffey**, U. S. Attorney; **Dr. David Fleming**, Acting Director, CDC; and, **Mary Glenn-Croft**, Acting Regional Commissioner, Social Security Administration. I encourage you to become actively involved in the Atlanta Federal Executive Board. I assure you there is a role for you and excellent developmental opportunities for your employees.

May 6-12, 2002, Public Service Recognition Week (PSRW), provides a wonderful opportunity to recognize excellence within our own community of public employees, as well as an opportunity to outreach within our wider communities to promote public service in general. A major activity of the Atlanta FEB during this week is the Annual Federal Employee of the Year Awards Luncheon. This year's luncheon, hosted by the FAA, will be held May 9 at the Marriott Marquis. There are a record 170 nominees in 14 categories. We anxiously await announcement of the winners and finalists as selected by a Blue Ribbon Panel of community leaders at the awards luncheon.

I am sure that each of you has planned your individual agency activities for PSRW. For example, the U. S. Postal Service has planned its annual National Association of Letter Carriers Food Drive for Saturday,

May 11. All of you can join the metropolitan Atlanta community in providing food for needy families. You will find more information on this important initiative in this newsletter.

During PSRW, as always, I encourage each of you to promote public service, particularly employment in the public sector. We must encourage young people to pursue careers in public service agencies so that we can continue to provide for the needs of the American public. We must continue to help raise awareness of the integrity, courage, unwavering commitment and the services provided by Federal employees to our community.

Please share with the Federal Executive Board information of the myriad of activities in which your agency may be engaged. Also I encourage you to submit items for inclusion in "The Right Focus", the FEB newsletter. You may do so by sending an email message to Gwenne.Campbell@gsa.gov. □

table of contents

INTRODUCING OUR NEW AGENCY LEADERSHIP	2-3
2002 U.S. SAVINGS BOND CAMPAIGN	4
MANAGEMENT PRIORITIES FACING THE BUSH ADMINISTRATION	4
MAYOR SHIRLEY FRANKLIN ADDRESSES FEB	5
STILL LOOKING FOR LOANED EXECUTIVES FOR 2002	5
IT'S TIME TO CELEBRATE PUBLIC SERVICE	6
10TH ANNUAL FOOD DRIVE BY U.S. POSTAL SERVICE	6
BOOK REVIEW: NOW, DISCOVER YOUR STRENGTHS BY BUCKINGHAM AND CLIFTON, Ph.D	7

ATLANTA FEDERAL EXECUTIVE BOARD

Introducing Our New Agency Leadership...



**Brigadier General
PETER T. MADSEN**

COMMANDER AND DIVISION
ENGINEER
SOUTH ATLANTIC DIVISION
U.S. ARMY CORPS OF ENGINEERS

Brigadier General Peter T. Madsen

assumed command of the South Atlantic Division on November 1, 2001. His previous assignment was as Commander and Division Engineer of the South Pacific Division. He has held a number of other positions with the Corps of Engineers including Executive Officer, Commander and District Engineer, and Program Manager.

As SAD Commander, General Madsen oversees engineering, construction, and real estate activities for the Army and Air Force in the Southeastern United States, Latin America and the Caribbean. He will also be responsible for water resources development activities which includes management of major harbors, federal navigable waterways and multiple-purpose reservoirs.

He is a graduate of the U. S. Military Academy at West Point, and has a Master of Science degree in Civil Engineering from the Georgia Institute of Technology. He is also a graduate of the National War College and is a registered Professional Engineer in Virginia.

He has held a number of major command and staff assignments. He commanded the 41st Engineer Battalion at Fort Drum, N.Y. where he also served as Division Engineer for the 10th Mountain Division. He served as the Operations Officer and Executive Officer of the 307th Engineer Battalion, 82nd Airborne Division, Fort Bragg, N.C. In Germany, he served with the VII Corps both on the Department of Engineering and Housing staff and as Commander of the 503rd Engineer Company. Major overseas deployments have been to Southwest Asia in Desert Shield and Desert Storm and Somalia.

His military awards include the Legion of Merit, Meritorious Service Medal (five awards) the Army Commendation Medal (three awards), the Army Achievement Medal and the Southwest Asia Service Medal. In Somalia, his battalion earned the Joint Meritorious Unit Award. He is also a Ranger and a Master Parachutist. □



EDWIN E. FIELDER, JR.

REGIONAL ADMINISTRATOR
GENERAL SERVICES ADMINISTRATION
SOUTHEAST SUNBELT REGION

As principal executive for the region, **Mr. Ed Fielder** heads a GSA workforce of 1,146 associates across Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee. GSA's Southeast Sunbelt Region has an annual operating budget estimated at over \$550 million and a real estate portfolio that includes 162 government-owned buildings and leased space in 1,139 commercial buildings.

Most recently, Mr. Fielder was employed by CB Richard Ellis, Inc. where he managed a diverse facility management portfolio for Delta Air Lines. In 1997, he retired from active duty as a Lieutenant Colonel with the U.S. Marine Corps.

Mr. Fielder is a graduate of Georgia Institute of Technology with a bachelor's degree in Building Construction. He also earned an MBA in Management from Golden Gate University in San Francisco, California. Additionally, Mr. Fielder is a 1994 graduate of the Marine Corps Command and Staff College in Quantico, Virginia. In 2001, he qualified as a Facility Management Administrator and a Real Property Administrator after completing coursework at the Building Owners and Managers Institute in Arnold, Maryland. □



Please contact us with any questions/comments you may have. If you would like to submit an article, please do so by the 15th of the month.

Marjorie Brown
Chairperson

Gwenne Campbell
Executive Director

Phone: (404) 331-4400
Fax: (404) 331-4270

75 Spring Street, Richard B. Russell Federal Building,
Suite 1142, Atlanta, GA 30303

*The Right Focus - Atlanta FEB Newsletter
is designed by Barbara Holzworth, GSA, FSS
and published by Linda Ashmore, DAPS*

please continue on page 3



ALVEDA KING TOOKES

DEPUTY REGIONAL SECRETARY'S REPRESENTATIVE,
OFFICE OF EDUCATION

Ms. Alveda King Tookes just recently joined the U. S. Department of Education as the Deputy Regional Representative. A Secretary Regional Representative has not yet been appointed. The Department is responsible for a myriad of issues and have Principal Offices that included The Office of Postsecondary Education, Office of Special Education and Rehabilitative Services, Office of Civil Rights, the Office of the Inspector General, and the Office of Management.

Ms. Tookes, the niece of Dr. Martin Luther King, Jr., is a former college professor, holding the Masters of Arts degree in Business Management from Central Michigan University. Her undergraduate studies in journalism and sociology helped her to become a published author of more than 10 books. She is also a Senior Fellow of the Alexis de Tocqueville Institute and has served on the boards of numerous community organization. Ms. Tookes served in the Georgia State House of Representatives for four years, and is an accomplished actress and songwriter. □



CONSTANTINOS I. MISKIS

SECRETARY'S REGIONAL REPRESENTATIVE, REGION IV
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES

Constantinos I. Miskis (Costas) is the Secretary's Regional Representative for Region IV of the U.S. Department of Health and Human Services. He serves as Secretary Tommy G. Thompson's direct



KENNETH O. BURRIS, JR.

REGIONAL DIRECTOR, REGION IV

Mr. Ken Burriss was appointed Regional Director of FEMA's Region 4 in October 2001. As Regional Director, he is responsible for coordinating FEMA mitigation, preparedness and disaster response and recovery activities in: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee. Before accepting this post, Mr Burriss had served as the first Chief Operating Officer of the U.S. Fire Administration.. He oversaw the day-to-day operations of the U.S. Fire Administration, including the National Fire Academy, and serves as the primary advisor to the FEMA Director and the USFA Administrator on overall operations and management of the fire administration.

Before joining FEMA, Mr. Burriss had served as a firefighter for more than 22 years, and had been the fire chief in Marietta, Georgia, since 1992. He is credited with applying innovative techniques and strong leadership to that department.

Mr. Burriss holds a BS degree in Safety and Fire Protection Engineering Technology from the University of Cincinnati and a Masters of Public Administration at Kennesaw University. □

representative, responsible for guidance and coordination of the department's policies in the region.

Prior to joining the U.S. Department of Health and Human Services (HHS), Costas Miskis served as General Counsel and Director of Legislative Affairs for the Florida Department of Elder Affairs, as well as Deputy General Counsel and Chief Medicaid Counsel for the Florida Agency for Health Care Administration (AHCA). He also served in an advisory capacity to former AHCA Secretary and current Deputy Administrator for the Centers for Medicare and Medicaid Services (formerly HCFA) Ruben J. King-Shaw, Jr. and served on the AHCA advisory team to Governor Jeb Bush on Medicaid and HHS issues.



WILLIAM S. DUFFEY, JR.

UNITED STATES ATTORNEY
NORTHERN DISTRICT OF GEORGIA

Mr. Bill Duffey was sworn in as United States Attorney for the Northern District of Georgia on November 16, 2001. Before his appointment as United States Attorney, Mr. Duffey was a partner at King & Spalding in Atlanta. From 1994 to 1995, Mr. Duffey left private practice to serve as Deputy Independent Counsel in charge of the Arkansas phase of the Whitewater investigation. He rejoined King & Spalding as a partner following government service.

At King & Spalding, Mr. Duffey's practice included complex civil and criminal litigation, focusing on trade secret, corporate espionage and fraud matters. He was involved in a number of internal corporate investigations including the 1985 investigation of E.F. Hutton and the Exxon Valdez investigation for Exxon's Independent Litigation Committee. His practice also involved ethics counseling and the representation of individuals and organizations before state and congressional ethics committees.

Mr. Duffey has served as chair of the Coverdell Leadership Institute, the Good Government for Georgia Committee and was former Chair of the Board of the Georgia Wilderness Institutes. He is a member of the North Georgia Walk to Emmaus Board, a graduate of Leadership Atlanta and co-founder of the New Century Club.

He is an honors graduate of Drake University and the University of South Carolina Law School, where he served as Articles Editor of the South Carolina Law Review. □

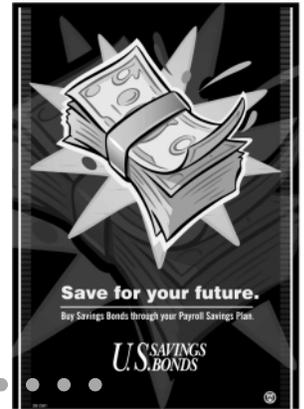
Costas Miskis authored the seminal authority on the Florida Medicaid program, the Florida Master Medicaid Guide, and co-authored Enforcing Quality Standards in Long-Term Care: The False Claims Act and Other Remedies, The Florida Bar Journal, June 1999. He is a recognized authority of Medicaid and has served in various capacities as a trainer, presenter, and Board member of organizations relating to Healthcare..

He received his B.A. from Florida International University, and his J.D. from the University of Florida, where he was Executive Research Editor for the Florida Journal of International Law. □

Management Priorities Facing the Bush Administration



"Savings bonds provide an excellent opportunity for each of us to support our country and, at the same time, plan for our financial future and the future of our loved ones."



2002 U.S. Savings Bond Campaign

There are five government-wide and nine agency-specific initiatives President Bush has targeted to improve the management and performance of the Federal government. President Bush states "we have targeted address the most apparent deficiencies where the opportunity to improve performance is the greatest. These areas are:

Governmentwide Initiatives

- ▶ Strategic Management of Human Capital (Looming retirements; skill imbalances; cumbersome personnel policies. There is a need to reduce layers between citizens and decision-makers, better align skills, and have greater flexibility to acquire and develop talent and leadership.)
- ▶ Competitive Sourcing - (Public-private competition improves business processes and general reduces costs by about 20%).
- ▶ Improved Financial Performance - (There is a need for accelerated financial reporting deadlines and to track and reduce erroneous payments.)
- ▶ Expanded Electronic Government - (There should be easy-to-find single points of access to government services.)
- ▶ Budget and Performance Integration (Provide greater focus on performance and accountability by reinforcing high-performing programs and reform or terminate non-performing activities.)

Agency-Specific Initiatives

- ▶ Faith-Based and Community Initiative
- ▶ Privatization of Military Housing
- ▶ Better Research and Development Investment Criteria
- ▶ Elimination of Fraud and Error in Student Aid Programs and Deficiencies in Financial Management
- ▶ Housing and Urban Development Management and Performance
- ▶ Broadened Health Insurance Coverage through State Initiatives
- ▶ A "Right-Sized" Overseas Presence
- ▶ Reform of Food Aid Programs
- ▶ Coordination of Veterans Affairs and Defense Programs and Systems □

The U. S. Census Bureau has the lead for this year's Savings Bonds Campaign and hosted a wonderful kickoff at the Jimmy Carter Presidential Library and Museum on Wednesday, April 10, 2002. The morning opened with a Continental Breakfast and ended with a tour of the Museum and Library. In between The Honorable Michael Thurmond, Georgia State Labor Commissioner, reminded us how valuable savings bonds are and how much they contribute to our live experiences.

The goal this year is to make 100 percent employee contact; increase new givers by five percent, and to achieve a 10 percent increase in allotments.

James Holmes, Regional Director, U. S. Bureau of the Census reminds us that our country needs us. He states that "Savings bonds provide an excellent opportunity for each of us to support our country and, at the same time, plan for our financial future and the future of our loved ones. We need every federal employee's participation to make this campaign a success." □

For a Savings Bond rate calculator, check out this web site...

<http://www.savingsbonds.gov/sav/savcalc.htm>

View History... The Declaration Of Independence At The Carter Library

The Declaration of Independence Road Trip, a multimedia exhibit showcasing an original copy of the blueprint for democracy signed by John Hancock, president of the Continental Congress. About 200 copies of the Declaration were printed July 4, 1776, but only 24 were thought to still be in existence until a few years ago. A flea market shopper found one tucked inside a \$4 painting. This copy has been authenticated by Sotheby's and an independent expert.

The exhibit is organized in three sections: a 15 minute video featuring noted actors reading the declaration, the display of the declaration and an exhibit called "Freedom's Journey: The Declaration of Independence and Beyond."

The project will be in Atlanta at the Jimmy Carter Presidential Library and Museum from April 27 through July 5. Plan on taking your family and friends to view an important piece of our nation's history. □



"Government is a trust, and the officers of the government are trustees; and both the trust and the trustees are created for the benefit of the people"

- Henry Clay - 1829

It's Time to CELEBRATE: Public Service!

This year's Public Service Recognition Week is May 6-12. We've celebrated the contributions of public employees from every level of government (federal, state, county and local) since May 1985. In continuing this well deserved tradition we encourage each agency to reach out beyond their own walls into the communities and neighborhoods around us. We ask you to ensure that we continue to build bridges between our government and citizens as well as giving our public servants an opportunity to inform our local citizenry of the human touch that we bring to our "superpower" government.

We have included a few ideas to help you accomplish the task at hand in recognizing our superior employees and tips on partnering with your local communities.

- ▶ *Certificates and on the spot awards to agency employees*
- ▶ *Organize an employee potluck*

- ▶ *Challenge another division to a friendly game of softball*
- ▶ *www.theroundtable.org provides posters, buttons, t-shirts, etc. for your use*
- ▶ *Tours of your local government offices*
- ▶ *Exhibits in parks or shopping malls*
- ▶ *Hold an event to benefit a charity*
- ▶ *Sponsor a "Mentoring Day" for local high schools students*
- ▶ *Sponsor a poster coloring contest for younger children*
- ▶ *Write a letter to the editor of your community paper about the importance of this week* □

Mayor Shirley Franklin Addresses Federal Executive Board

Shirley Franklin, Mayor of the City of Atlanta, was the featured speaker at the March 18 meeting of the Federal Executive Board. Mayor Franklin shared that she began her career as an Intern with the Department of Labor in Washington, D.C. and worked for the summer as a statistician collecting information on Affirmative Action.

Mayor Franklin reiterated her campaign pledges for a cleaner, safer city, and a city that cares about people who live and work in it. There is much room for public private partnerships as the city moves forward. She is particularly open to partnering with Federal agencies. She stated that there is hardly an initiative that does not lend itself to partnership between the city and the Federal. She expressed appreciation for the presence of Federal agencies within the city. She understands the contribution we make.

Mayor Franklin discussed some of her most noteworthy initiatives during her first 100 days. She is proud of the stricter ethics legislation and the creation of an internal investigative arm in the law department. There will be zero tolerance for conflict for those seeking to do business with the city. And of course, she discussed her most media savvy activity: The Pothole Posse. Upon taking office on January 7, the city knew about 546 potholes and they were filling only about 50 per month. She is proud to report that in just seven weeks, the city filled 2516 potholes and declared victory. This was done with no overtime; no new supplies; and no new employees. She is proud of the fact that she has demonstrated the ability to engage city workers to change attitudes so we can move forward. The message is that this is just the beginning of what we can do when we bring focus to issues.

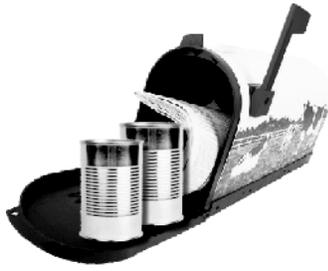
She was very amenable to responding to questions and participated in a lengthy question and answer forum. □



Still Looking For LOANED EXECUTIVES for 2002



The CFC Director is still looking for qualified Loaned Executives for the 2002 Combined Federal Campaign staff. He or she must be a GS 9 or above, a self starter and motivator, independent, reliable and possess strong written and oral communication skills. The selected LE's will be responsible for the administrative and campaign details for the organization that they will represent. This temporary assignment will last approximately twenty weeks (mid July through mid December). If you have employees that may be interested in this developmental opportunity or need additional information please contact the FEB Executive Director, Gwenne.Campbell@gsa.gov or the CFC Director, Mckenna.Pat@epa.gov □



U.S. POSTAL SERVICE

10th Annual Food Drive by U.S. Postal Service

Saturday, May 11, 2002, the United States Postal Service will join the National Association of Letter Carriers (NALC) for the 10th annual food drive. This is the largest food drive effort in the nation. Last year, during the National Kick-off held in Atlanta, Georgia, more than 142,000 thousand pounds of food was collected in the Atlanta area that helped feed thousands of individuals in need.

The Postal Service has pledged full support of this worthwhile program and encourages community support by donating non-perishable food items. Since the food drive began, it has generated more than 70.1 billion pounds of food nationwide.

All citizens need to do is place a box or can of non-perishable food next to their mailbox before the mail carrier delivers mail on Saturday, May 11.

As Americans, we enjoy one of the highest living standards in the world. Nevertheless, many people within our borders do not benefit from our Nation's great prosperity. In fact, many more Americans are hungry and malnourished than most people realize. Hunger is a serious problem that deserves national attention.

Together, we can *Help Stamp Out Hunger*. ☐



...and the winner is ???



Find out at the 29th Annual Atlanta FEB Employee of the Year Award Luncheon

May 9 has been set aside on your calendars to recognize and reward the special employees of all government agencies and military forces. We'll take this time to acknowledge those that possess a certain tenacity, creativity, courage and flexibility that goes above and beyond the call of duty.

Although every employee of government service is a jewel to be treasured we want to especially focus our attention on those who have excelled in the following categories:

Outstanding Manager / Supervisor

Outstanding Scientific / Professional Award

Outstanding Achievement in Diversity

Outstanding Technician Award

Outstanding Trade or Craft

Outstanding Secretarial or Administrative Support

Outstanding Law Enforcement/Security

Outstanding Team Award (formerly Group Award for Public Service)

Award for Heroism and The Thomas Liederbach Memorial Award for Volunteer Service

All three finalists in each category will receive personalized recognition in the form of a trophy or plaque.

We would like to congratulate all of our deserving nominees and salute our final winners. ☐

We look forward to seeing you on May 9, 2002, at the Atlanta Marriott Marquis Hotel.



San Diego Convention Center
May 21-23, 2002

think smarter, work smarter

Get the free training and gain the knowledge to enable you to do both these things.

expo.gsa.gov



INSIDE BACK PAGE REVIEW

Now, Discover Your Strengths by Marcus Buckingham & Donald O. Clifton, Ph.D.

This insightful new book is coauthored by Marcus Buckingham (author of the bestseller, *Break All the Rules*) and Donald Clifton, Chair of the Gallup International Research & Education Center. They have created a process to help readers identify their talents, build them into strengths, and improve organizational performance. The program introduces 34 dominant "themes" with thousands of possible combinations, and reveals how they can best be translated into personal and career success.

According to the Gallup Organization, most organizations remain startlingly inefficient at capitalizing on the strengths of their people. Interviewing over 1.7 million employees in 101 companies from 63 countries, only 20 percent of employees felt that their strengths are in play every day. Most managers are guided by the principles that each person's can learn to be competent in almost anything and that the greatest room for growth is in his or her areas of greatest weakness. However, the best managers are guided by the principles that talents are enduring and unique and that the greatest room for growth is in the area of his or her greatest strengths.

The authors combine the use of an Internet Profile to analyze your instinctive reactions and immediately presents you with your five most powerful signature themes. These 34 possible themes are: achiever, activator, adaptability, analytical, arranger, belief, command, communication, competition, connectedness, context, deliberative, developer, discipline, empathy, fairness, focus, futuristic, harmony, ideation, inclusiveness, individualization, input, intellection, learner, maximizer, positivity, relator, responsibility, restorative, self-assurance, significance, strategic, WOO (winning others over). These 34 themes are their language for describing human talents and, thereby, for explaining human strengths. They offer them as a way of revealing the best in you, the manager, and the best in those around you.

The book provides tools for anyone who is committed to being an effective supervisor and anyone committed to his or her own growth and development. The combination of the method to measure strengths with practical guidance on how

to manage people from a talent development standpoint provides a healthy way to help people develop to their maximum potential and become increasingly effective.

Once the Internet StrengthFinder has been utilized and you know the top five themes of each of your employees, the book provides details that will aid you in working with your employees. Of course, nothing can replace the insights you gain from simply spending time with each employee. And no idea will work if your people don't trust your intentions toward them. However, if your challenge is not lack of trust but lack of time, the suggestions offered may prove helpful. Once you have discovered each person's strongest talents, the obvious goal is to focus and develop these talents into measurable performance. The individual benefits. The organization benefits. □

However, the best managers are guided by the principles that talents are enduring and unique and that the greatest room for growth is in the area of his or her greatest strengths.

The book provides tools for anyone who is committed to being an effective supervisor and anyone committed to his or her own growth and development.

Upcoming Events



ATLANTA * FEB NEWS
ATLANTA * FEB NEWS

.....
For questions
or additional information
please call **Gwenne Campbell**
at **(404) 331-4400**



mark your calendar
and plan to participate



Employee of the Year Nominees and Winners!

The Atlanta Federal Executive Board
Richard B. Russell Federal Building
75 Spring Street, SW
Room 1142
Atlanta, Georgia 30303

The Atlanta FEB website address is:
www.atlanta.feb.gov

The Right Focus is posted and available
for download from this site.