



US Army Corps  
of Engineers®  
Far East District

# EAST GATE EDITION

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## Far East District continues to develop leaders; announces new ULDP Level II class

By Antwaun J. Parrish  
FED Public Affairs

**C**ol. Christopher Crary, U.S. Army Corps of Engineers (USACE), Far East District (FED) commander, recently announced the USACE Leadership Development Program (ULDP) II Class of 2021.

“The FED corporate board has approved eight candidates who applied for this rigorous 18-month Leadership Development Program starting this month and concluding June 2021,” said Crary. “This year’s program will be a combination of classroom and experiential learning through several reading assignments, guest speakers from across the USACE enterprise and external senior leaders, capstone project, mentorship, and hands-on leadership opportunities where the students focus on building teams and relationships, self-awareness, critical thinking, strategy, problem solving, and effective communication.”

The ULDP Level II program, is a district level competitively selected, cohort-based leader development program targeted at emerging leaders at the GS-12 level and below.

There are three main learning outcomes of ULDP. One of the outcomes is a demonstrated ability to perform a team project that requires leveraging interpersonal skills, individual strengths, and effective team strategies.

“This is an investment in our high performing team members and a way that

we can better manage and build our talent for the long-term success of the USACE, the United States Army, and the Joint Force,” said Crary. “What this program offers is an opportunity to grow as a leader in every aspect of your life both personally and professionally”

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**Kimberly Turnage, U.S. Army Corps of Engineers (USACE), Far East District (FED), workforce management office chief, displays her required reading for the USACE Leadership Development Program (ULDP) Level II cohort, Camp Humphreys, South Korea, Jan. 13. (Photo by Antwaun J. Parrish)**





**Col. Lee Woo-sik (right), Chief, Program Management Team, MURO, and Col. Garrett Cottrell (left), Deputy Commanding Officer - Transformation, United States Army Corps of Engineers Far East District, sign the Acceptance Release Letter for the Vehicle Maintenance Facility 120, which will support the 65th Medical Brigade, Camp Humphreys, South Korea, Jan. 30. (Photos by Antwaun J. Parrish)**



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# VIP hangar project completed at Osan Air Base

**By Stephen Satkowski**  
FED Public Affairs

**E**ngineers at the Far East District central resident office completed construction surveillance on the VIP hangar and parking pad renovation project at Osan Air Base last November. The hangar will house twin engine turbo prop aircraft for executive missions throughout Asia. FED engineers assisted in the renovation of the two existing hangars and parking pad which include fire protection, high expansion foam and four foam generators hanging from the ceiling. An overhead hoist and aircraft wash system were also included in the project.

Steven Haselman, FED project engineer, said there were initially some issues ensuring the quality of the fire protection system but through cooperation and hard work the matter was resolved.

“We were able to overcome that issue by working together with the contractor and our Korean partners and deliver the project for aviation regiment,” said Haselman.

To mark the completion of the project, which was initially awarded in 2017, an acceptance release letter ceremony was held Jan. 21 inside the hangar at Osan Air Base.

*Col. Lee Woo-sik (left), Chief, Program Management Team, Ministry of National Defense U.S. Forces Korea Base Relocation Program Office (MURO), and Col. Garrett Cottrell (right), Deputy Commanding Officer - Transformation, United States Army Corps of Engineers, Far East District, sign the Acceptance Release Letter for the VIP hangar and parking pad (AV040N), Osan Air Base, South Korea, Jan. 21. (Photo by Son Seuk Hwan)*





# Far East District participates in job fair aimed at increasing military spouse employment

By Antwaun J. Parrish  
FED Public Affairs

**T**he U.S. Army Garrison Humphreys Employment Readiness Center hosted its first local recruiter job fair at the Morning Calm Center. This job fair was unique in the fact that it was a part of the Military Spouse Hiring Initiative.

The Military Spouse Hiring Initiative is a new program that will allow military spouses to meet one-on-one with a local human resources (HR) representatives to review their qualifi-

cations and receive feedback and career guidance.

The U.S. Army Corps of Engineers (USACE), Far East District (FED) workforce management office was present as a vendor at the fair to answer questions and provide insight into the district's function in the Republic of Korea.

Penny Ferguson, a workforce management specialist and also a military spouse, was readily available to speak

with fair participants and explain the many opportunities within the FED.

"We have so many more positions inside the Corps of Engineers, that people don't expect," said Ferguson. "We have everything from mechanics to logistics, to support services and workforce management, most people think we only hire engineers. So I am here today trying to educate them that we are much more."

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*Penny Ferguson (left), a U.S. Army Corps of Engineers, Far East District workforce liaison specialist, speaks with Sheryl Dresse, during the U.S. Army Garrison Humphreys Employment Readiness local recruiter job fair held at the Morning Calm Center, Camp Humphreys, South Korea, Jan. 22. The job fair is a part of the Military Spouse Hiring Initiative in an effort to hire qualified family members in Korea with their active duty spouse. (Photo by Antwaun J. Parrish)*

## **Far East District continues to develop leaders; announces new ULDP Level II class**

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One of the unique aspects of this program is that any team member can apply regardless of their skill-set within the district.

This new class consists of Chris Carson (Programs and Project Management Division), David Hudson (Construction Division CD), Dennis Headrick (Information Management Office), Capt. Heathra King (Security Plans and Operations), James Degraff (CD), Kenneth Fitzgerald (CD), Kimberly Turnage (Workforce Management Office WMO) and Kim, Min-Chi (Engineering Division).

Kimberly Turnage, WMO chief, was initially interested in the program after enrollment for the course was announced. But she wasn't sure it would fit into her responsibilities. After discussing her interest with her supervisor and learning of his support she decided to apply.

There was one aspect of this cohort that is most intriguing to Turnage.

"I enjoy reading and I was excited to know that there are several books assigned to us for this program," said Turnage. "The reading will enhance my knowledge and leadership skills. I also enjoy the fact that in this program we have to conduct planning, which requires us to think outside of the box."

Although the new cohort has been selected, Col. Crary offered words of encouragement to other district employees for future opportunities and ways to work on professional development.

"I encourage you all to apply for future classes and welcome you to read the same books as the ULDP students," said Crary. "We have a fantastic 'Leadership Library' located in the waiting area bookcase in the Command Suite area of the 4th floor. Books are available both in Hangeul and English for you to check out."

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## **Far East District participates in job fair aimed at increasing military spouse employment**

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Spouses who attended the fair were able to not only speak with FED, but many other agencies as well. There were also counselors from CPAC present who could answer their questions regarding the overall hiring process.

"Many spouses just wanted to speak with me about the positions they can apply for and after I educated them on the Corps of Engineers, I directed them to speak with Stephanie Nishimori for more information," said Ferguson.

Nishimori is a human resource assistant with the Civilian Personnel Advisory Center (CPAC), and also the lead for the Military Spouse Hiring Initiative.

Sherry Dresse is a 21-year Army

veteran retiree and has been located in Korea for the past seven months with her family.

Dresse worked in logistics during her military service and is looking to use her more than two-decade expertise to land a position here.

"I am here so I can network with the organizations that are here and hopefully find a position as a contractor or GS [general schedule] employee in the logistics field," said Dresse.

Since being retired, Dresse stated that she has maintained contact with active duty personnel to ensure that she stays abreast to changes in the career field in order to be up-to-date on the skills required to land a position. She went on to share her opinion on the

Military Spouse Hiring Initiative.

"I think it's a great program, and it is going to help a lot of spouses find employment and utilize their skills while here," said Dresse.

There were many vendors providing education and information to job seekers, and Dresse stated that she wanted to speak to as many people as possible with the hopes of it being beneficial to her desired outcome.

"There are a lot of great opportunities here, so hopefully something will come to fruition," said Dresse.

# EEO CORNER

By Valerie Bradley

## Effective Communications in the Workplace



Whether you're new to the workforce or a veteran, it always makes good business sense to be aware of how your words and actions with coworkers affect the workplace environment. A positive approach generates better working relationships and promotes productivity, while a negative approach does the opposite and often leads to workplace conflicts. The scenarios and observations that follow are taken from real life incidents where I have been involved as an EEO officer or mediator, and offer valuable lessons for all of us in our workplace behavior and communications.

### **1. Derogatory Remarks, Whether Made in Jest or Not, are Destructive**

Remarks such as "Listen, You Idiot..." or "Diabetic\* People Are Crazy..." immediately inject negativity into the conversation and are demeaning to the listener. Not filtering anything you say can feel good in the moment -- but only to you. Belittling, shaming or embarrassing coworkers tags you as bully. If respect is important to you, being able to disagree with someone without name-calling, heavy sighs, eye rolling, verbal insults or using lewd words shows you can address a troubling situation respectfully without making it worse.

Instead of approaching colleagues with the attitude that negative motivation is the best tactic to get them to act ("Are we still paying you?!"), adopt an attitude that any kind of personal bashing has no place in a successful workplace.

Sharing positive feedback or giving praise doesn't create a team of babies who need constant coddling. Rather, it creates an environment in which others are free to compliment you as much and as often as you compliment them. What goes around comes around, so think before you speak. Respectful speech and behavior produces respectful responses.

### **2. Believing Only Your Ideas Count**

Taking action without consulting anyone else or pretending that you are very busy when actually you are not producing any work can create workplace conflicts. Morning memos or emails that surprise colleagues with decisions in which they had absolutely no say, reduces morale, initiative, and cooperation. Doubting a coworker's ability to contribute to your success or believing that constructive criticism is just a backdoor way for someone to sabotage you is counterproductive. If a colleague or supervisor is trying to warn you of potential pitfalls, take him or her seriously. Even employees beneath you can come up with great solutions, so be open to a variety of ideas from a variety of sources.

Involving colleagues in pre-decision discussions and asking a few well-placed questions before making a decision will show others that you're mindful and capable of seeing the bigger picture. It shows also that you are working as a team and have an esprit de corp. Being arrogant, paranoid, or aggressive and thinking you have to make all the decisions by yourself isolates you from the talent and resources surrounding you. If several people have told you the same thing about your behavior or attitude toward decision making, it's time for an adjustment on your part.

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# EEO CORNER

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### **3. Pitting People Against Each Other in the Name of Competition**

Sparring works well for world-class boxers but throwing unsuspecting coworkers into the ring doesn't toughen them up. It just makes them angry when they realize you're orchestrating tension between them. Some believe that pitting employees against each other is a great way to finish a project sooner. But doubling or tripling efforts on the same task doesn't result in a positive outcome if employees are tripping over each other, focused more on getting upset with one another than on getting the job done. Asking more than one person to work on a task and then picking a favorite doesn't benefit anyone either. The winner is put in an awkward position with his/her peers; the loser is demoralized.

Rather than using competition as a way to squash others, create and build a new definition of success. If you personally would like to get noticed for a job well done, build people up based on their individual strengths and talents, and they'll return the favor. Competing against yourself -- and winning -- is always the most satisfying (especially at review time).

### **4. Believing That Mystery Is a Good Thing**

Matchmakers claim that mystery can be intoxicating when you first meet a potential mate, but being coy at work frustrates people. Using wimpy language like "when you get to it," giving hazy instructions before running out of the room, or making someone else break the news to a coworker that he's not going anywhere until he finishes the work will create problems. You won't be seen as the good guy if you let vagueness become your communication standard.

Avoid being the employee whose behavior can best be described as "trying to nail gelatin to the wall." Don't let others think you're on the same page and then fool or cheat them with the complete opposite. Your colleagues will lose all trust in you, and your supervisor won't be able to count on you because your word means nothing. Your coworkers will appreciate clear, concise language. It's OK to disagree but make sure people know what you're disagreeing with. It's much easier to come to a resolution on real issues than it is to play 20 questions or resolve the wrong problems.

### **5. Never Admitting You've Done or Say Anything Wrong**

Hiding or ignoring the fact that you've mishandled a situation or downplaying poor outcomes takes more energy than humbly owning up to an error and working to repair whatever damage your actions may have caused. Ignoring occasions for self-reflection or side-stepping learning opportunities makes others feel they need to organize against you. The fight becomes the focus rather than the work. The easiest way to deflate anger with a coworker is to listen to his/her perspective, come clean about your participation in the conflict and work together to figure out ways to avoid similar situations in the future.

Simply keeping your blinders on and worrying only about yourself isn't enough. Consider his/her point of view (remember, understanding her perspective doesn't mean you agree) and see if you can come up with a solution that satisfies both of you. Your supervisor, coworkers and career will thank you.

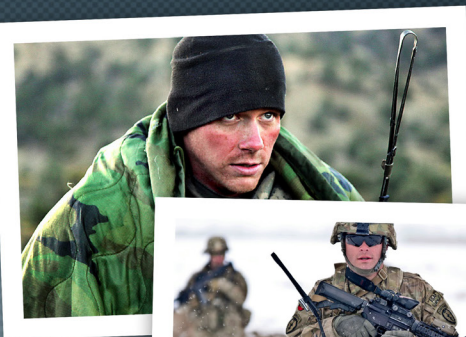
*\*Note: Diabetes is a condition in which the pancreas no longer produces enough insulin or cells stop responding to the insulin that is produced, so that glucose in the blood cannot be absorbed into the cells of the body. Diabetes is NOT a mental condition.*



Valerie Bradley is the EEO Officer for the Far East District. In addition to serving many years as an EEO Officer, Ms. Bradley is a Professional Certified and License Mediator. Throughout her career Ms. Bradley has addressed and advised on numerous workplace problems and issues, many of which resulted from avoidable, improper and counterproductive communications. Her expert advice here encourages everyone in the workplace to pause and consider what you are about to say and how you say it, and to speak and act in a manner that achieves positive and productive results for you and your teammates.

# THINK **COLD** TO STAY WARM!

AS COOLER WEATHER APPROACHES, IT'S CRUCIAL THAT SOLDIERS UNDERSTAND THE IMPORTANCE OF PROTECTING THEMSELVES TO AVOID BECOMING A COLD WEATHER INJURY STATISTIC.



THIS WINTER,  
THINK C-O-L-D TO STAY WARM

- KEEP IT **C**LEAN
- AVOID **O**VERHEATING
- WEAR CLOTHING **L**OOSE AND IN **L**AYERS
- STAY **D**RY



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