



COI MISSION

The Security and Emergency Services (S/ES) Community of Interest (COI) creates professional development opportunities, provides community forums, and promotes the interests of Marine Corps S/ES organizations.

COI VISION

To become an essential partner with installations and operating forces by providing Security and Emergency Service members individual career development opportunities and a network for exchanging knowledge, improving communications, sharing best practices, and finding innovative solutions which will deliver improved organizational capabilities to meet future safety and security needs for Marines, civilians, and their families.

Inside this issue:

<i>EOC Dedicated to ATFP Champion</i>	2
<i>Camp Pendleton wins DoD Large Fire DOTY Award</i>	3
<i>MC Firefighter named DoD Civilian FOTY</i>	4
<i>Around the Community</i>	5
<i>Former Sailor Sentenced for Attempted Espionage</i>	6
<i>2 PMOs Receive MC Law Enforcement Accreditation</i>	7
<i>How Influential Are You?</i>	8
<i>Annual Senior Leaders Security Training Event</i>	9
<i>Message Board</i>	9

Security and Emergency Services Community of Interest Newsletter

Summer 2014

A Message from the Community Leader



Welcome to the Summer 2014 edition of the Security and Emergency Services Community of Interest newsletter.

Writing this column is bittersweet for me as it is my last one. I will be retiring from federal service on 31 October 2014, having served the Marine Corps 44 ½ years in uniform and as a civilian.

Times like these naturally lend themselves to personal and professional reflection. As I look back, one of the things I am struck by is the incredible dedication and sacrifice of the civilians of the Security and Emergency Services Community of Interest (COI). Since our establishment in 2001, your contributions have been instrumental in making our Corps, our people, and their families safer in an increasingly chaotic and dangerous world.

While it may have been a coincidence that our COI was established the month prior to the attacks of 11 September 2001, it was certainly not a coincidence that you responded superbly to the new environment in which we found ourselves. The last 13 years have been fast paced and the most intense that I have experienced since I joined the Marine Corps in 1970. The impact that our civilian Marines have had on supporting the warfighter has been immeasurable and will be long lasting.

From law enforcement to firefighting, physical/personnel/information security to antiterrorism, critical infrastructure protection to CBRN defense and Emergency Management, you have set the tone that other Services wish they could emulate. Almost daily, I field calls and emails from my Service and higher headquarters counterparts asking, "how does the Marine Corps do it?" Whatever the technical issue might be, I always couch my response with "it's the people who make it happen."

This Fall, we enter a new phase – General Dunford becomes our 36th Commandant. He will lead us through minefields of global terrorism, force structure reductions, budget constraints, shifting to the Pacific, and taking care of our Marines. I know that you will be there following and supporting him through it all.

*Semper fidelis,
Raymond F. Geoffroy
Assistant Deputy Commandant (Security)
Plans, Policies, and Operations*

Emergency Operations Center Dedicated to ATFP Champion

by Lance Cpl. Grace Waladkewics, Marine Corps Air Station Cherry Point



Connie Slappey, Col. Chris Pappas III and James Riemer present a hand-drawn picture of Joseph 'Richard' Slappey during a dedication ceremony in his honor at the Emergency Operations Center Jan. 25. Connie is the wife of the late Richard Slappey, Pappas is the commanding officer of Marine Corps Air Station Cherry Point and James Riemer is the director of air station operations.
(Photo by Lance Cpl. Grace Waladkewics)

MARINE CORPS AIR STATION CHERRY POINT, N.C. - Marine Corps Air Station Cherry Point Marines and civilian employees gathered at the Emergency Operations Center (EOC) to honor a key member of the EOC development team on January 25, 2014. During the ceremony, the EOC was dedicated in honor of retired Master Sgt. Joseph "Richard" Slappey, who passed away suddenly in September 2010. Slappey served honorably in the Marine Corps for 27 years. At Cherry Point, he served as the training staff noncommissioned officer-in-charge and as a staff officer on the operations staff. After retiring in 2003, Slappey continued to serve as a civilian Marine with the Mission Assurance Department, specializing in antiterrorism efforts at Cherry Point.

"He was responsible for writing the initial order on antiterrorism protection planning and the orders and operations after 9-11," said James Riemer, director of air station operations. Slappey developed and implemented the EOC's Mission Assurance Program at Cherry Point, said Riemer. Although he never got to see the new office space, he was instrumental in the design and building of the headquarters building EOC.

The dedication ceremony brought together Slappey's family, friends and coworkers to honor his life and accomplishments. "His legacy and foot prints are left on every part of what you see here today," said Col. Chris Pappas III, commanding officer of Cherry Point. "We are ready today because of his mission and his legacy."

While working in the EOC, Slappey earned the 2006 Security and Emergency Services Civilian Marine of the Year Award for his Anti-Terrorism Force Protection Program, said Riemer. This was an extremely significant accomplishment in his life. "He was like a brother to me," said Riemer. "He was a superb Marine, staff NCO, and individual." During the ceremony, family and friends spoke of Slappey and his accomplishments. "Professionally, Richard was a perfectionist and expected the best from himself and everyone around him," said his wife, Connie Slappey. "Personally he was the most loyal and loving man that you could ever meet and he showed his kindness to everyone he met."

After a fire destroyed the Cherry Point and 2nd Marine Aircraft Wing Headquarters building, Slappey worked tirelessly to help design a new, state-of-the-art EOC in the new headquarters building.

As a fitting tribute in 2013, the Marine Corps recognized the Cherry Point EOC for containing all design prerequisites for emergency efforts, a hallmark of Slappey's continued contribution. A plaque will adorn the entrance to the EOC, a reminder of Slappey's contributions to 2nd MAW and Cherry Point.

"While engraving his name up on the wall won't bring him back, people who come here from decades on will know his name and will see his face and will honor his life and service and will be grateful for his time well spent here," said Pappas. "Through this dedication Cherry Point Headquarters are exceptionally proud to forever connect those who have gone before to those who have yet to serve."

Camp Pendleton Wins Department of Defense (DoD) Large Fire Department of the Year Award

For only the second time since the DoD Fire and Emergency Services (F&ES) awards were created in 1996, a Marine Corps fire department is a DoD fire department of the year award winner.

On May 6, 2014, Marine Corps Base Camp Pendleton F&ES Department was named the DoD's Large Fire Department of the Year for calendar year 2013.

"The Large Fire Department of the Year award is the grand prize for all of the DoD fire departments. All of my folks know how competitive it is. There's a sense of pride, a little something extra to their steps so to speak, with this award."

*- MCIWEST- MCB Camp Pendleton Chief
Thomas Thompson*

The only other Marine Corps fire department to win a DoD F&ES award was Marine Corps Logistics Base Barstow, which won in 2006. Coincidentally, Camp Pendleton Chief Thomas Thompson was the operations section chief at Barstow when they won the award.

Receiving the large fire department of the year award is a tremendous honor, Thompson said. "The Large Fire Department of the Year award is the grand prize for all of the DoD fire departments. All of my folks know how competitive it is. There's a sense of pride, a little something extra to their steps so to speak, with this award. It just helps to solidify all the changes that we're making. They know we're going in the right direction."

Since Thompson became chief at Camp Pendleton in November 2011, he has changed the way the department handles everything, including budgeting, strategic planning, risk assessments, and tactics and strategies. The reason for all of the changes is to improve the way the department functions and to align it with the Center for Public Safety Excellence's (CPSE's) F&ES accreditation effort administered by the Center of Fire Accreditation International (CFAI).

The CPSE accreditation is the gold standard that all fire departments strive to achieve, Thompson said. "It's not an easy process. Only 200 out of the 30,000 organized fire departments around the world have successfully earned accredited agency status. We are headed that way now. I expect that in mid-2015 our department will achieve this milestone. Achieving accredited agency status is not just a project; it is a process that will carry us through the future.

As a team, everyone has embraced the challenge to improve our processes, Thompson said. "I am just amazed at the caliber of my folks and their willingness to change. I can't be more proud of them. I've been in the fire service for 30 years now and this has been my best assignment yet. The mission here at Camp Pendleton is very diverse and high risk. We have a very active mutual aid program with our surrounding communities; we make a difference every shift, not just within our installation boundaries, but within Orange County, the cities of Fallbrook, Escondido, Oceanside, San Diego, and the 20 miles of Interstate 5 that runs through the base."

Among the biggest successes to date is data entry tracking relating to the 10 fire demand zones (FDZ), Thompson said. With the tracking, he knows exactly how long it takes to respond to each call in every zone and can provide the Marine Corps with a risk assessment of every FDZ.

The DoD award isn't the only recognition received by the department this year. The U.S. Forest Service awarded the Case Springs Station with the "Best Engine Crew." The station, which is open only during the wild fire season, is co-staffed with two firefighters from Camp Pendleton department and two firefighters from the U.S. Forest Service.

"They were recognized throughout the U.S. Forest Service in this region as the brush fire engine crew of the year," Thompson said. "They had a very busy fire season last year and were recognized for their actions in the fires. It has never been awarded to a DoD agency before."

Marine Corps Firefighter Named DoD Civilian Firefighter of the Year

by Mr. Kevin King, Marine Corps Installations Command, G-3

Marine Corps Base Camp Pendleton Firefighter David Lewis — a career firefighter with more than 10 years of experience working for the Air Force, Army, Navy and Marine Corps— is the DoD's Civilian Firefighter of the Year for calendar year 2013.

"I am completely blown away knowing that I have been selected for this award," Lewis said. "I work with some of the best here at Camp Pendleton and to be selected as Firefighter of the Year here, then to move up to the Marine Corps level and then to be selected again as the Firefighter of the Year for the entire DoD is something that I would have never expected. I owe much of my success to numerous mentors over the span of my career. While I would like to name each and every one of them here, I realize that is not possible in this forum. The best thing that I can do is to pass it forward to those young men and women who are beginning their careers in the fire service."

Lewis, a proven and skilled first responder willing to do whatever is necessary to improve the department's emergency response, joined Camp Pendleton in 2012. He is assigned to Camp Pendleton's busiest fire station.

Beyond his technical competency as a firefighter, Lewis also took the lead in several key operational programs such as:

- ◆ Coordinating living quarters for the entire station during a complete remodel of the fire station, saving the department \$25,000.
- ◆ Co-authoring the department's fire apparatus inspection and testing policies.
- ◆ Taking the initiative in becoming certified as an off-road emergency vehicle operator (EVOC) instructor. After becoming certified, Lewis provided 120 man hours of off-road EVOC training to members of the department.
- ◆ Developing the emergency medical services (EMS) portion of Camp Pendleton's Center for Public Safety Excellence's (CPSE) accreditation effort administered by the Center of Fire Accreditation International (CFAI). A certified paramedic, Lewis wrote the EMS goals, objectives, performance indicators and self-assessment manual.
- ◆ Assisting with the creation of Camp Pendleton's first new employee training manual and handbook, which took more than 100 hours to write and edit.

The new employee handbook is an invaluable resource for the department, said Chief Thomas Thompson. "I hire personnel from throughout the DoD fire service and not all departments and training programs are the same. Our handbook is a good roadmap whether they are brand new hires or a 15-year veteran. It helps them transition into the department. It keeps them safe, it keeps us safe."

"Dave is an absolute rock star," Thompson said. "There are so many things that he has been involved in, different programs that needed to be stood up, tracked, evaluated and self-assessed. Whatever the challenge, he's up to the task."

Lewis' path to the DoD's Civilian Firefighter of the Year award began with being selected as Camp Pendleton Fire Department's Firefighter of the Quarter for the third quarter of 2013. That award made Lewis eligible for Camp Pendleton's Firefighter of the Year award.

During calendar 2013, Lewis was involved in more than 250 patient contacts, 172 transports, 16 wildland fires, 44 rescues, 23 life flights, 21 extractions, 11 structure fires and delivered two babies.

This year marked the second time that Lewis was nominated for the DoD's highest individual F&ES award. While at Fort Sam Houston Fire Department in San Antonio, Texas, Lewis was the Army's 2009 nominee for the DoD Fire Officer of the Year award.

It's an odd feeling to have been nominated twice for the DoD's highest individual award, Lewis said. "I don't feel like I have done anything out of the norm or extraordinary. I simply show up every day to a job that I have always wanted to do, I do what I know needs to be done with a bunch of great guys and gals and I have fun while doing it. It really doesn't get any better than this."

Around the Community: The MP/CID Archives Collection – Honoring the Heritage of Marine Corps Law Enforcement

by Grant V. Frey, Executive Director, Marine Corps Police Academy – West

Over the decades, many of us in the Marine Corps Law Enforcement Community and beyond had the pleasure of knowing the late MSgt Francis “Ace” Arciaga, Jr., USMC (Ret.). Ace served as an infantryman in World II in the Guadalcanal Campaign then the Battles of Cape Gloucester, New Britain and Okinawa. He was first assigned to an MP Unit in 1946 and subsequently became a criminal investigator in 1948. Ace retired in 1961 as the Chief Investigator, PMO MCRD San Diego.

Immediately upon retirement from the Marine Corps, ACE started the “CID Newsletter” which has taken on many forms over the years but continues to the present day. Ace assembled a booklet known as the “CID Family Tree” after the tragic death of SSgt Daniel S. Tindle, a Criminal Investigator who was murdered while on active duty at PMO MCAS Yuma on 29 August 1968. Copies were sold with the proceeds used to purchase savings bonds to assist with the future educational needs of the late SSgt Tindle’s three young children.

The experience with the “Tree” had a profound effect on Ace and his appreciation for our law enforcement heritage – The MP/CID Archives were born.



Ace began accumulating MP/CID memorabilia from all available sources – soliciting artifacts from former, retired and active duty Marines. Over time, the collection grew to a point that Ace could no longer maintain the items in his home in Santa Ana, CA. The collection was relocated and prominently displayed at PMO MCAS EL Toro. In 1976, the 26th Commandant of the Marine Corps (CMC), General Louis H. Wilson, Jr. visited MCAS El Toro and dedicated the MP/CID Archives. Further recognition of the collection was bestowed on Ace in 1995 when the Marine Corps Historical Foundation presented the Col John H. Magruder Memorial Award to him. The 31st Commandant, General Charles C. Krulak, formally presented the award to Ace. The award is given to an individual or an organization for excellence in depicting Marine Corps history in exhibits or displays in a museum or similar setting.

The MP/CID Archives were relocated in late 1980s to PMO Camp Pendleton. The collection continued to be displayed at PMO with Ace faithfully attending to his “curator” duties until his passing in October 2009.

The Archives were entrusted to MGySgt Donald E. Robbins, USMC (Ret.) who continued to maintain the collection at PMO Camp Pendleton. In 2012, Don recommended that the archives be redistributed in order to maximize the accessibility for visitors. He briefed his “vision” to the Security Battalion Commander, Col Gino P. Amoroso, who approved the concept and provided his guidance. Over the next two years, the MP/CID Archives have been properly distributed, set-up and displayed due to the extraordinary efforts of Don Robbins and CWO3 Robert P. Downs, USMC (Ret.) who currently serves as the PMO Services Officer, Camp Pendleton.

The majority of the collection is displayed at PMO Camp Pendleton. PMO is located in the 15 Area, buildings 1525/1526 complex. The MP display is located in the Operations Division under the care of the Provost Sergeant and the CID display is located at CID under the supervision of the Chief Investigator. Don Robbins personally selected memorabilia for the recently established display at the Marine Corps Police Academy-West (MCPA-W), building 6274, MCAS Miramar. The display at the MCPA-W has received a great deal of attention from the academy students attending the basic police officer course and the law enforcement advanced courses.



With the MP/CID Archives being redistributed, more visitors are able to appreciate the heritage of Marine Corps Law Enforcement. Ace would be extremely proud that his collection will continue to thrive for future generations.

Former Sailor Sentenced to 30 Years in Prison for Attempted Espionage

by The U.S. Attorney's Office, Eastern District of Virginia, February 10, 2014

NORFOLK, VA—Robert Patrick Hoffman, II, 40, of Virginia Beach, Virginia, was sentenced today to 30 years in prison for attempting to commit espionage against the United States.

Dana J. Boente, Acting United States Attorney for the Eastern District of Virginia; John P. Carlin, Acting Assistant Attorney General of the Justice Department's National Security Division; Charles T. May, Jr., the Naval Criminal Investigative Service (NCIS) Acting Executive Assistant Director for Atlantic Operations; and Royce E. Curtin, Special Agent in Charge of the FBI's Norfolk Field Office, made the announcement after sentencing by Senior United States District Judge Robert G. Doumar.

"Hoffman attempted to spy on behalf of the Russian Federation and betrayed the trust this country placed in him. He was willing to place American lives at risk for personal gain," said Acting U.S. Attorney Boente. "Today's sentence should serve as a clear warning to others who would willingly compromise our nation's most sensitive classified information."

"By attempting to hand over some of America's most closely held military secrets, Robert Hoffman put U.S. Service members and this country at risk," said John Carlin, Acting Assistant Attorney General for National Security. "Today, Mr. Hoffman is being held accountable for his actions. This prosecution should serve as a warning to others who would compromise our nation's secrets. I commend the prosecutors, agents, and analysts who worked diligently on this case."

"Today's sentencing confirms insider threat exists in our society and poses an enduring risk to our national security," said Special Agent in Charge Royce Curtin of the Norfolk Field Office of the FBI. "The FBI is dedicated to working with our law enforcement partners to vigorously investigate and disrupt any espionage activity directed against the United States. Counterintelligence continues to be a very high priority with severe consequences."

After a five-day trial that concluded on August 21, 2013, a Norfolk jury found Hoffman guilty of attempted espionage, as charged in the one count superseding indictment filed on May 8, 2013. According to court records and the evidence at trial, Hoffman is a U.S. citizen born in Buffalo, New York, who served for 20 years in the U.S. Navy until retiring at the rank of Petty Officer First Class on November 1, 2011.

Hoffman's rating in the Navy was as a Cryptologic Technician-Technical (CTT). In that capacity, he worked aboard or in conjunction with U.S. submarines for much of his naval career. While deployed, Hoffman operated electronic sensors and systems designed to collect data and information about potential adversaries, scanned the operating environment for threats to the submarine, and provided technical and tactical guidance to submarine commanders. Due to these duties, Hoffman held security clearances and regularly received access to classified national defense information about U.S. submarines and their capabilities and equipment, about adversaries, about specific missions, and about U.S. military and naval intelligence. As a condition of receiving access to this sensitive information, Hoffman repeatedly signed agreements not to disclose it to those unauthorized to receive it and regularly received training about his obligations to protect the information and to report without delay any suspicious contacts.

In 2012, the FBI initiated an investigation to determine if Hoffman was willing to act as an agent for a foreign government and commit espionage against the United States by divulging classified information. As part of this investigation, undercover FBI agents posing as operatives of the Russian Federation contacted Hoffman seeking defense information. In a series of responsive e-mails and other communications, Hoffman advised that he looked forward to "renewing [a] friendship" with his purported Russian contact, was "willing to develop a mutual trust," and wanted compensation for his activities in the form of job assistance or payments based upon the risk and effort involved. Hoffman also emphasized, however, that the need for "security [was] paramount" and suggested they communicate by physical, rather than unsecure electronic, means.

In accordance with this request, undercover agents posed a series of questions to Hoffman and directed, if he chose to reply, that he should signal his willingness to do so by means of a coded reply and then leave his answers on a pre-arranged date in the hollow at the base of a tree at a dead drop site located in Virginia Beach, Virginia. On three occasions in September and October 2012, Hoffman did just that and filled the drop site with encrypted thumb drives containing answers to the questions posed to him by persons he believed to be Russian agents. In his answers, Hoffman supplied, among other things, national defense information classified at the levels of secret and top secret/sensitive compartmented information. Following these disclosures, FBI and NCIS agents arrested Hoffman on December 6, 2012, and the court ordered him detained.

This case was investigated by the FBI and NCIS. Assistant U.S. Attorneys Robert J. Krask and Alan M. Salsbury and Trial Attorney Heather M. Schmidt of the Counterespionage Section of the Justice Department's National Security Division prosecuted the case on behalf of the United States.

Two PMOs Receive Marine Corps Law Enforcement Accreditation in April: Cherry Point and Yuma Bring Total Number of Accredited Agencies to Eight

by Lance Cpl. Travis Gershaneck, MCAS Yuma Public Affairs and Major Emmanuel Carper, HQMC, PP&O (PSL)

On an installation packed with uniformed service members, few are more distinguished than the military and civilian police officers. The glistening gold badge over the left breast pocket serves as a constant reminder that enforcing the law is their primary responsibility; a responsibility they carry out with professionalism and proficiency 24 hours a day, seven days a week.

On April 14, 2014 Headquarters Marine Corps (HQMC) awarded the men and women of the Marine Corps Air Station (MCAS) Cherry Point and MCAS Yuma Provost Marshal's Offices (PMO) with the highest professional honor available — accreditation through the Marine Corps Law Enforcement Accreditation Program (MCLEAP), the gold standard in Marine Corps law enforcement.

"It's the Marine Corps' stamp of approval on our Provost Marshal's Office," said Maj. Jeremy Thompson, Provost Marshal for MCAS Yuma.

Installations with law enforcement accredited agencies:

- ◆ MCSF Blount Island
- ◆ MWTC Bridgeport
- ◆ MCAS Cherry Point
- ◆ MCAS Iwakuni
- ◆ MCAS Miramar
- ◆ MCB Quantico
- ◆ MCRD San Diego
- ◆ MCAS Yuma

Accreditation was very important for Cherry Point, said Deputy Police Chief Elijah Bouie Jr. for MCAS Cherry Point. "The accreditation means that we can stand shoulder-to-shoulder with any nationally accredited law enforcement agency knowing that we also train and perform to the highest standards."

Implemented in June of 2012, MCLEAP is a comprehensive evaluation process designed to assist PMOs and Marine Corps Police Departments (MCPDs) in improving the quality of law enforcement support at Marine Corps bases, stations and installations. Unlike law enforcement accreditation programs found in the civilian sector, MCLEAP is a cradle-to-grave performance improvement process that partners PMOs/MCPDs with HQMC to overcome obstacles impacting law enforcement operations. PMOs/MCPDs that successfully meet the Marine Corps' operational standards of excellence for law enforcement at the completion of this process are recognized as accredited by HQMC.

Achieving operational excellence is no easy task. PMO, MCAS Yuma began preparing for their MCLEAP assessment in January 2013. Over the course of the following 17-months they completed preparatory tasks, an initial on-site assessment, a 6-month remediation process and finally, a follow-on site visit by MCLEAP assessors to ensure solution sets were appropriately implemented. PMO, MCAS Cherry Point began its formal MCLEAP process in May 2013 and completed the same required preparatory tasks, initial site assessment, remediation process and follow-on site visit.

Both accreditation packages were presented to the Accreditation Review Panel (ARP) on March 6 and received a unanimous recommendation. The recommendation was then forwarded to the Assistant Deputy Commandant (ADC), Plans Policies and Operations (PP&O) Security Division for approval.

"When you drill down to achieving those standards, it gets the Provost Marshal, his MPs and cops back to the fundamental things they're supposed to be doing on a regular basis: weapons qualifications, use of force adherence, upholding regulations," said Lt. Col. Bryan Wood, with the Deputy Commandant of Security Plans, PP&O Security Division.

With the April 14 accreditation announcement, Cherry Point and Yuma joined six other PMOs/MCPDs that have achieved the law enforcement accreditation since the program began two years ago to standardize and professionalize the police force in the Marine Corps. In December, four more PMOs/MCPDs accreditation packages — Barstow, Hawaii, Okinawa and 29 Palms — will go before the HQMC accreditation board for consideration.

The success of MCLEAP has not gone unnoticed; currently the Office of the Undersecretary of Defense (P&R) is developing an accreditation program modeled after what the Marine Corps Law Enforcement has implemented. When the Department of Defense (DoD) accreditation program is implemented, it will include all of the military Services and five defense agencies. This effort will help to professionalize law enforcement across the DoD and improve the safety of personnel both here and abroad.

How Influential Are You?

Excerpted from “Influencing Skills— The Critical Elements to Master” by Colin Gautrey, Author

The complexity of the workplace is demanding that leaders have increasingly sophisticated skills. In the past, leaders were able to get the job done easily with solo efforts and just their team. Today, problems and innovation require interaction between and among team members with efforts inside and outside the organization. The greater the challenge, the more influencing skills are needed. So, the ability to influence is a critical asset—one that can yield success for you and your organization.

Your job requires you to influence others just about all of the time. Influencing comes in many forms: gaining support for an idea, inspiring others, creating relationships, negotiating, resolving conflicts, mentoring, and much more. It is about understanding yourself and the impact you have on others. The more influence you have, the greater your ability to move things forward without forcing—and doing so with respect and buy-in from others.

“Think twice before you speak, because your words and influence will plant the seed of either success or failure in the mind of another.”

- Napoleon Hill

What does it take as a leader to be influential your organization? According to the research of author, Colin Gautrey, there are seven critical elements for influencing skills. Each of these elements requires development over time and effective use of emotional intelligence competencies. Mastery is important in every direction of one’s position—with upper leadership, peers and subordinates.

Influencing Element	Description
#1 — Self-Awareness	Self-Awareness is your ability to accept and appreciate who you are and what you stand for. It is knowing your strength and challenges. Associated with Self-Awareness are feelings of inner strength, self-assuredness, self-confidence and self-adequacy. Gautrey’s research shows the greater your Self-Awareness, the more you will be able to leverage your influence.
#2 — Understanding Others	This element involves showing genuine interest in others, having insight into what others value and being sensitive to others’ feelings (empathy). Understanding others establishes a foundation for how you approach, listen, and work with people.
#3 — Understanding Groups	Understanding group dynamics in both formal and informal groups will assist in helping you influence more quickly and thoroughly. Success competencies for understanding groups include: collaboration skills, ability to build consensus, reality testing, conflict management and strategic thinking skills.
#4 — Networking	Networking is seen as a differentiator between good and great influencers. Great influencers have built a large array of personal contacts that they tap for information, advice and support. Because they know a lot of people, great influencers have been exposed to differing viewpoints, knowledge arenas and personalities. To achieve this element, use your networking opportunities at conferences, on your projects within your organization and with professional networking sites such as LinkedIn.
#5 — Building Trust	In the absence of trust, successful influence is unlikely. Many attributes go into building trust-keeping confidences, keeping your word, conveying trust in others and establishing meaningful, real relationships.
#6 — Assertiveness	Assertiveness is being willing to state your ideas with confidence and not force. It is projecting steadfastness in one’s purpose, directions and goals. Influencing involves using a compelling voice tone and positive non-verbal body language, without being aggressive, overbearing or harsh.
#7 — Communication and Reasoning Skills	Being an influencer involves seeing the big picture, using data points, seeing alternatives, and asking probing questions. This element goes beyond analyzing to get at the heart of an issue. Active listening, ability to engage others in discussion and skill with visuals (e.g., graphs, charts and illustrations) are important aspects of this element.

As a leader, you have many opportunities to be an influencer inside and outside your organization. Being an influencer enables leaders to focus on large-scale contributions. They seek changes and improvements for the larger good, not just their own objectives. It is a focus on the future, a legacy for your time in position. Influencing is for those leaders who want to make a positive difference in others lives and their own.

Annual Senior Leaders Security Training Event, 9-13 March 2015, MCRD San Diego

by Mr. William Gresham, HQMC, PP&O, PSM

The annual Senior Leaders Security Training Event is again scheduled to take place at Marine Corps Recruit Depot, San Diego. The dates of the event are 9-13 March 2015. Issues include impacts of last year's Marine Resources Oversight Council decision on USMC Law Enforcement Battalions and garrison law enforcement; Washington Navy Yard shooting, and the subsequent DON-directed Service-wide security assessment; additional insider-threat related issues and the personnel security program. It will also provide a forum for the convening of the Protection Executive Steering Group (PESG), which supports DC,PP&O's advocacy requirements as the Protection Advocate. The PESG will approve and endorse the Protection Advocate's Capability List (ACL) and Gap List (AGL) for Program Objective Memorandum (POM)-I8 development.

Additionally, as part of the annual Marine Corps Senior Leaders Security Training Event, the ADC, PP&O Security Division will recognize deserving civilians and Marines who have distinguished themselves during the previous calendar year. The civilian award program is conducted as part of the Civilian COI program. The military program recognizing Marines (the Kallstrom Awards) is open to all Marines with a Military Police MOS (58XX). It consists of two awards: the Leadership Award and the Bravery Award. The Leadership Award recognizes a Marine who has made a significant contribution to the operating forces or supporting establishment through superior leadership. The Bravery Award recognizes a Marine who has performed a selfless act above and beyond the call of duty. Look for the first message containing initial details of the event in the upcoming months.

Message Board

This section is designed to list messages of interest to the S/ES COI. All messages can be found on the S/ES SharePoint site at: <https://ehqmc.usmc.mil/org/hqmcppo/PS/SESCOI/default.aspx>.

If you don't have an ehqmc account, you can establish one by contacting Mr. Billy Goard, the site's administrator, at billy.goard.ctr@usmc.mil.

Important Messages

MarAdmin 258-14 - 2013 Department of Defense Fire and Emergency Service Awards USMC Recipients

CMC 131610 Jun 14 - PMO-MCPD Access to Criminal Justice Information Systems