

TECOM CONNECTION

March 2020

TRAINING: YOUR SECRET WEAPON FOR SUCCESS

by Dr. Jim Kirkpatrick and Wendy Kayser Kirkpatrick

The scene has been set and the *TECOM Connection* has the distinct pleasure of Dr. Jim Kirkpatrick and Wendy Kayser Kirkpatrick providing an article for our total workforce.

Dr. Jim Kirkpatrick is the son of the late, Mr. Don Kirkpatrick, who is credited with creating the Kirkpatrick Model. Dr. Kirkpatrick is the co-owner of Kirkpatrick Partners with 15 years of experience in the corporate world, including eight years as training manager and co-authored three books with his father.

Wendy Keyser Kirkpatrick is the President and Founder of Kirkpatrick Partners. Wendy Kirkpatrick has over two decades of business experience in retailing, marketing, and training. She has held multiple positions organizing multifaceted projects and yield rapid results.

Source: Kirkpatrick Partners



Dr. Jim Kirkpatrick and Wendy Kayser Kirkpatrick

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COVID - 19



OUTCOMES BASED LEARNING Professional Military Education (PME)



Facilitated by Donald E. Vandergriff
Read more on the Training page 8



TECOM COMMAND LEADERSHIP

Recap



CG LUNCHEON - Quantico, VA , 31 JAN 2020

TESTIMONIALS

MajGen William F. Mullen III (TECOM, Commanding General) hosts an informal monthly luncheon encouraging participation from the total workforce.

LCpl George Washington III...

I was able to briefly see what directions the organization was going in; in terms of upgrading to a three-star command and our idea to create more efficient ways to generally train our marines to be more versatile in order to shrink/eliminate unnecessary MOS's. So in the end, I really enjoyed my time at the Commanding General's luncheon. I'm glad I was afforded the opportunity to be able to attend.

Anna Henson...

CG Luncheon – Very enjoyable. It was a very nice experience. The CG was very attentive and personable. I recommend everyone go. I would gladly go again.

Pictured from left to right: (front row) Yvette Bethune-Cherry, LCpl George Washington III, Aaron Lang, Brianna Simien, Anna Henson, and Barbara Wilcox (back row) Benjamin McAndrews, Capt Gregory Macias, LCDR Aaron Fuller, SgtMaj Anthony Easton (TECOM SgtMaj), MajGen William Mullen III (TECOM Commanding General), Col James McArthur (TECOM CoS), Capt Andrew Blascovich and Capt Adam Harris (photo courtesy: Mrs. Charlene Mack)



Pensacola, FL - 16 January 2020

MajGen Mullen conducts a question and answer session with flight school students in Pensacola, FL on 16 January 2020. The Commanding General answered the students' questions about the Operating Forces while urging them to build their technical competence as aviators in training. (photo courtesy: Capt Gregory Macias)



Quebec, Canada - 12 February 2020

MajGen Mullen photographed with an airman and soldier following his Keynote Address at Canada's 5th International Congress on Soldiers' Physical Performance on 12 February 2020. MajGen Mullen spoke of the necessity for Marines to be physically and mentally prepared to meet the demands of the future operating environment. (photo courtesy: Capt Gregory Macias)



TECOM COMMAND LEADERSHIP

Recap



Breakfast with TECOM SgtMaj Anthony Easton - Quantico, VA — February 2020

Breakfast with TECOM SgtMaj Anthony Easton

This breakfast gives the junior marines a chance to ask questions about what is going on in our Corps and gives the SgtMaj time to talk about where the Marine Corps is headed. All junior marines in TECOM are welcome.

Top photo (from left and right):
LCpl Goncharenko, LCpl Washington, and LCpl Tesch, and SgtMaj Anthony Easton.

Bottom photo (from left to right):
Cpl Aranamejia, Cpl Grimm, Cpl Crain, Cpl Duncan, Sgt Romero, Cpl Edwards, Sgt Surovik, SgtMaj Anthony Easton, Cpl Deleon, Cpl Arvizo, Sgt Porter, and Cpl Lopez.

TRAINING: YOUR SECRET WEAPON FOR SUCCESS

by Dr. Jim Kirkpatrick and Wendy Kayser Kirkpatrick

Thomas skimmed over the email entitled, “Mandatory Training Next Week,” and sighed. Training again?

Does this sound like you? If so, a quick reframe could give you a whole new view of training. It can help to improve your on-the-job performance and measurably contribute to key USMC results. This will give you both a personal and professional edge that will lead to the opportunities you want.

Following the steps presented here can help you to get the most out of training, and make it more fun, too! They follow the four levels of The Kirkpatrick Model, which is the industry standard for evaluating training outcomes.



THE KIRKPATRICK MODEL

Level 4: Results

The degree to which targeted program outcomes occur and contribute to the organization's highest-level result

Level 3: Behavior

The degree to which participants apply what they learned during training when they are back on the job

Level 2: Learning

The degree to which participants acquire the intended knowledge, skills, attitude, confidence and commitment based on their participation in the training

Level 1: Reaction

The degree to which participants find the training favorable, engaging and relevant to their jobs

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Step 1. Craft a Personalized Outcome

Before training, think about how the training will help you to meet your goals. Ask yourself these questions:

Level 4 Results

- What outcome do I want to see after this program? How does this compare to what I am seeing today?
- What would make this program a success for me?
- Are there key metrics that should improve as a result of this program?

Step 2. Create a Post-Training Action Plan

Here's a secret: the real power of training is in what happens after the training is finished. Get the most out of your time and effort by creating your own implementation plan. Here are questions to think about before, during and after training so you get the results you want:

Level 3 Behavior

- What will you do differently or better as a result of this program?
- What will you consider "good performance"?
- What support will you need after training, and where could you get it?
- How will you hold yourself accountable to doing what you commit to do?

Step 3. Define What You Need to Master

Once you are clear on your desired outcome and what you will need to do to accomplish it, you can create a learning plan. Ask yourself:

Level 2 Learning

- What do I need to learn to perform my best?
- What skills do I need to practice and master?
- Is there anything I need to understand better about my goal?

Now you are ready to go to training and get the most out of the valuable time you spend there. The rewards will be great if you follow your plan and create the outcomes you envisioned.



About the Authors

James D. Kirkpatrick and Wendy Kayser Kirkpatrick are co-owners of [Kirkpatrick Partners](http://KirkpatrickPartners.com) and co-authors of *Kirkpatrick's Four Levels of Training Evaluation*. Access hundreds of free resources at kirkpatrickpartners.com. Contact them at (770) 302-3500 or at inquiries@kirkpatrickpartners.com.

SPOTLIGHT- CAMP PENDLETON

Melissa Balcombe, Academics officer



I work directly for the Enlisted College, formerly known as EPME or Enlisted Professional Military Education that belongs to Marine Corps University (MCU). I like to help people better understand our relationship by explaining we are the “E” in TECOM. MCU is responsible for resident professional military education for both officers and enlisted, as well as the distance education for both; the College of Distance Education and Training (CDET) oversees the seminar schools and non-resident courses. As the Academics Officer for the Staff Noncommissioned Officer Academy aboard Camp Pendleton, I advise the Director and Deputy Director in all things academic and am the biggest ‘cheerleader’ for our faculty advisors. In technical terms, this all means that I responsible for the academic implementation of three curriculums: Sergeants School, Career School (for staff sergeants), and Advanced School (for gunnery sergeants). I also oversee the certification and staff development of all our Marine faculty advisors.

Work-life balance is key as I am an empty nester with a daughter in her third year at college at California State University Long Beach in the Kinesiology program. When I am not at work, I spend a lot of my time volunteering or hanging out with friends and family. I am the leader of the Military Ministry at my church and we do outreach events and put on a food pantry for our active duty and veteran families in the local area. I am not big on commuting and I live about 10 minutes from work in the beautiful city of San Clemente nestled next to the Pacific Ocean. I enjoy living in this pristine area and relish in going on hikes or just walks by the beach. I also enjoy traveling to all over the U.S. and Mexico. I have even been fortunate to travel to our sister academy in Okinawa a few times.

I have worked for the Marine Corps in different capacities over the last 16 years. As part of the Military Academic Skills Program, I was an instructor for the Joint Education Center and I also taught Marines for several years as a writing instructor at different units on Camp Pendleton, to include the Infantry Unit Leaders Course when there was a PME equivalency in place of attending Career School. In 2007 I was hired as the Academics Chief at the Academy for Camp Pendleton as the first civilian to obtain that position after its conversion from a uniformed billet. As I enter my 13th year as the Academics Officer, I take a lot of pride in being a part of enlisted PME. We have made many strides over the past decade and we continue to evolve.

I think the reason I like my job so much is because I absolutely love seeing the transformation of a staff NCO in becoming an operative educator and being an advocate for the learning process. Our faculty get essentially a ‘crash course’ in teaching when they first get here and over a typical three-year tour, they hone their skills in the craft of teaching through various outreaches strategized outside the Marine Corps. We now have faculty teaching college instructors in the local area as part of a special cross pollination of staff development for both parties involved. For me, this is the ‘light bulb’ moment as an educator, seeing our faculty teach and develop their students and peers, as a college instructor would, with much less education and training. I get to learn so much from them and about the Marine Corps in general. I am very proud of what they accomplish and how they support the mission of the Marine Corps as part of developing our future leaders, the elite fighting force of our nation.

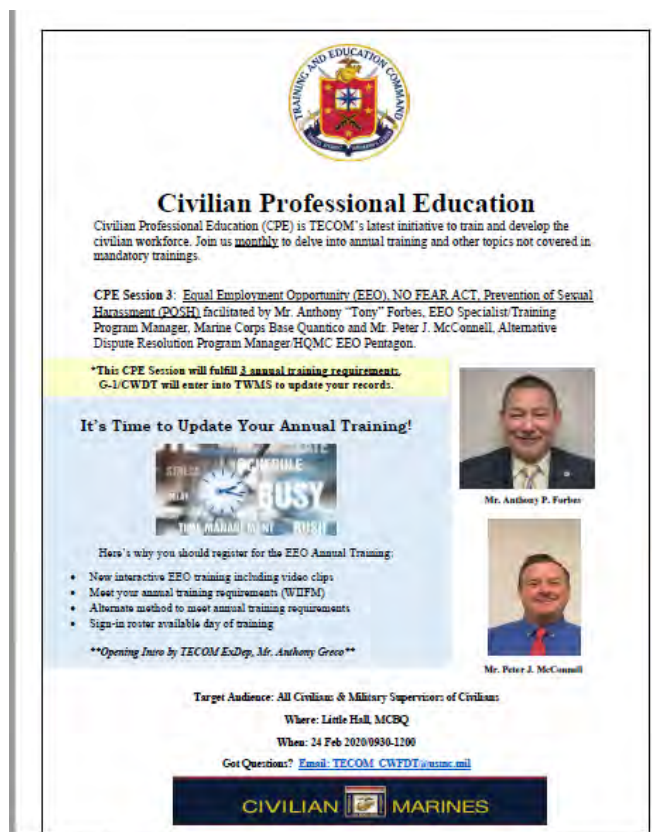
“Being a part of TECOM has been nothing short of an incredible journey in my career as an educator.” - Melissa Balcombe

TRAINING PAGES

CIVILIAN PROFESSIONAL EDUCATION

The Civilian Professional Education (CPE) is CG TECOM's initiative to train and develop the civilian workforce on a monthly basis. Established in CY19 to provide topics not covered in other trainings, the CPE now includes, mandatory annual training, as well as, the original civilian related topics.

CPE 3: EQUAL EMPLOYMENT OPPORTUNITY, NO FEAR, PREVENTION OF SEXUAL HARASSMENT (POSH) - 24 February 2020



Civilian Professional Education

Civilian Professional Education (CPE) is TECOM's latest initiative to train and develop the civilian workforce. Join us monthly to delve into annual training and other topics not covered in mandatory trainings.

CPE Session 3: Equal Employment Opportunity (EEO), NO FEAR ACT, Prevention of Sexual Harassment (POSH) facilitated by Mr. Anthony "Tony" Forbes, EEO Specialist/Training Program Manager, Marine Corps Base Quantico and Mr. Peter J. McConnell, Alternative Dispute Resolution Program Manager/HQMC EEO Pentagon.

***This CPE Session will fulfill 3 annual training requirements. G-1/CWDT will enter into TWMS to update your records.**

It's Time to Update Your Annual Training!

Here's why you should register for the EEO Annual Training:

- New interactive EEO training including video clips
- Meet your annual training requirements (WIFPM)
- Alternate method to meet annual training requirements
- Sign-in roster available day of training

****Opening Intro by TECOM ExDep, Mr. Anthony Greco****

Target Audience: All Civilians & Military Supervisors of Civilians
Where: Little Hall, MCBQ
When: 24 Feb 2020/0930-1200
Got Questions? Email: TECOM.CWDT@usmc.mil

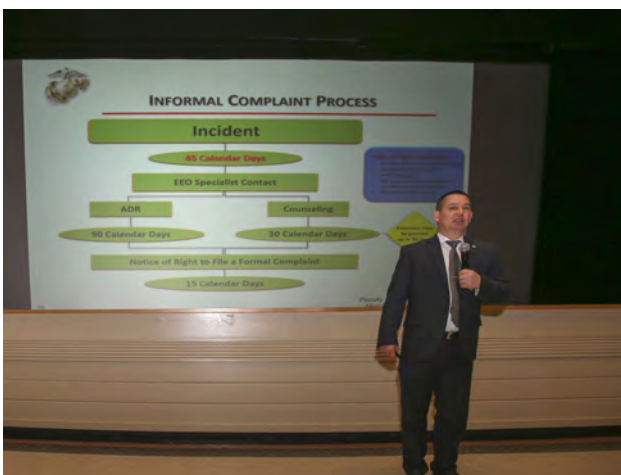
CIVILIAN MARINES

NOTE:

Training participants experienced new interactive EEO training including video clips and Q&A time, and it was an alternative method to meet annual training requirements.



Mr. Anthony Greco, TECOM Executive Deputy providing the introduction and CPE way ahead.



Mr. Anthony Forbes, EEO Specialist/Training Program Manager, Marine Corps Base Quantico facilitated the EEO training at Little Hall, Quantico, VA.

TRAINING PAGES

PROFESSIONAL MILITARY EDUCATION

The TECOM Headquarters conducts monthly Professional Military Education (PME) sessions to further develop analytical skills and critical thinking within its personnel.



2019 World Military Games PME - 22 January 2020

Col Stephen Armes, Director of Force Fitness Division facilitated the 2019 World Military Games PME at Breckenridge Auditorium. The PME provided insights into the diplomatic, economic, and military significance surrounding the 2019 World Military Games conducted in China where he was the US Deputy Chief of Mission.



Outcomes Based Learning (OBL) PME - 21 February 2020

Mr. Donald Vandergriff, G5 facilitated OBL training that supports the Marine Corps doctrine "learning" *MCDP-7*; It is to learning as mission orders are to *MCDP-1 Warfighting*.

EDITOR'S CORNER

WHAT'S NEXT IN 2020?

"Beyond surveys and focus groups, this section is guided by a pre-selected question that offers the articulation of expressions, thoughts and ideas to the total workforce. I truly hope that you enjoy reading the collective professional/personal responses. This quarter the question is, "What's Next in 2020?" -Terra Eidinger, Editor

LTCOL ERIN BERARD - OPERATIONS, ACADEMIC AFFAIRS



LtCol Erin Berard, Marine Corps University/Quantico, VA

Back in Quantico, round 3. My children have been in the Quantico CDC care system since they were infants and it is so wonderful to be back after six years and see familiar faces still dedicating their time, love, and support to our military families. I am LtCol Erin Berard and we (Finley- Age 9, Owen- Age 7, and Dylan- Age 6) are happy to be back in Quantico and rooted in the education system here. I couldn't be happier to be part of Marine Corps University with such a rekindled focus on educating the force and I'm beyond thrilled for my children to soar with the Eagles at Crossroads Elementary School!

SHERL GOWEN - INTERNATIONAL MILITARY, ACADEMIC SUPPORT



Sherl Gowen, Marine Corps Engineer School/Camp Lejeune, NC

I started working at the Marine Corps Engineer School (MCES) in September of 1998. In May of 2001, I was promoted to my current position as the International Military Student Officer/Academic Support for MCES. I enjoy my job. It's a pleasure to meet these International Military Students from all over the world. And to introduce them to the American way of life and learn about their Countries and Customs. These years have gone by fast. I had the opportunity to get my foot in the door with Civil Service in Guantanamo Bay Naval Hospital in April of 1996, as an Accounting Technician. My plans for now is to retire in about five years. I'm very thankful for this wonderful journey.

WHAT'S NEXT IN 2020?

MAJ CRAIG WARNER - LOGISTICS OPERATIONS BRANCH HEAD



Maj Craig Warner, TECOM G-4/Quantico, VA

I was recently selected for lateral move to PMOS 8061, Marine Acquisition Officer, and will transition to Marine Corps Systems Command this coming PCS season. I will serve in either a Project Officer or Team Lead position under a yet to be determined Portfolio Manager. I will concurrently attend and complete Command and Staff Blended Seminar Program, becoming PME complete by the end of October 2020. I am excited for this new opportunity as an 8061, and will certainly leverage knowledge gained during my past attendance at Naval Postgraduate School for Contract Management, and experience as a Supply Officer (PMOS 3002) and warranted contingency contracting officer (AMOS 3006).

KATHLEEN KUEHN DIRECTOR OF INSTITUTIONAL RESEARCH, ASSESSMENT & PLANNING



Kathleen Kuehn, Marine Corps University/Quantico, VA

Kate Kuehn joined Marine Corps University as the Director of Institutional Research, Assessment, and Planning in 2017. She's looking forward to 2020 being the last full year of coursework for her doctoral program in education at George Mason University. Specializing in Research Methodology and Educational Psychology, her coursework examines qualitative and quantitative approaches to evaluating teaching and learning. In addition to evening classes, this means plenty of homework time at the kitchen table with daughters Evey and Caroline. Taking advantage of the Marine Corps' Academic Degree Program (ADP) funding has been a real game changer to let her pursue this personally and professionally rewarding course of study.

EDITOR'S CORNER

WHAT'S NEXT IN 2020?

DR. KIMBERLY FLORICH - ACADEMIC AFFAIRS - QUANTICO, VA

Dr. Kimberly Florich, Marine Corps University/Quantico, VA



More of the Same, Please!

I've served in the position of Faculty Development and Outreach in Academic Affairs at the Marine Corps University (MCU) for the past seven years and over that time, it's been the people at MCU who make this University what it is. It's been said that finding a great boss is more important than finding a great job. I've been very blessed to have had excellent "top cover" and direct support from all three of my supervisors over the years: Dr. Jerre Wilson, Dr. James Anderson, and currently, MCU Vice-President for Academic Affairs Dr. Becky Johnson. MCU's Civilian Manpower Office has a sign that reads, "People don't leave their jobs, they leave their supervisors." As much as I gain purpose from the job itself, my supervisors have made all the difference when it came to my decision whether or not to accept outside job offers over the years. This is important to me because it's allowed me to gain consistent traction in my job duties as well as my professional goals as part of a larger mission within Academic Affairs and the University at large.

Before I made my way to Marine Corps University (MCU), I served on a small campus in the Louisiana Technical Community College System (LCTCS) for 18 years. My husband used to tease me and say that I was a 'big fish in a small pond' in my capacity as a campus dean/director at the LCTCS but wasn't until I began working at MCU that I was really humbled by what he meant. Albeit a structurally smaller university, MCU serves a much larger audience with a student population totaling over 93,000 in 2019. However, the most humbling part of my job at MCU is that I get to work with a group of patriots who possess an "elite fighting spirit." (<http://www.marines.com>) The Marines I work with are true to the Corps' motto: "Always faithful."

As the Marines cycle in and cycle out again, the same resounding "esprit de corps" exists throughout the MCU Academic Affairs halls as the Marines "meet challenges with perseverance to win in every situation", be it overcoming challenges in accreditation reaffirmation efforts, IT issues, or office dynamics. My challenge was to write about "What's Next in 2020." Without a doubt, it is my hope that the same sense of community will continue to evolve into this next year as well as all of the years following because it is this fundamental "esprit de corps" working environment that sustains the collaborative team spirit that continues to fuel employee talent toward MCU's missions and goals. I taught a course entitled, "Job Seeking Skills" for over 20 years and on the first day of all of those courses I would say to the class, "Find a job you like and you'll never really have to work." This might sound somewhat cliché but this sentiment certainly rings true as I continue to serve the Marine Corps in my current position. Of course, I know of no job that ranks 100% but as long as I am afforded the opportunity to be a part of such a loyal, diverse, and professional team, I'm more than happy to accept 'more of the same.'

yep!

TELEWORK HAPPENS



SEEKING YOUR TELEWORK PHOTOS!

TECOM,

First and foremost, I pray that all is well with you and your families. During this unprecedented time, let's find the good in our new normal. Like many of you, we're curious about your home work area. At this time at home, I'm seeking to publish a glimpse of what you're experiencing for the June edition. The photos can be taken before, after or during teleworking.

Please send "appropriate" photos with captions of your home office, family moments, social distancing (example, such as talking to a neighbor from your front yard) and other creative ways you are adhering to the stay-at-home orders and CDC guidance. Please send to: terra.eidinger@usmc.mil by 30 April 2020.

Personally, I want to send a congrats to the individuals featured in the March 2020 edition of the TECOM CG newsletter and throughout TECOM. We also appreciate the great leadership from MajGen William F. Mullen III and the command during this crisis. Please continue to stay safe, stay at home and stay calm. Hope you participate!

Terra Eidinger

Editor