

NORTHEAST REGION (FEW)

Proudly serving Maine, New Hampshire, Vermont,
Massachusetts, New York, Connecticut,
New Jersey, Rhode Island, Europe, Puerto Rico,
and the U.S. Virgin Islands



Volume 4

Issue 12

August 2009



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Are you a member of the T.E.A.M.?

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Regional Manager's Message

It took summer a while to arrive in the Northeast this year, but now that it has, it looks like its here to stay. Like our lawns and flowers, we may need some care and nurturing ourselves to enhance our careers or flourish on a personal level.

FEW is the right organization to help you with that. From listening to those who came back from the National Training Program in Orlando to share their fantastic learning experiences to preparing yourselves to go to the upcoming Autumn Regional Training Program in New York, to taking on-line courses through Grantham University or Ed2Go.com/few ed, to participating in a FEW Foundation free webinar, to volunteering for a chapter, region, or national level committee, the opportunities for self-improvement are boundless! As you would if you were at a pick-your-own farm to bring home fresh corn, fruit, or other vegetable, I encourage you to pick-your-own career enhancing opportunity and make the most of it!

And then talk to your manager about what you're doing for yourself and seek how you can use what you're learning on your own to enhance the mission of your agency (again, all the while enhancing your career...it's a lovely little circle, isn't it?). Some managers may not be as knowledgeable about FEW as others, so don't be discouraged. Instead, take the time to introduce her or him to the many benefits of FEW...and, perhaps, she or he will become a member, too! See the pattern? The more we share about what we get out of FEW, the more opportunities there are for the benefits to continue to grow. But, unlike summer, the growing season doesn't end in FEW...it's all year 'round, 24/7/365!

Membership Report by Kelly Badzo

The July rosters have come out. Chapter Presidents and Treasurers should access the secure FEW web site to download their roster. Now that FEW membership is on an individual member's anniversary date for renewal, check the rosters to see who in your chapter is coming up for renewal on a monthly basis.

We are welcoming new members this month. They are:

*Karen Barry, Brookhaven Chapter
Christine Cardus, Brookhaven Chapter
Denise Hutchinson, Brookhaven Chapter
Christina Johnson, Brookhaven Chapter
Oneida Rosario, Brookhaven Chapter
Linda Campbell,, Greater Boston Chapter
Judy Freeman, Greater Boston Chapter
Janice DeRoche, Greater Boston Chapter*

Welcome, everyone!

2009 Regional Training Program by Kelly Badzo, Lesly Galloway, Lisamarie Rykowski, Roberta Simpkin, and Lindsay Mitchell



"The future belongs to those who believe in the beauty of their dreams." – Eleanor Roosevelt

The date and location have been set for the Autumn Regional Training Program (RTP). Mark your calendar for October 23, 2009, to come to the IRS Brookhaven campus, 1040 Waverly Avenue, Holtsville, NY 11742. Once again, we will be "Seated Around the Table of Learning" as we learn from one another and our guest speakers.

And speaking of our guest speakers...

Michelle Crockett, Vice President for Compliance; Cecelia Davis, Vice President for Congressional Relations; Linda Fresh, Vice President, FEW Foundation; and, Minna Elias,

Chief of Staff to Congresswoman Carolyn Maloney are all **CONFIRMED!** We are very excited and pleased that they will be joining us.

In addition, we on the planning committee hope the members of the Brookhaven and Fort Monmouth Chapters are participating in the Essay Contest. The winner of the Essay Contest will receive a scholarship to attend the RTP (a \$35 value!). The contest closes on August 31st. Roberta Simpkin is Chairing the Committee, assisted by Janet Nibb and Emilia Cantu, both of the Greater Boston Chapter.

There will be a Meet-and-Greet event from 6:30-8:30 p.m. at the Applebee's across from the Hampton Inn (address of hotel: 2000 North Ocean Avenue, Farmingville, NY, PH: 800-276-7415). Even if you can't come for the day of training, please think about joining us for the Meet-and-Greet. It will be a lot of fun!

Registration information and the draft agenda have been sent out to everyone. You may also visit the Northeast Region's web site and click on the RTP link (www.nerfew.org) to download the registration form.

Members will attend at \$35; non-members at \$50; and students may attend for \$20. At the end of the day, there will be raffles to support the Region's Scholarship Fund. The goal is to raise enough money to fully-fund a member from the Northeast Region to the 2010 National Training Program in New Orleans, LA, July 2010.

We hope you will join us, too, for this fun-filled day of learning.

Regional Awards by Lesly Galloway, Chair

The call for Regional Awards nominations was sent out by Dawn Nester, Regional Manager, on July 1st. The period for submitting awards closed on August 3rd. The Awards Committee is currently reviewing the packages and will get together via conference call around September 4th to come to a consensus on the winners in the categories.

Selected winners names will be provided to Dawn Nester to make the general announcement. Awards

Regional Awards (cont.)

will be presented during the upcoming Regional Training Program in Holtsville, NY, on October 23rd.

I thank my committee members of Kristina Tiedke (Greater Merrimack Valley Chapter) and Valarie Briggs (Greater Boston Chapter) for volunteering to serve on this committee.

Legislative Report



FEW.ORG



Cecelia Davis
Vice President for
Congressional Relations

I hope that everyone has taken the Legislative Survey by now. The link to the survey has been shared via e-mail. If you did not receive the link, please contact Lisa Lombardi, Legislative Liaison for your Region, your Chapter President, or Dawn Nester, your Regional Manager, for a copy of the e-mail containing the link. It is very important that you provide your personal feedback as we at the National level of the organization will be compiling your responses to develop FEW's response to John Berry's request for information. Mr. Berry is the Director of the Office of Personnel Management. Thank you for your support of the FEW legislative program.

I am also very excited to report that I have begun making my travel plans to participate in your Autumn Regional Training Program in New York. Dawn tells me that there may be an opportunity for Michelle Crockett, the Vice President for Compliance who is also participating in the RTP, to conduct agency visits in the area prior to the Meet-and-Greet and RTP. I have met many of you and I am

looking forward to meeting the rest of you. See you all in October!

Diversity Corner



Cathy Fletcher
Vice President for Diversity

August 26th is commemorated annually as "Women's Equality Day." The remembrance of this date was instituted by Representative [Bella Abzug](#) and first established in 1971. The date commemorates the passage of the 19th Amendment which granted suffrage to women. This year is the 89th anniversary of women in the United States gaining the right to vote.



Rep. Bella Abzug

Let's start planning now for the 90th anniversary on August 26, 2010!



Diversity Corner (cont.)

And speaking of planning, the Women's History Month theme for 2010 has been announced. It is "Writing Women Back Into History." For event planning ideas, visit the National Women's History Project at www.nwhp.org.

Dates to Remember in September:

1-30	Healthy Aging Month
15-30	Hispanic Heritage Month (continues through October 15)
7	Labor Day
11	Patriot Day
13	Grandparent's Day
19-20	Rosh Hashanah
20-26	Deaf Awareness Week
22	Autumnal Equinox
28	Yom Kippur

Training Report



Arlena Fitch-Gordon
Vice President for Training

Mindtools.com is a web site that can provide you with tips and tools for many of today's work place issues, such as decision-making, problem solving, leadership, practical creativity, stress and time management, and much more. For this month's column, I've chosen an article on brainstorming problems. I encourage you to visit www.mindtools.com frequently for finding your own tips and tools for the issues you deal with in your office and work place. It is called "Starbursting."

"Starbursting"

Understanding New Ideas by Brainstorming Questions

When a colleague suggests a new product or idea, and you're trying to understand it and how it works, a typical response is to bombard the other person with questions. What features would it have? How much would it cost? Where would we market it? Who would be responsible for it? Who would buy it? Why would they buy it? And so on.

Asking questions like these is a valuable way of understanding the new idea, and of challenging it to ensure that all of the relevant aspects of it have been considered before any work begins on implementing it. To get the most out of this approach, it's important that the questions asked are systematic and comprehensive. After all, there would be no point identifying every feature and the intended customers of a new product, and starting to manufacture it if you haven't asked how you would bring it to that market.

So it's worth going through a comprehensive, systematic questioning exercise every time you explore a new idea. The Starbursting technique is useful way of going about this.

Starbursting is a form of [brainstorming](#) that focuses on generating questions rather than answers. It can be used iteratively, with further layers of questioning about the answers to the initial set of questions. For example, a colleague suggests a new design of ice skating boot. One question you ask might be "Who is the customer?" Answer: skaters. But you need to go further than this to ensure that you target your promotions accurately: "What kind of skaters?" Answer: those who do a lot of jumping, who need extra support, and so on. This would help focus the marketing, for example to competition ice dancers and figure skaters, rather than ice rinks that buy boots to hire out to the general public.

How to Use the Tool:

The best way to see the power of this simple but effective technique is to think of a product, challenge or issue to work on, and follow these steps:

Training Report (cont.)

Step 1	Download our free worksheet and print it out or take a large sheet of paper, draw a large six-pointed star in the middle, and write your idea, product or challenge in the centre.
Step 2	Write the words Who, What, Why, Where, When and How at the tip of each point of the star.
Step 3	Brainstorm questions about the idea or product starting with each of these words. The questions radiate out from the central star. Don't try to answer any of the questions as you go along. Instead, concentrate on thinking up as many questions as you can.
Step 4	Depending on the scope of the exercise, you may want to have further starbursting sessions to explore the answers to these initial questions further.

Figure 1 shows some of the questions you might generate in a short starbursting session on the skates mentioned above.

Figure 1: Starburst diagram for a new product



Drawn using SmartDraw. Click for [free download](#).

Key points:

Starbursting is a form of brainstorming that focuses on generating questions about an idea or challenge in a systematic, comprehensive way. It's a useful tool to support your problem solving or decision making processes by helping you to understand all aspects and options more fully.

Compliance Report



Michelle Crockett
Vice President for Compliance

I am pleased to share that FEW representatives have been invited back for a second meeting with President Obama's White House team on our Federal Women's Program resolution. We are preparing for this meeting as this newsletter is going to print. Keep watching for further updates.

I am also preparing for my visit to your region to participate in your upcoming Regional Training Program. I am looking forward to meeting many of you and to going to at least one agency visit while I'm in New York. Thank you for the invitation to participate.



<http://www.fewfoundation.org>

**FEW
Foundation
for
Education
and Training**

Linda Fresh,
Vice President

The FEW Foundation presented a highly successful webinar on "Women's Equality Day," on August 26th, the actual date of the observance. Our guest speaker was Molly Murphy MacGregor, Executive Director and Co-Founder of the National Women's History Project. Approximately 500 participants listened in as Molly gave "The Story Behind Women's Equality Day." Due to copyright constraints, her presentation cannot be posted to the FEW Foundation web site, but she's already planning a more public presentation for the 90th anniversary celebration of Women's Equality Day. You can be sure we'll

Invite her back to be our guest presenter next year, too!

Upcoming webinars are equally exciting! All webinars are presented at 12:00 noon Eastern Time, unless otherwise noted. Flyers will be sent out ahead of each event so that you can pre-register. The webinars are free, but pre-registration is required. Here's the schedule of events:

- September 17 – "Leadership for Women," Dr. Susan Hines (invited presenter)
- October 15 – "EXCEL Tips and Tricks," Nikki Follis, Grantham University faculty member
- November 5 – "CFC and YOU," Dawn Nester, FEW Foundation President, and Valerie Stringer, D.C. Metro Region Manager
- December – date and topic to be determined.

The FEW Foundation Board of Trustees is already looking at the proposed schedule of webinars for 2010. Keep watching this column for a topic that you will want to register for!

In addition to our successful webinar series, there are several ways you can use the resources of the FEW Foundation to further your education. You can take discounted on-line courses through Grantham University (<http://www.grantham.edu/promo/few.php>).

Or, you can go to <http://www.Ed2Go.com/fewed> to sign up for 6-week courses in over 200 subject areas. I am personally enrolled in one of the Ed2Go.com courses and love it!

Check out both of these options and take control of your career through education today!

National Training Programs

Future NTPs will be held:

- 2010 – New Orleans, LA, at the New Orleans Marriott, "Jazz Up Your Career!"
- 2011 – Philadelphia, PA, at the Marriott
- 2012 – Detroit, MI, at the Marriott at the Renaissance Center

Keep these dates in mind when talking with your manager about training needs.

Management Tip

Don't Spray The Apes by [F. John Reh](#),
www.About.com

Note: This was emailed to me by someone who does not know the original author. Normally, I would not post such material, but this is too good not to share. If you know who the author is, please let me know at management.guide@about.com.

"Start with a cage containing five apes. In the cage, hang a banana on a string and put stairs under it. Before long an ape will go up the stairs and start to climb towards the banana. As soon as the ape touches the banana, spray all apes with cold water. After a while, another ape makes an attempt with the same result - all the apes are sprayed with cold water. Then turn off the cold water.

"Now if another ape tries to climb the stairs for the banana the other apes will try to prevent it even though no water sprays them. Now remove one of the five apes from the cage and replace with a new one. The new ape sees the banana and tries to climb the stairs. To his horror, all of the apes attack him. After another attempt he is again attacked. He knows now that if he attempts to climb the stairs he will be assaulted.

"Next, remove another of the original five apes and replace with a new one. The newcomer goes to the stairs and is attacked. The previous newcomer takes part in the punishment with enthusiasm. Again, replace a third of the original five apes with a new one. The new one makes it to the stairs and is attacked as well. Two of the four apes that beat him up have no idea why they were not permitted to climb the stairs, or why they are participating in the beating of the newest ape. After replacing the fourth and fifth of the original apes there are no longer any apes that have been sprayed with cold water.

Nevertheless, no ape ever again approaches the banana. Why not ??

"Because that's the way it's always been around here."

That is how policy begins!!!"

News You Can Use



Check the "News You Can Use" link on the Northeast Region's web site frequently as new articles are posted almost daily. Check it out at <http://www.nerfew.org>.

A Message from the President of Federally Employed Women

Following the lead of First Lady Michelle Obama's national and community service initiative, "United We Serve and Organizing for America," FEW is reaching out to give back with a year-long initiative called, "FEW: A Helping Hand," where we adopt two schools in the New Orleans, Louisiana, area and provide students with resources they so greatly need such as books, supplies, and uniforms. *Our goal is to raise a minimum of \$5000 for each school* [emphasis added]. We kicked off our drive this past July at the 2009 National Training Program (NTP) and it will culminate at our 2010 NTP in New Orleans, Louisiana.

We know that Hurricane Katrina destroyed many of the schools and that there are daily struggles that so many families are confronted with and we know that it is especially important for us to reach out to one another and offer a helping hand. Because the need is still so great four years after the Hurricane Katrina, we have adopted McDonogh #35 College Preparatory Senior High School and Mary Bethune Elementary Literature/Technology School in the New Orleans Public School System.

New Orleans ' McDonogh #35 Senior High School serves grades 7-12 in the Orleans Parish School District. McDonogh #35 strives to develop students into a new generation of leaders who possess a love for truth, the critical intelligence to pursue it, and the courage to articulate it. Their mission statement is to encourage academic excellence for all students in challenging and interactive programs that are supported by teachers, staff, students, parents, community.

Mary Bethune Elementary Literature/Technology is a public school that serves grades PK-6 in the Orleans Parish School District and its mission is to develop lifelong learners by providing rigorous and relevant learning experiences through literature, math and technology.

Help us to help those in need, experience the spirit of New Orleans by giving back, all donations are tax deductible.

Donations may be made online at www.feea.org . Click on Give Now and Scroll Down to Gift Designation. Use the pull down box to designate your gift to FEW: A Helping Hand

Make checks payable to FEEA – FEW: A Helping Hand
Send to: 3333 S. Wadsworth Blvd., Suite 300, Lakewood, CO 80227
Cash or Credit Cards accepted

Thanks you so much for all your efforts in making this community service initiative a very successful one.

Sue Webster