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SPOTLIGHT: FROM AFRICA TO AMERICA— MY DREAM TO SERVE

by SrA Wahiba Amari, AFGSC

AN AFRICAN DREAM

I was born and raised in a small village in Algeria, a country located in North Africa. I came from a family of farmers and have four older brothers. My parents worked hard to give me the chance to pursue school and attend college, and I was the first one in my family to graduate from university. Growing up, my parents always told me I was the light that would get my family to a better place someday. **That was my dream: Get my family to a better place someday.** I knew there was only one way for me to do that. I knew I had to excel in school. I graduated from primary, middle, and high school as a distinguished graduate. I went to college and earned a bachelor's degree in French Language and Culture. While my goal was to earn my degree, return to my hometown, work, and support my family, I had a bigger dream—one of going to America. The country of freedom, of possibilities, and where everyone can dream—and work—towards making their goals and dreams reality. In 2007, while in college, I applied for a visa through the Diversity Immigration Visa Program hoping it would enable me to live in America. In 2009, I was selected. I only had three months to wrap up my life in Algeria and travel to America. And that is what I did. I ended my work contract, married my husband, and six days later we moved to America. We landed in Seattle, Washington, in the middle of winter with \$500 in our pockets.

AN AMERICAN DREAM

A few days after we arrived, my husband and I realized the harsh reality of living in a new country. Winter had just begun in Seattle, the county was just coming out of the recession, and the job market was extremely challenging, especially for us as we spoke no English. A month and a half later, we took a bus and moved to Chicago, Illinois. A week later, I started my first job as a sandwich maker at Dunkin' Donuts and I also started studying English at a local college. While working as a sandwich maker, I completed a six-month training course through Dunkin' University where I learned how Dunkin' Donuts operates its business. After completing the training, the company offered me a position as a store manager. I took the position and worked as a French teacher on the side in a private foreign languages school until 2013. That year I moved to Alaska to join my husband who was stationed at Fort Wainwright Army base.



SrA Amari points to her A1C rank on the last day before she was promoted to SrA

SPOTLIGHT: FROM AFRICA TO AMERICA—MY DREAM TO SERVE *(cont.)*



A month after moving to Alaska, I started working for a bank as a part-time teller. As is my nature, I started setting specific goals for myself, with the steps on how to achieve them. During the six and half years I worked for the bank, I earned seven different promotions. I went from being a part-time teller to a Branch Manager to the Regional Assistant Vice President for Northern Washington region. When my husband and I moved to Seattle for the position I was offered, we thought it was going to be our last move, and we were going to live the American dream. We purchased a house in a beautiful neighborhood just a mile from my office, and both my husband and I had a wonderful team around us who made our jobs so enjoyable.

Then in winter of 2019, while vacationing in Hawaii, my husband and I were talking about our journey in America, from when we landed in Seattle to Chicago, to Alaska and back to Washington state. The journey was not easy—it was full of challenges along the way—but it was also fair and rewarding. Not only that, but we were also able to help both our families, and those in need in our communities.

That is when I made the decision to join the Air Force to serve the country that opened its arms to me and my husband. The country that I have grown to love, and chose to call mine.



SrA Amari and her husband enjoy watching Real Madrid's soccer game at the Santiago Bernabeu Stadium

THE DREAM OF SERVICE

On 1 December 2020, I went to basic training and graduated with “commanders' excellence.” I went to tech school to be a Financial Technician Specialist and graduated as the distinguished graduate from my class. I arrived at Barksdale Air Force Base, Louisiana, in March 2021, ready to learn my job and help build up those around me. Within the first three months on station, while in upgrade training, I created a multilingual program to teach foreign languages on base to service members and their families. I also created a financial literacy program to help members of the community understand their personal finances. Another effort of mine included working on the Diversity and Inclusion Team to help run several events on base.

I completed my upgrade training four months earlier than planned and completed my Moodle training with a 97% score. After training, I was nominated as the installation Lead Defense Travel Administrator leading 102 Organizational Defense Travel Administrators, 176 Authorization Officers, 50 Finance Defense Travel Administrators, and over 6K users—in addition to being the Wing Agency Program Coordinators (APCs) manager supporting 47 APCs and 4K users. I was selected as the Wing's Distinguished Service Award winner, and 2nd Bomb Wing Volunteer of the Quarter, and Wing Staff Agency Volunteer of the Year. I also was selected as a Senior Airman Below-the-Zone in September 2022.

In closing, I joined the Air Force with the goal of serving and leading at the highest level possible. I love and value what I do in the Air Force and in the Financial Management (FM) career field. And, although I love FM, my goal is to become a commander. I dream of becoming an officer in a career field where my language skills can be leveraged to better serve our Air Force. I know the road ahead will be full of challenges, but I will use each one to strengthen my leadership skills and grow into my vision of a great commander someday. A commander who is honest, humble, and hardworking. No matter where the journey takes me, one thing is for sure, I am a part of the World's Greatest Air Force, and I am extremely proud to serve alongside all of you.

About the Author

Senior Airman Wahiba Amari is the Lead Defense Travel Administrator for the 2nd Comptroller Squadron at Barksdale AFB, Louisiana.

Lost in Translation

by SrA Thomas Kozub, ACC



GOAL
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OBJ
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You never know when you'll get the call. Prior to 14 February 2022, my military career included roles in Financial Services (FSO) and Financial Analysis (FMA) flights as part of the 355th Comptroller Squadron (CPTS) at Davis-Monthan Air Force Base (AFB), Arizona. The most extraordinary experiences in my career had been working the Thunder & Lightning Over Arizona Air Show and the Fiscal Year 2021 Closeout with the FMA team. When I received a call from my commander on Saturday, 12 February 2022, I felt “alerted.” That call proved to be the first step in my journey on a mission that has defined my service to this day. Less than 48 hours later, I boarded a plane to Europe as part of our reaction to Russian forces amassing more than 150K troops near the Ukrainian border.

On 15 February, I in-processed with the 603rd Air and Space Operations Center at Ramstein Air Base in Germany and met the rest of my team that consisted of a Heating, Ventilation, and Air Conditioning Technician, an F-16 Crew Chief, and a Manpower Analyst. This unlikely group of individuals gathered together to execute a mission that had never been done before. As diverse as our backgrounds were, our language skills and regional expertise brought us together. Every member of my team had lived in Ukraine, spoke the language, or possessed knowledge critical to our mission.

On 24 February 2022, beginning around 2:30 a.m.

Central European Time, the Russian Federation launched their full-scale invasion in Ukraine,

Photo of SrA Thomas Kozub's medal presentation
(Photo Credit: Ukrainian Public Affairs)

firing over a hundred missiles from both land and sea including short- and medium-range ballistic missiles, cruise missiles, and surface-to-air missiles. I was on shift that night, fully alert, as one of the first people to document the war's “Zero Hour.”

The first month of the war flew by faster than a single day in my home station office. Our team and mission had been fully established and we were working alongside the most capable and competent Liaison Officers, Pilots, Air Battle Managers, Intelligence Analysts and Officers from other operational career fields to ensure we were ready for our adversaries no matter what. We did this while also supporting our foreign partners and providing critical and timely air domain awareness.

This unique experience proved how important the Multi-Capable Airmen concept is for our Air Force. It is paramount for the financial management community to be able to face dynamic environments and execute missions within parameters that may be far outside of what is taught during regular training in the 6F Air Force Specialty Code. It was a truly incredible experience to see our diverse team rise to unexpected challenges and contribute to the strategically important mission on a multinational-level affecting millions of lives. The incredible contributions of our team resulted in being awarded the Ministry of Defence: Medal “For the Development of Military Cooperation” by the Ukrainian Ambassador to the United States, presented on behalf of the Ukrainian Minister of Defence, the Ukrainian equivalent of our Secretary of Defense.

Now, over seven months into the war, I am sitting at my desk in Arizona, trying to reflect on this experience. I would like to say to everyone who is reading this article that as Airmen, regardless of the career field, we need to be ready to embrace and adapt to the changes and challenges that come our way, no matter the circumstances. Until this experience, I do not think I fully understood the Air Force Chief of Staff Gen. Charles Q. Brown Jr. **Accelerate Change or Lose** initiative, but this tasking taught me that perhaps it is not just a directive but the only way forward.

About the Author

SrA Thomas Kozub is a Financial Analysis Technician for the 355th Comptroller Squadron at Davis-Monthan AFB in Tucson, AZ.

Exercise DIAMOND SABER 2022

by Lt Col Ben Koch, ACC



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In August 2022, two teams of financial management (FM) traditional reservists participated in a two-week joint exercise known as DIAMOND SABER with the United States Army at Joint Base McGuire-Dix-Lakehurst, New Jersey.

Established in 2004, DIAMOND SABER is a United States (US) Army Reserve-led exercise that trains and evaluates Soldiers and joint partners on warfighting functions such as funding the force, payment support, disbursing operations, accounting, fiscal stewardship, auditability, and data analytics.

Air Force Reserve Command Financial Management (AFRC/FM) has participated in this exercise since 2018 thanks to Mr. Dave Tomlin, AFRC/FM Warplanner, and MSgt Godfaith Emmanuel, 307th Bomb Wing, Barksdale Air Force Base (AFB), Louisiana.

For participating Airmen, DIAMOND SABER is a simulated deployment environment. Participants must know what unit type code they are filling and be prepared to exercise those scenarios. Moreover, participants are expected to be proactive, ready to work with a team, and demonstrate a positive attitude.

Photo of Air Force DIAMOND SABER participants
(Photo Credit: MSgt Nic Gilson, not pictured)



US Air Force Reserve SrA Paul Brawner, 914th Air Refueling Wing FM technician, and TSgt Marissa Rustici, 439th Airlift Wing FM technician, exercise check-cashing operations during exercise Diamond Saber at JB McGuire-Dix, NJ, 14 August 2022 (US Army photo by Mr. Mark R. W. Orders-Woempner)

Comptroller) expanded on what the Department of the Air Force brings to the joint fight and how we can exploit and leverage DIAMOND SABER to sharpen our overall contingency skills and interoperability. In the future, AFRC/FM will continue to support this exercise and expand joint interactions with the US Army.

If you have specific questions on the DIAMOND SABER exercise, please reach out to Mr. Dave Tomlin at david.tomlin.2@us.af.mil. Planning for 2023 will be starting soon.

About the Author

Lt Col Ben Koch is an individual mobilization augmentee from Air Combat Command Financial Management, Langley AFB, VA.

It's Fall Y'all: Time to Reflect, Reset, and Refocus

by Ms. Chantele Dow, AFPC



reflect.reset.refocus.

It's fall—the weather is finally growing cooler (except here in Texas, LOL) and it is time for harvest, pumpkins and corn mazes, football games and homecoming.

With end-of-year behind us, it is the best time of year to set aside some dedicated time to reflect, reset, and refocus.

Reflect—what have you accomplished over the last year and what do you still need to work on? **Reset**—what goals do you want to accomplish within the next year or two and what is your plan or roadmap to achieve them? This roadmap will become your Individual Development Plan (IDP). Then **Refocus**—refocus your efforts and renew your commitment to yourself and your career. With fall in full swing and the next Civilian Development Cycle around the corner in January, now is the time to prepare so you are ready!

REFLECT

Reflection is a vital part of growth. If we do not reflect on what we have done and consider where we want to go, we may find ourselves off track and risk missing our goals altogether. I do this each evening after my workday ends in preparation for a new day. Reflection is a great habit to practice annually to ensure you are on the right track, making a difference in your own life and the lives of others.

Questions to ask yourself: How well did I serve today—did I make a difference in someone's life? What did I learn that I did not know yesterday? What could I do better tomorrow? What one thing can I do tomorrow that will bring me closer to my goal?

RESET

Everyone needs to assess and reset. The ability to set and achieve your goals is done by simply taking a series of intentional, disciplined steps over and over progressing toward a desired end. Part of goal setting includes assessing our progress, then resetting goals, as necessary. If your plan is not working, then you need to rethink your plan.

The first step is to assess your readiness. Consider a 360-degree view of your career goals. Are they realistic and achievable? It is difficult to refrain from comparing yourself to others—but there is no “one size fits all” career path and everyone's journey is different. Write your goals down in your IDP and put a date on them—even if you miss the date, reset it. The age-old saying, “if at first you don't succeed, try, try again” is true. According to Harvard Business Review studies, you have a higher probability of achieving your goal if you write it down. Try not to focus your goal on attaining a promotion, but what you need to do or learn to be prepared and competitive for promotion opportunities.

Secondly, seek a mentor to help you discover your options and look at alternative ways to achieve your goals. Be willing to exercise a little bit of courage—step out and try something new. You will add new tools (or capabilities) to your tool belt which may just be the “Secret Sauce” to your success, to quote Brigadier General (retired) Sandra Gregory. Having a mentor will help you discover your options and look at alternative ways to achieve your goals.

Finally, understand that the possibilities are limitless. It is your career and your choice what you are willing to do or not to do. I love the quote by Ralph Waldo Emerson, “Do not go where the path may lead, go instead where there is no path and leave a

It's Fall Y'all: Time to Reflect, Reset, and Refocus (cont.)



trail. Then I would add, "... and share it to help others." Circumstances change over time and may present opportunities, so the key is to keep your eye on the prize (i.e., your end goal), check your roadmap (i.e., your IDP) and steps (goals) along the way, and reassess, as necessary. Adam Grant, author of **Think Again** calls it, "the power of knowing what you don't know." He says, "when it comes to careers, instead of searching for the job where we'll be happiest, we might be better off pursuing the job where we expect to learn and contribute the most—passions are often developed, not discovered." (*Think Again*, page 240)

Questions to ask yourself: What is it that only I can do? What do I want to achieve and why is it important to me? What are my gaps and are there barriers I need to overcome? What risks am I willing to take (or not take)? What am I willing to do and what am I not willing to do to achieve it? Can I use my experiences to help someone else learn and achieve their goals?



REFOCUS

Once you reflect on your accomplishments, reset your goal plan, and document them in your IDP, the next phase is to **refocus** your effort and renew your commitment to yourself and your career goals. This step is important. Depending on how long it may take you to achieve your goal, if you're not careful to refocus, negativity from a lack of progress or achievement may take you off path and even undermine your goal.

Make sure your goals reflect what you genuinely want to do. If they do not anymore or if they have changed, then reset the goal and reassess what you are willing to do to achieve it. If you find yourself in a state of being unwilling to follow-through, you may have the wrong goal. When refocusing your commitment to your career goals, there are two important points to remember: 1) avoid the comparison trap and 2) minimize interference.

Avoid the comparison trap. Everyone's journey is different and your path to get where you are going may take less time or more time depending on the choices you make. Some people progress faster or slower and there are many reasons—both personal and professional. The key to your progress and performance is in your hands, not theirs. Growth and advancement do not happen by osmosis—even with the best of intentions, it takes hard work and commitment. Instead of comparing your career to those around you, celebrate your friends and colleagues' success and know that yours is around the corner if you work hard and remain committed to your goals. This is the beauty of diversity and there are advantages to gaining different experiences and perspectives.

Minimize interference. Tim Gallwey, author of **The Inner Game of Work**, shares that we need to unlearn some of the attitudes and practices we pick up because they undermine our inherent capability for learning. He says "it's about unlearning the personal and cultural habits that interfere with our ability to learn and perform." The formula he developed is:

$$\text{Performance} = \text{Potential} - \text{Interference}$$

Gallwey defines "Potential" as that which includes all of our capabilities—actualized or latent—as well as our ability to learn, and "Interference" represents the ways that we undermine the fulfillment or expression of our own capacities.

From *The Inner Game of Work*, there are three conversations that interfere with one's performance and all three can pull you in different directions and affect your results. They are:

- Inner conversation (one with oneself)
- Immediate outer conversation (with people around you)
- Background cultural conversation (the organization's culture)

It's Fall Y'all: Time to Reflect, Reset, and Refocus (cont.)



Interference reduces your potential and ultimately undermines your performance—think of this like a math problem. The key is to minimize or reduce interference altogether. The author of **The Next Level**, Scott Eblin, calls our “inner” conversation—“the itty-bitty committee.” We allow outside circumstances to “interfere” with our internal state and trigger an emotional response. Comparing ourselves and our career to others can give the itty-bitty committee free reign to run amuck and derail us if we do not keep it in check. Eblin offers a couple straightforward ways to “silence the committee” in your head and minimize the interference:

- 1) **Know your triggers.** Take notes and look for patterns that trigger your response. Recognizing them in advance may help stop it before it starts.
- 2) **Name it, then change it.** This is identifying that “the committee” is at work and then interrupting the activity with a completely different activity to disrupt the thought pattern.

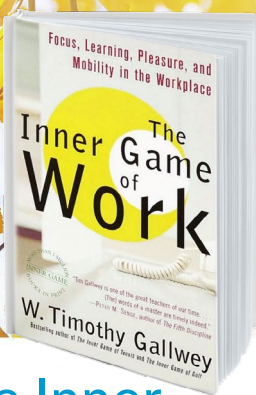
You own the thoughts in your head—take them captive and change them if they are interfering with your success. Failing is a part of learning and allows us to progress—if we let it. Minimize interference and stay focused.

Questions to ask yourself: Are there things, events, situations that I am allowing to interfere with my progress? Am I surrounding myself with positive influencers who can encourage me along my journey? Do I have a mentor to help me stay focused? Do my goals really reflect what I want to do with my career?

Remember—it is not one and done! Your career is a journey, and this is an iterative process, and you determine it. Reflect, reset, and refocus. **The sky is not the limit.**

About the Author

Ms. Chantele Dow is the Chief of the Financial Management Career Field Team at Joint Base San Antonio, TX.



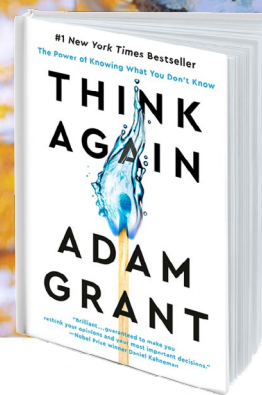
The Inner Game of Work: Focus, Learning, Pleasure, and Mobility in the Workplace

Timothy Gallwey unpacks how to tap into your potential, overcome internal obstacles, and be satisfied in your chosen profession.



The Next Level: What Insiders Know about Executive Success

Scott Eblin shares what he has learned over the years as an executive coach in a conversational, engaging format.



Think Again: The Power of Knowing What you Don't know

Adam Grant uses research and storytelling to motivate readers to choose courage over comfort while learning to unlearn and learn again.



FY22 By the Numbers

by Mr. Todd Baker, DEAMS FMO

Following the end of each fiscal year, the Defense Enterprise Accounting and Management System (DEAMS) Functional Management Office (FMO) always reviews how we performed that year for a variety of reasons. Well, the numbers are in and I'm happy to say, it was a very good year!

One of our first assessments is whether the DEAMS application performed up to our (and our customers') expectations during closeout, which is a critical success factor. While there were a couple of small hiccups during the month of September, DEAMS performed exceptionally well overall. Especially of note was the processing of the Government Purchase Card 13th Month Release, which ran in three hours versus previous processing times of 36 hours, thanks to updated functionality developed in conjunction with our System Integrator. This allowed the field more time to adjust balances to cover outstanding purchases and additional requirements as needed.

We want to provide the field the ability to maximize the use of funding from year-to-year. In Fiscal Year 2022 (FY22), DEAMS Operations and Maintenance gross obligations were approximately \$40B; more than \$10B than was obligated in the General Accounting and Finance System in FY22. Looking across all Air Force appropriations, approximately \$90B dollars was executed in DEAMS in FY22, compared to \$72B in FY21. Much of this is attributed to the transfer of military personnel pay to DEAMS during FY22.

The FMO had multiple success stories in FY22, with two within our Treasury Direct Disbursement initiative. Household Freight payments (using PowerTrack/Syncada platforms) and Commercial Airlift contracts were both enabled this year, and are operating as planned, with over \$2B dollars in payments being processed by the end of September.

The process improvements made to Civilian Payroll accounting processing have been institutionalized as normal business operations, reducing processing times from two weeks to an average two days. The other benefit to this process improvement is in capacity to process additional records, which allows us to move forward with plans to transition United States Space Force civilian payroll records, and in coming years, the remaining acquisition civilian payroll records.

The Deployment/Training Team ended the fiscal year on a high note for Miscellaneous Payments Implementations, training 700 DEAMS users at 67 bases. The results from Operation Clean Slate 2 were also impressive, helping users at base level clear over 4.5K Invoices on Hold in preparation for fiscal year end.

Across FY22, the agile development process conducted over 800 Acceptance and Government Integrated Tests on a myriad of user stories. These rigorous tests, conducted in multiple test environments by numerous teams, are performed to ensure the solution meets the stated objective, and is secure and auditable when finally installed into DEAMS production.

With the FY22 books closed, we now look forward to capturing the next transaction and showing continued growth through the end of FY23 and furthering the SAF/FM Strategic Goal 2: Harness Technology, Standardized Processes, and Data Analytics to Enhance Accountability (Objective 2.1, Provide Accurate and Auditable Accounting Support, and Objective 2.2, Develop and Implement an FM Enterprise-wide IT Strategy).





Fiscal Year End and Beyond

by Ms. Jeanette "Jenny" Beer, AFAOC

Congratulations on another Fiscal Year End (FYE) Closeout signed, sealed, and delivered! FYE is a tremendous undertaking for all involved, but the Air Force Accounting and Operations

Center (AFAOC) had utmost confidence in our financial management (FM) community to get the job done, yet again. The Virtual FYE War Room group on milBook helped FM systems users meet challenges head on and cross the finish line. Command points of contact (POCs) worked to ensure 125 escalated issues from their installations were resolved in coordination with AFAOC, Air Force Accounting and Finance Office (AFAFO), and Defense Finance and Accounting Service (DFAS)—a total of 140 participating members and an average resolution time of two days from submission.

The FYE team also used the War Room to share information directly with the command POCs. AFAOC subject matter experts provided daily status updates on Defense Enterprise Accounting and Management System (DEAMS) Government Purchase Card (GPC) 12th Month Release Errors, Remaining Subsequently Available Authority, and Aged Miscellaneous Payment Project Items (DFAS-Limestone).

Outside of War Room operations, AFAOC engaged in regular information sharing with the field as part of daily FYE Calls (in coordination with AFAFO, DFAS, Secretary of the Air Force for Financial Management (Budget), Air Force Contracting and command POCs). Our team provided daily snapshots of the FM Morning Paper and Control Summary Record/Overspent Overview from the AFAOC Analytics Power Business Intelligence (PowerBI) application. Instructional briefs were also provided regularly on critical FYE topics surrounding GPCs, General Ledger Dates, Purchase Requisitions, and PowerBI Reports.

Our work does not stop at FYE Closeout! Start Fiscal Year 2023 strong with AFAOC support products across the **DEAMS Outreach Portal** and **DEAMS Users Group**. Learn more in our new **Customer Resources video** on milTube. As always, any questions or feedback can be provided in the **DEAMS Users Group**. Happy New Year!



AFIPPS Update: Data Conversion

by Mr. Robert Burke, SAF/FMF

As we completed the Requirements Operability Testing (ROT), legislative changes were introduced to the system integrator and they are working to update these additional requirements in the system. Fortunately, time was built into the schedule to perform annual legislative updates, and currently 12 legislative updates are being worked on, ensuring Air Force Integrated Personnel and Pay System (AFIPPS) is up to date when the system is planned to go live. Compensating our Airmen, Guardians, and family members accurately and timely is our top priority.

Our third set of data conversion testing is in progress and initial results are promising. AFIPPS has brought over staging database information from the current military pay system for active component and reserve component members. This test data conversion helps to ensure that when we bring the live data over, it will convert to the new system formats with no complications. During this test, we have already identified a few errors that we anticipated, for example pay records without a



AFIPPS Update: Data Conversion *(cont.)*

valid state tax code were rejected. This underscores the importance of making sure our processes are working, our procedures are being followed, our data is cleaned up, and our metrics are being maintained.

Ensuring that accurate data is put into AFIPPS can prevent pay errors for members in the future. milPay data is merged with personnel data to form a complete record. If the milPay data does not agree with the personnel data, it will result in an error. We have seen this materialize when the Date of Separation or zip code for Basic Allowance for Housing are different in each system. Members can review their Leave and Earnings Statement and check these data points. If they are incorrect, work with your finance office to correct it.

For additional information, visit the [AFIPPS Portal Page](#) on the Air Force Portal or the [AFIPPS Program Hub](#) for the latest communications and updates.

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Reverse Mentorship— Key to Overcoming Resistance to Change

Our Chief of Staff of the Air Force, Gen Charles Q. Brown, exhorts us to move fast—to **accelerate change or lose**—but sometimes moving fast is hard. There are some people who feel threatened by change, thinking their skillset may become obsolete with every new process improvement effort. One way to help cultivate a culture of change is by establishing a reverse mentorship program.

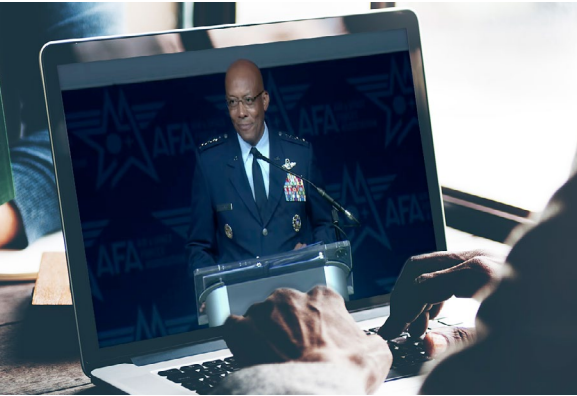
Often in change efforts, those who have been with the organization the longest will feel threatened by the change. They may feel the source of their knowledge, and in some cases their perceived authority, may be tied to the existing processes and systems. They may feel they can no longer lead their more junior employees effectively if they aren't experts in the new business processes or systems. In these cases, it may be useful to set up a reverse mentoring program in which newer, tech savvy employees can help long-standing employees learn new tools/systems while more seasoned employees help them learn the underlying functional content and the "why" behind what we do.

By developing a reverse mentoring program, you help establish relationships between co-workers and enable them to push past initial resistance with things that seem hard or different with an advocate alongside them. Change is often hard, but if the outcome is necessary for the success of the organization, we need to work together to make it happen.





FOMO? We Got You!



Miss the Air Force Association (AFA) 2022 Air, Space, and Cyberspace Conference?

Then click [here](#) to watch Chief of Staff of the Air Force Gen Charles Q. Brown deliver the keynote address at AFA's Air, Space, and Cyber Conference held on 19 September 2022. He addresses five primary areas in which he sees the most urgent need for cultural change in the Department of the Air Force: Mission Command, Force Generation, Agile Combat Employment, Multi-capable Airmen, and Applying the A-staff Construct at the Wing Level, among other important topics.

Tick-Tock Goes the Clock!

Do you have CET hours you still need to fulfill before the year is over? If you are one of the 2,000+ who were certified in an even year (2014, 2016, 2018, or 2020), the 2-year deadline is approaching quickly. With two months left until the **31 December deadline!**

Below are just a few of the online resources available to help you fulfill your CET requirements:

- **myLearning**
- **Skillport/e-Learning**
- **Joint Knowledge Online**
- **Defense Acquisition University**
- **Financial Information Collaboration Space 2.0**



Learn more about [how to record CETs in FM LMS](#) or [locate your local component administrator](#).

Gimme the Good Stuff

Only have time to read a snippet of news? Looking for some light reading? Check out the **myFMHub Spotlights** page where you can find articles and stories focused on key FM topics, without having to parse through an entire newsletter. Although, come to think of it, it looks like you have already made it through this one.

Well, if you have FRIENDS who would appreciate snippets of news, spread the word about the spotlights page—just one more way to catch the latest from SAF/FM.