

Commander's Connection



Photo by Staff Sgt. Lee Watts

Col. Sam Angelella (center) and other Shaw leaders pull a jet on the flightline here Nov. 14 as part of a fund raiser.

*"Commander's Connection" is a link between Col. Sam Angelella, 20th Fighter Wing commander, and the Shaw community. Questions or concerns that can't be resolved through normal channels can be called in and recorded at 895-4611 or e-mailed to **commandersconnection@shaw.af.mil**.*

*Callers should leave a name and telephone number in case questions need clarification. Comments of general interest may be published in **The Shaw Spirit**.*

Q I volunteer to teach aerobics at the fitness center. I am concerned with equipment condition. Several times, the sound system has been down and my class had to be cancelled or moved to another room. Also, I've been teaching here for more than a year and was assured all of the instructors would be certified, but it hasn't happened yet.

A Thanks for your call. We have great news. We recently purchased a new stereo sound system for both the aerobics and spinning rooms. We were aware our systems were experiencing problems, and we identified the need for new equipment. The fitness center is committed to ensuring our volunteer instructors maintain their certifications, and we included this requirement in our annual budget.

Diversity expands awareness

By Tech. Sgt. Stephanie Suell
20th Fighter Wing
Military Equal Opportunity advisor

Have you ever wondered what makes you different from others in your work center? Perhaps it is your mannerisms, the slight accent in your speech or just the fact you were born in a country other than the United States. What about the coworker beside you? What is unique about him or her?

Attending special observance events help members gain insight into what makes individuals unique and different. Learning about other cultures impacts work centers in a positive way by building unit cohesiveness, minimizing conflict and enhancing effective communication.

So what is a special observance?

The military is committed to providing events, throughout the year, to honor world cultures. Events, such as luncheons, banquets, fairs, parties and sporting events, are held to commemorate special occasions like Dr. Martin Luther King Jr.'s Birthday, Women's History Month, National Native American Heritage Month and others.

Being in a military environment gives us an opportunity to work with a diverse group of individuals. Most work centers are comprised of people of different ethnic backgrounds and genders,

who come from a variety of places. Although we are all created equal, it is important to remember we are not all the same.

Attending special observance events can educate us on the many languages, ethnicities and varieties of religious traditions that make up cultural heritage. It also helps us appreciate the contributions cultures have made to the history of our great nation. It gives us insight into how certain values play an important part in an individual's ability to interact and communicate with others on a daily basis.



Learning to work and live with people who are not exactly like us can be challenging at times. Some days, it can seem hard to communicate. Attending special observance events can open up lines of communication and create common ground.

As we begin to appreciate diversity, we start to value and appreciate differences. When we learn to not accentuate differences, we can focus on what everyone can contribute to help us work together as a team.

At Shaw, we encourage all personnel to participate in special observance events scheduled throughout the year. We also encourage members to embrace their own unique heritage, but not to limit themselves to one ethnic observance.

For more information on special observance events, contact Shaw's Military Equal Opportunity office at **895-1265**.

Speak Today, Shape Tomorrow

The Air Force Climate Survey continues through Sunday.
To participate, visit <http://afclimatesurvey.af.mil>.

The Shaw Spirit

Shaw Air Force Base editorial staff

- Col. Sam Angelella.....20th Fighter Wing commander
- Maj. Lisa Caldwell.....Public Affairs chief
- Staff Sgt. Lee Watts.....Internal Information chief
earl.watts@shaw.af.mil
- Airman 1st Class Susan Penning..... Editor
spirit.editor@shaw.af.mil
- Staff Sgt. Alicia Prakash.....Staff writer
alicia.prakash@shaw.af.mil

Adriene Dicks.....Correspondent
adriene.dicks@shaw.af.mil

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20th Fighter Wing Public Affairs Office
517 Lance Ave., Suite 107
Shaw Air Force Base, S.C. 29152-5041

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Winds of change are constant

Wisdom, guidance key to successful transitions

By Maj. Christopher Daniels
20th Contracting Squadron commander

Abraham Lincoln once said, "You can fool some of the people all of the time, all of the people some of the time, but you can't fool all of the people all of the time." As a new commander, I have found those words ring true.

Regardless of how good a leader is, regardless of the merits of his case, or how articulate he may be on a particular subject, it is impossible to con-

vince 100% of the people all the time and maybe not even some of the time.

Successful leaders are problem solvers.



People approach things differently and hold different viewpoints. These predetermined ideas often make people nervous about change.

Transition is nothing new to leaders. It's understood organizations cannot be endlessly managed. Repeating yesterday's practices to achieve success in the future doesn't work. Conditions change and yesterday's assumptions, in most cases, no longer apply. There must be innovation, which means change.

All of us come from backgrounds where technical, business or operational skills are paramount. However, those skills provide little help when it comes to leading people through change. As leaders push the limits, they need to seek perspective and advice from the people they lead.

Times of change are becoming the rule rather than the exception. I've learned transition leadership skills must be congruent with, capitalize and build on, the leader's own strengths and talents.

They cannot be found in a set of theoretical leadership skills. Once transition is understood, it



can be seen everywhere. In today's Air Force, without experiencing and successfully managing a difficult transition, no one can stay effective for very long. The best leadership models I've seen address the challenge of understanding change. They are well prepared and deliver real-world results.

Is drum-major-at-the-head-of-the-parade leadership appropriate to a transitioning organization? Or rather, is it give-and-take, person-centered leadership by which a leader gets the best effort out of each member of a team? It depends. But what is certain is, the most effective kind of leadership in change is similar to service the best organizations give their customers: collaborative assistance that is both problem-solving and developmental. That, in my mind, guarantees organizational and leadership success.

Family Support Center makes new friends

By Senior Master Sgt. Robert Hipple
20th Aircraft Maintenance Squadron
1st Sergeant

Most people know Shaw's Family Support Center has outstanding programs for the military family, but a lot of people don't know about a relatively new organization that helps our FSC accomplish its mission. This new organization is called Friends of the FSC.

Friends is a private organization of volunteers approved by the 20th Fighter Wing commander and the Internal Revenue Service as a charity that augments the FSC by providing volunteer services and raising and accepting funds for FSC programs. Here are a couple of examples that

help explain what Friends of the FSC does.

Every year, the FSC sponsors a Thanksgiving Basket program for Shaw families who might need assistance during the holidays.

Unfortunately, the FSC is not able to buy turkeys or anything else for baskets with its operating budget. The center has specific, budgetary guidelines to follow just like any other governmental agency and cannot hold fund raisers, solicit or accept donations. Friends of the FSC, on the other hand, can hold fund raisers or accept donations to assist with the program.

The Airman's Food Locker is another great example of how Friends helps the center out. The food locker is open year round for anyone experi-

encing short-term financial difficulties and provides canned goods, dry goods, diapers, etc. to military families. If a retiree or anyone else in the Sumter or Shaw community wanted to make a donation to the Airman's Food Locker, the FSC could not legally accept the donation because it's a government agency. Friends, however, could accept it, and make sure it was properly used to restock supplies in the food locker.

Friends also supports the following FSC programs: the Heart-Link Program to help newlyweds adjust to military life; the Layette Program to provide mothers with baby gift packs for immediate care of newborns; the Readiness Program for send-offs, welcome-home celebrations, calling cards

and family support while members are deployed or deploying; the Annual Volunteer Recognition Program to recognize those who donate their valuable time, talents and service at Shaw; and the Job Fair to help military members transition to civilian employment when retiring or separating after serving their country.

Friends also supports a wide variety of annual events such as FSC's Open House, Military Appreciation Week and the Street Fair.

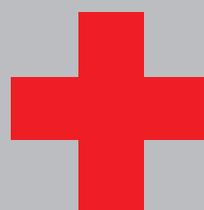
The Friends of the FSC is making a big difference in helping our military families. Anyone can become a Friends member by contacting the president, Master Sgt. Robert Moreland, at **895-8634**, or the FSC at **895-1252**.

American Red Cross at Shaw "The Value of Volunteering"

Day care, paid for by Air Force Aid Society, is available for those who volunteer

Volunteers are needed in the following areas:

- Health and Wellness Center
- Pharmacy
- Information Desk
- Pediatrics
- Immunizations
- Outpatient Records
- Primary Care



American Red Cross

Together, we can save a life

Call 895-1251 for more information, or visit the Family Support Center.