



Character is a Choice

By: Janelle Guthrie, WA

Former Marine Corps Infantry Officer and amputee Eric McElvenny started Wednesday's keynote with a story of his Hawaii Iron Man triathlon—22 months after he lost his leg in an IED explosion in Afghanistan.

He'd started the race strong. He finished the 112-mile bicycle ride. He completed the 2.4 swim. Then with 6.6 miles to go in the 26.2-mile marathon to end the race, he ran out of energy—his body was aching and the limb connected to his prosthetic leg as begging for mercy.

So he stopped, rested and removed his prosthetic leg. After eating a little snack, his energy came back but when he prepared to continue and finish the race—his prosthetic leg wouldn't fit on his swollen limb.

That's where the story paused.—
Continued on page 2

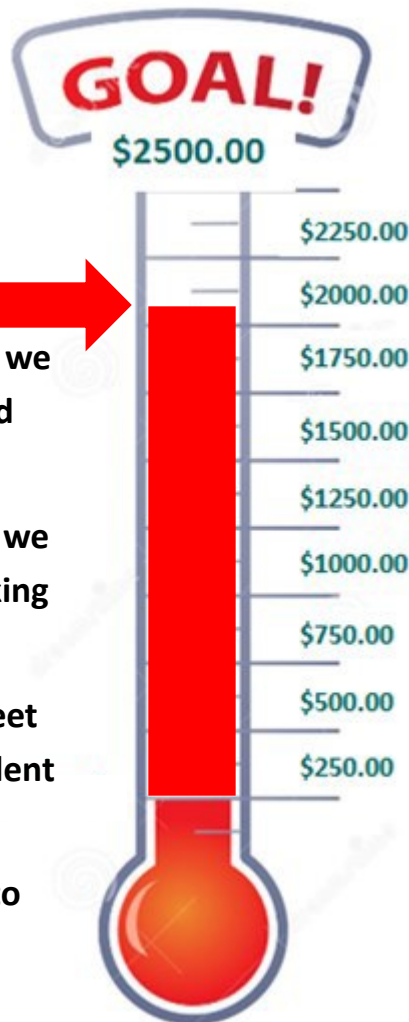
Working Wardrobes

As of the printing of this Flash we
are sitting at having donated
\$1805!!

Good job everyone, just think we
are being the change and making
a difference!

There is still time for us to meet
the goal of \$2500 set by President
Pasternik

Give any further donations to
Val Moeller



IN THIS ISSUE

Character is a Choice	Page 2
If it's June 20, 2017, it must be the PIP'S meeting	Page 2
Reflections of a Newbie	Page 3
Business Meeting	Page 3
Leadership	Page 4
DISCUSSION GROUP: IAWP & Retirees—Working Together for Success	Page 4
Stewardship Report	Page 5
International Visioning Speech	Page 7
Navigating the Everchanging Federal Employment Process	Page 9
The Habits of a Warrior	Page 10
Daily Puzzle	Page 11
Daily Schedule	Page 11

Character is a Choice

By: Janelle Guthrie, WA

"Everyone faces adversity," he said.

"What defines our character is how we step up to the plate and handle our challenges. I've been lucky to have a lot of people in my life who have helped me find the tools I need to handle these challenges."

Eric grew up the youngest of three with two supportive parents. He always loved sports and wanted to grow up and become a professional athlete. Then he learned about the Marine Corps as part of an eighth-grade report—and found new heroes in our country's veterans.

His life goal because to join the Marines, but when he first applied to the US Naval Academy, he was denied.

He had a choice: He chose to persevere.

That's character.

He went to a prep school for a year, reapplied and was then accepted to the US Naval Academy. There he met his wife, a fellow Mechanical Engineering major.

After graduating, they got married and started a family. Then took turns being deployed.

On his third deployment to Afghanistan, he stepped on an IED while on a patrol. In those first moments after the explosion, he found peace in the thought that he would be going to heaven. Then he thought about his family and how he knew he needed to survive for them.

Those first two thoughts helped him understand his priorities—faith and family—and underscored another choice

he makes in his life: Focus on your priorities.

While his corpsmen were addressing his injury, he heard another explosion—and another corpsman had stepped on an IED trying to help find a place where the helicopter could land to take Eric for medical help.

Despite enemy fire, the helicopter landed and took both men on a five-minute flight for immediate medical attention. As the helicopter flew through the air, the 18-year-old next to him said, "You first."

Another choice: Put others first.

Even though they were both badly injured, his colleague had thought to put Eric first. That's character. - Continued on page 8

If it's June 20, 2017, it must be the PIP'S meeting

By: PIP Ray Cabrera, CA

Suzanne Guibert, NJ 1980 – 1981, the longest seated Past International President (PIP) and chairperson, opened the meeting.

Present, in order of tenure were:

Maryann Polaski – Baykal, NJ 1988 – 1989 Secretary Treasurer,

Freddy Jacobs, AR, 2000 – 2001,

Raymond Cabrera, CA 2013 – 2014,

Mikell Fryer, GA 2014 – 2015, and

James Thomas, CA 2015 – 2016

The meeting was held at 6:30pm in the Emerald Bay III. This was the third time I have attended a PIP meeting. I missed the meeting in Georgia due to surgery.

The meeting was like any other membership group meeting. Suzanne opened the meeting and made and made an announcement to the group that she had asked the current International President, Terri Pasternik to see if she would like to join our group and Terri had said yes.

Maryann Polaski – Baykal then started passing out the food that was prepared by the hotel for our event. It was a simple, but delicious light meal, because the food we had at the Association meeting a few hours before was fantastic and very filling.

The group talked while we ate and just enjoyed each other's stories. It was interesting where each of us had done this past year and what our plans were going forward.

There was a question and answer period of the candidate followed by some entertainment. Through it all, she seemed to enjoy herself, but she was eager for it to end since her husband had just arrived and she wanted to join him for dinner.

I guess I asked the candidate the final question, "if she would like me to nominate her to join the PIP's? (The PIP's is a voluntary group, of the Association, where you must be nominated and accept the nomination, then those PIP's present vote to admit the candidate).

We voted and she was accepted unanimously.

Our newest PIP is:

Terri Pasternik, IL, 2016 – 2017



Reflections of a Newbie

By: Lakisha Ajayi, IL

I would first like to thank IAWP for extending this outstanding educational experience to me through their scholarship program. The knowledge gained and the networking opportunities afforded me will not only benefit myself but will also prove beneficial to my agency (IDES), my coworkers, my family, and my peers.

Shortly after arriving on Sunday I was faced with a dilemma. I wanted to attend all three Extended Concurrent Sessions; 1. The Upside to failure 2. Business analysis boot camp. 3. Navigating Hidden and Traditional Job Markets.

I chose the Upside of Failure as it mirrored my belief that "you never lose you either win or learn." (author unknown). As expected I was enlightened and intrigued by the information I received and it validated my personal improvement plan which includes

reframing my thoughts and saying "Goodbye" to negative language. The workshop also promoted networking/ socializing through a hands-on group project. Building something with strangers and making it work is challenging yet fun and although my group did not "win" we were able to review and analyze where we went wrong and how to improve thus if ever faced with building with strangers we all have lessons learned that will prove invaluable to any team we are paired with.

Attending this conference was a great experience and I really appreciate IAWP thinking of everything and incorporating the "Brain Breaks" which allowed me to meet individuals who attended other workshops and share information.

Thanks again IAWP and please find a list of what I learned, found valuable, and plan to pass on.

Employment is transforming thus I plan to be "nimble" enough to change and encourage those around me throughout the change process.

A growth mindset allows you to accept what happened, reflect, reframe, and do better next time. A fixed mindset allows blame and reduce failures and gains to luck.

IT jobs are growing thus I plan to connect with Chicago IT Talent Initiative and become a resource to those who need it.

If the work is predictable it can be automated.

www.willrobotstakemyjob.com.

The federal job hiring "freeze" does not stop hiring for all federal agencies and/or federal job titles. Some agencies are exempt from the hiring freeze. You can "choose" to lead from where you are.

Business Meeting

By: Stephanie Stevens, OR

The business meeting was called to order with a quorum being established.

The options for the 2020 conference were brought forward they are:

- Denver, CO
- New Orleans, LA
- Orlando, FL

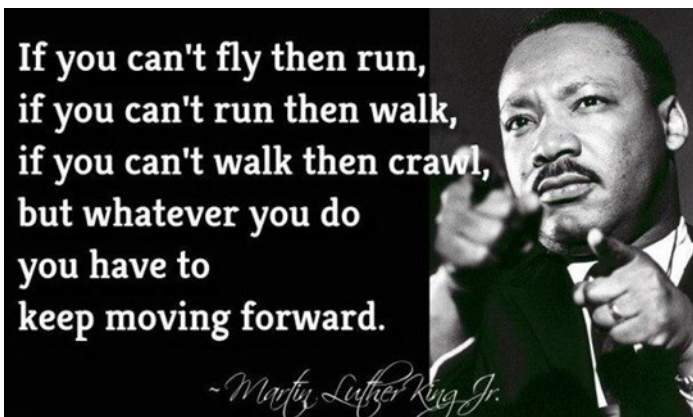
And the winner is Denver, CO!

The election results were announced:

- Cheryl Brown as President
- Grant Axtell as President Elect
- Misty Hodges as Secretary Treasurer

- Mary Rogers as Vice President

Questions were asked and answered by the board. And Life Memberships were issued to Marie Valenzuela, CO and Patty Gerner, OK. Meeting was adjourned.



Leadership

By: Rocio Lopez, CA

I have attended many great conferences and I am always happy to have attended them, IAWP is my 2nd family, I have met so many people from other Countries and from other States as well as all the members from California, I attended some outstanding educational sessions, besides going on a 2 hour Harbor Dinner Cruise in Long Beach.

Opening Ceremonies was hosted by Amber Drake from Oregon, what a great welcomed, her personality gave the Conference a great start and the first presenter Tiana Sanchez talked about the Upside of change and the Audacity to Thrive, change makes us to rethink our plans, change is important to understand many facets of our life, we need to understand what to do when the change occurs and learn how to prepare for them when they happen.

Richard Holden, US Bureau of Labor and Statistics, gave us an incredible amount of information about the automatization is in the rise, computers have been a big part of automatization and gave us some

samples of how robots will be a part of the future.

There is an app for that: <http://willrobotstakemyjob.com/>.

On today's session Mikell Fryer clarified some myths about Leadership, but I got a summary of some of the best points:

Leadership is about attitude and not about knowledge

The best leaders have a clear understanding of their own limitations

These leaders have a vision and a sense of direction

Truly amazing leaders empower others to become leaders

They lead in a way that their unit or organization can function

Even if you study thousands of books, you cannot develop leadership skills until you choose the right attitude

The best leaders are readers of people

Leadership can be learned

Lead from the front, offering guidance and inspiration

Lead from behind, supporting and encouraging others

Lead from beside, partnering with and supporting other members of your team

Lead from the field drawing on insights and wisdom available optional mind

"If your actions inspire others to dream more, learn more, do more and become more you are a leader" John Quincy Adams

"A leader is one who knows the way, goes the way, and shows the way" John C Maxwell

Also "you can accomplish anything in life, provided that you do not mind who gets the credit." Harry S. Truman

A good leader is a person who takes a little more than his share of the blame and a little less than his share of the credit" John Maxwell.

These was just a sample of a Great Conference

DISCUSSION GROUP: IAWP & Retirees—Working Together for

Success By: Steve Corwin, OR

Executive Director Steve Bent asked retirees to share their suggestions to help move IAWP into the future. He mentioned the new choose your language option on the International website. If we are an international organization, then our active members should be able to read the website in their own language. One benefit of this is

that our friends from Taiwan can submit articles and the website will convert them to English.

He also stated that we do not have quick or perfect answers for any of our concerns or problems, but we have made many positive changes that will bear fruit for us in the coming months. He stated his concern to offer value for new

members to join and for current members to renew.

Many ideas offered by the retirees centered around marketing. The new member management system will be able to perform many of the things that the retirees suggested. Personal one on one marketing was also mentioned. The new membership - Continued on page 8



Stewardship Report

By: PIP Terri Pasternik, IL

Good Afternoon IAWP Colleagues,

As you know, it is the responsibility of your sitting President to submit to you a Stewardship Report at each annual Business Meeting. The word "steward" reminds us that we are taking care of something that came before us and will be sustained long after we are gone.

Reflecting back on my speech in Buffalo, I indicated we needed change, not just for the sake of change, but to make IAWP a better, stronger organization. I feel that we have succeeded in this effort. To honor those who have worked so hard not only this year, but in years past, here is the status of our initiatives.

Our Annual Conference

We have developed New Branding with a consistent Logo and new name, that will identify us to other workforce entities. Workforce Development Conference. We have increased the number of educational programs during the conference. There are over 20 hours of education this year, due to in part to Grant Axtell's passion for educating our membership. Phenomenal. We have added additional Online registration options which we developed on our own, we now offer great new sponsorship opportunities and have a dedicated Website to handle conference activity. In addition, our sponsorship participation saw an increase. I think we are poised to significantly increase conference participation in the future. Attendance of course will be tied to our aggressive membership recruitment campaign.

Chapter Efforts

We recognized early on that we needed to spend more time addressing the needs of the chapters. We started small and are

continually working to increase those efforts. We implemented a first in the series of meetings with chapter Presidents, created an Online discussion forum for chapter leaders to exchange information and ideas, developed a New membership form that calculates chapter dues and establish memberships outside of the transmittal process. It's a great start and we continue to improve and refine all of these processes and more.

Membership

Our membership initiatives continue. We have expanded our reach and are targeting not only our typical membership, but also those in the private sector, WIOA partners, Workforce Boards and other Workforce related entities. In addition, we are making our presence known again in NASWA. This organization is closely tied to our core membership and we would like to partner with them to help increase not only membership, but conference participation and training opportunities.

We have gained several new members from outside state/federal arena, which is very encouraging. We even have several here at our conference this week. We are working to improve the chapter transmittal process, which is closely related to member retention. We must add new members, but also make sure our member retention efforts are effective.

We will very shortly be implementing a new membership database management system. This has been a long time coming. I will tell you from personal experience that our current membership database was designed in the disco era. It is one of the most frustrating systems I have ever had to use. I am so excited for us to move to a new system, that will allow us to

manage our membership and provide the analytical information we need to support the needs of our membership.

Administration

The toughest topic I will address today, so here goes. We have reduced administrative overhead costs and burdens to preserve the financial integrity of the association. Bottom line, we did what needed to be done, no matter how we felt personally. Our fiduciary duties as elected officers demanded that we take action and we did. Yes, there were many comments. A handful of members felt we were not transparent and that it wasn't handled properly. All valid, respected opinions, but at this point the associations foundation is stronger for our actions and no one said being an officer was easy. I hope that since the end of last year, the membership feels better informed and part of the associations efforts for improvement. We will continue to be transparent and open to all ideas and comments.

Other administration efforts that have taken place this year to improve financial stability were the review of vendor relationships, office overhead and better use of technology. Many of these changes significantly increased efficiency and saved us money. In addition, your secretary/treasurer spent countless hours reviewing our financial records, and we are happy to say they are in the best shape they have been in years.

Certification & WPDP

We have moved to a new online system to administer WPDP examinations. Comments have been great, the testing is

- Continued on page 6



Stewardship Report

- Continued from page 6

professional, comprehensive and easier to complete. In addition, we currently have two states (Illinois and Ohio) using WPDP as a training tool for their employees. Illinois has offered it to all agency employees. Ohio is currently in a pilot phase and will probably expand once the pilot group has completed the program. We also have a couple other states entertaining using the program for their employers.

We have updated the CWS program with a new name and improved certification process. We are introducing CWP (Certified Workforce Professional) with an electronic badge that can be displayed on social media profiles. Continuing education is still a significant requirement for certification, which encourages members to pursue educational development. The role the association needs to play going forward is recognizing the achievements of the certificate holder and market the achievement.

Leadership

Weekly officer calls were established to improve communication between the officers and administrative office. This ensures that constant forward momentum is occurring and a large percentage of initiatives could be worked on. It doesn't mean we just communicate weekly, we also communicate daily with each other and members regarding association issues. I for one have truly recognized the amount of time that is spent by an officer on IAWP business during their term. Thank you to all past and present officers and board members.

We feel that we are moving out of the fire-fighting mode and into a period where we can focus on association effectiveness and efficiency. We are also working on

a strategic plan to prepare our members and association for the future.

International

We have had some forward momentum on International Development this year in great part due to the efforts of Chris Crawford. Notably we worked with the Department of Labor to market a webinar by our District Director Akiro Yoshida. Our District of Columbia chapter worked with our District Director Jason Huang on a meeting that involved International participants from the embassies in the DC area. Just a few days ago we implemented a new feature on our website that allows visitors several language options.

Communication

Communication is always a tough topic to address and there are so many methods of effectively communicating. We took a hard look at where we were and where we wanted to be without impacting association finances, but still deliver great products. We looked at our current publications and decided that we needed to delineate between Workforce News and IAWP News. So we will be enhancing the Countdown with even more useful information for association members, we will be developing a short newsletter for Chapter Leadership, we are sending IAWP News on a regular basis with up to the minute articles on Workforce and last but definitely not least, our brand New Workforce Professional. We have received excellent feedback on this revamped publication. It is professional, thought provoking and focuses on our business, Workforce Development and Workforce issues.

Our Social media presence indicates that

we have 3,600 participants on LinkedIn and nearly 7,000 followers on Twitter.

This tells us that we are starting to reach a broader community of workforce professionals. This is very encouraging and gives us the incentive to focus on reaching out via social media outlets.

A couple of other initiatives instituted this year are live webinars and a comprehensive IAWP event listing established on website. We have had 3 very successful webinars on Workforce Issues and plan to continue and increase this initiative. Our event listing is working well, but we need chapter participation to make this a useful tool for chapter leaders and association members. In addition to posting on the website, we also post it on Social media. Please send us your events!!

As you remember at the beginning, so many moons ago when I started this speech, I said that to be a good steward reminds us that we are taking care of something that came before us and will be sustained long after we are gone. I want to focus on the long after we are gone part. Just because I will no longer be president after tonight, does not mean that I am stepping away from IAWP. I plan to continue to be an active participant and stay involved in something that I am truly passionate about. I would not have accepted this responsibility if I truly didn't feel that it was important, not only to me personally, but also realizing the impact IAWP plays in the lives of others. Our professional development allows us to serve our customers with a better attitude. Our networking allows us to make lifelong friendships with people who are just like us. What more could we ask for. - Continued on page 8

IAWP International Visioning Speech

By: Cheryl Brown, WA

Good evening and thank you!

I am honored to serve as your International President--and I accept the challenge to lead you to a brighter future and a revitalized association.

My theme for this year is "Building Blocks for Our Future" with the focus on:

- Professional Development
- Growth
- Partners

My motto is: Invest in yourself for your professional and personal growth through IAWP.

We are in times of continued change, not only in our association but everywhere you look.

Technology is changing at the speed of light, the employment culture is evolving with the influx of a new generation, the workforce is no longer looking at a job for a career but rather to learn and grow and move to other employment—and that means our jobs are changing!

It is no surprise that we all have to continue moving in the direction of change to keep up!

The IAWP foundation that we built over 100 years ago needs some remodeling as we face declining membership and decreasing attendance at our conferences. We are not alone. Membership organizations across the board are facing similar challenges.

IAWP has addressed these challenges with solid improvements over the last

several years to help us sustain the future of our association.

With these changes, we have reinforced our foundation with new building blocks to make our association even stronger. We are seeing the benefits of our labor with a small increase in new members and now is the time to keep building and remodeling our association to reflect the new modern workforce and culture.

How do we make IAWP, the association of choice for our members?

Who are we? Who are our partners?

How do we attract new members?

What makes our association special?

How do we get the message out?

These are all questions we'll need to address as we develop our blueprint for the future and continue building.

It starts with professional development.

This year I am challenging the board of directors and you to work together to develop new innovative educational topics that are of interest to not only our current members, but topics that will interest and engage new members and partners.

What type of educational offerings can we provide to fully embrace the vision of the Workplace Innovation and Opportunity Act?

How do we engage partners to realize the collaborative culture and teamwork envisioned by WIOA?

We'll continue the hard work from the last administration—and keep building.

Next it's about collaboration—and growth.

We have a strong board with solid goals to accomplish this year. We'll need to work together as a team –this can't be done by just a few.

Finally it's about communication—with our members and our partners.

As we evolve and build a stronger foundation for our association, as we remodel our educational offerings and membership value, we need to publicize our successes!

We need to hold an Open House and invite people to see what we've done. That means new employees at our workplaces, partners and their peers. Everyone's invited!

Chapters can all play a role by inviting new people to see the remodel as well. We have a tremendous opportunity to engage partners and others in our association. Let's take advantage of it!

These building blocks for the future are strong and sturdy.

Thank you for helping me put them in place so our association can stand tall for years to come.

I am excited for Cincinnati, Ohio conference 2018 and hope to see you there!



Character is a Choice - Continued from page 2

Despite medical care, Eric lost his leg and would be coming home for rehabilitation. The Marines called Eric's wife, Rachel, to tell her the news. As Rachel was conveying the news to their five-year-old daughter, Lupe, his little girl asked how many days until her dad would be home. After a quick calculation, she exclaimed happily: "Daddy will be home for Christmas."

His daughter had made a choice: Focus on the positive. That's character.

And that underscores a core principle for Eric: Surround yourself with positive people.

As Eric started his physical therapy, he focused on a lofty goal. Before he was even able to walk, he decided he was

going to complete an Iron Man competition.

His choice: Always have a goal. That's character.

First, he'd need to break down his goal into smaller pieces.

"When you set your goals big," Eric said. "You need to prepare to start small."

Meeting his goal required commitment and consistency—having the drive to work hard every day.

"You can't just commit to being a good day, three days a week," he said. "And you need to apply that to work as well."

He also encouraged us to look at the excuses that hold us back.

"When you stop making excuses, you start getting better," he said.

He wrapped up his keynote by looping back to the Iron Man competition.

He had a choice that day. He could have called it a day—proud of the progress he had made—and no one would have blamed him.

Instead, he set about trying to reduce swelling in his limb so he could work his prosthetic leg back into place—and he finished the race.

"There's no better feeling than looking yourself in the mirror at the end of the day and knowing you did your best," he said, as the crowd rose to our feet for a standing ovation.

DISCUSSION GROUP: IAWP & Retirees—Continued from page 4

program will also allow for surveying the members about their interests and concerns.

Of specific interest to retirees are optional tours at the convention sites, even if they were offered on an extra payment basis.

Making sure that the educational program always includes workshops that are of general interest or of specific to retiree members.

Also suggested, offering the WPDP and

CWP educational programs to NASWA administrators to augment their staff training programs. Steve Bent has been contacting individual administrators and will attend the NASWA convention to do this very thing.

We also have been using Facebook, LinkedIn, and Twitter to push out information and to draw people to our website. The website has been updated and is able to provide analytics data that

we can mine to get our message out and attract new members.

Steve mentioned the importance of creating opportunities for sponsorships and partnering with businesses and other organizations. This is one of our best strategies to decrease the costs of our conventions. Many other ideas were offered and Steve made diligent notes about all of them.

Stewardship Report - Continued from page 6

It has been an outstanding year. I have been challenged and been challenging. I have been informed and educated. I have learned more than I ever anticipated and taken on a role I was not

planning on. But I have learned in my lifetime that our plans never quite work out the way we intend. God has his plan for us....and he just sits back and laughs when we rail against his intentions.

I thank all of you for your support. I encourage you to get involved. BE THE CHANGE and MAKE A DIFFERENCE.



Navigating the Everchanging Federal Employment Process

By: Irma Kong, CA

Nancy began the session by having the attendees introduced themselves with their name, state, place of employment, and reason for attending this session.

Application and Observations:

* Go to website: USAJOBS.GOV

* Create an account or sign in

1. There are rules that cannot be broken.

There is a HIRING FREEZE, the only exceptions are: Veteran Preference-DD214, Disability-Schedule A, Recent Graduate-within 2 years of obtaining and Associate's, Bachelor's, Master's or PHD degrees, and Direct Hire is a faster process for Medical and IT positions. You can use the category from the degree earned and a list will be provided giving the name of the positions with series numbers. Save the results and you can use them for job search.

2. Things are changing, but slowly since there are too many rules and the hiring process takes a long time, up to 2 years.

3. There is no consistency from agency to agency, let alone intra-agency. OPM has certain requirements and so does each agency use the ATS program. Utilize the website: tagcrowd.com by copying and pasting the announcement as all the resumes go through the ATS program that reads certain language used by the Feds. The KEY words become bolder, go back to your resume and utilize those words, be honest and natural with an honest answer. Copy and Paste your corrected resume again with tagcrowd because the

more bolder words you use, the better chances you have to be selected one of the top 20% and HR will review your resume.

4. Keep trying as persistency pays, and don't leave all your applications in one agency. Funding is an issue so check daily as some positions close within 2 days and others are extended short-term/part-time positions.

5. Network with employers, job fairs, and professional organizations.

6. Create patriotic Business Cards as they are very useful when attending job fairs to provide to the representative of the agency.

Profile:

Be very specific because the Feds do not deviate. Use the Resume Builder, create a general resume by inputting everything that you have ever done and accomplishments, and have it searchable. You can create a specific job function resume.

Documents:

You can save up to 5 documents, but be careful because it may change into something you did not do. Be sure to upload school transcripts, Veteran-DD214, Disabled Veteran-SF15, current or previous Federal Employee-SF50.

Username and Password:

Make sure you update when you get an email that it is time.

Resources:

BOOK by Kathryn Truman

GOVEXE.COM

federalnewsradio.com

nextgov.com

ourpublicservice.org

govloop.com

myskillsmyfuture.org

onetonline.org

federalgovernmentjobs.us

bestplacestowork.org

willrobotstakemyjob.com

Nancy did a great job breaking down each section as it is a very important crucial not leaving out required information. The process is very lengthy and confusing.



The Habits of a Warrior

By: Rebecca Stancil, MT

Eric McElvenny, Marine Veteran, was wounded after stepping on an IED during his final tour in Afghanistan. He suffered the amputation of his leg below the knee, and his life changed forever.

To help him adjust to this sudden change to his life, Eric chose to focus on creating goals to help work through this life transition. Eric now competes in Ironman competitions, and is an inspirational speaker.

During this break out session, the group's first exercise was to take the time to reflect on who we are as individuals. The group wrote down identifiers that describe ourselves as: caring, optimistic, leaders, etc. Eric encouraged the group to use these

words to remind ourselves, this is our essence. "Instead of acting out of your emotions, act based on your essence". Our second exercise was geared towards "Setting Goals". Eric suggests that making the commitment to the goal will help you be successful, and also be realistic in setting your goal. Whether it's saying your goals out loud, or writing them down, whatever it takes to make you more accountable. During the third exercise, our group focused on identifying leadership traits and identify which are most important to us. The fourth exercise related to how our individual perspective's play into our lives and affect. The fifth exercise, focused on being disciplined and defining the word "commitment". The group

came up with: stay on trade, seeing through a task, dedicated, and keeping a promise. If you are disciplined and committed to your goals, the outcome will be achieved. Lastly, the group reflected on the people in the people in our lives that helped us get to where we are.

If you have comments or questions, contact Eric at eric@ericmcElvenny

You can follow Eric McElvenny:

Facebook: Eric McElvenny

Instagram: [ericmcElvenny](https://www.instagram.com/ericmcElvenny)

Twitter: [@ericmcElvenny](https://twitter.com/ericmcElvenny)



TODAY is YOUR day!
Your MOUNTAIN is waiting.
SO... GET ON YOUR WAY!
- Dr. Seuss



FLASH Staff

Editor in Chief:

Stephanie Stevens

Reporters:

Terri Pasternik

Grant Axtell

Steve Bent

Ray Cabrera

Photos:

David Slimp

Stephanie Stevens

Distribution:

The FLASH is published during the Workforce Development Conference under the guidance and director of the International Association of Workforce Professionals Executive Director. Items in this publication may not reflect any official position of the Association or its members.



MEETING NOTICE:

2017-18 BOARD MEETING

8:30-11:00 AM

Balboa Bay 1



THURSDAY, JUNE 22 SCHEDULE

		7	1					9
	5	8			9			
4					7			2
			4	3		8		
7					1	2		
				9			1	
2	4							8
		3		1			2	
	9		8			7		

Level: VERY HARD

Fedz

By J. Richard Kiper, Ph.D.

