

Falcon Flyer

The Official Magazine of the 84th Air Ref Wing

October 2010 Vol. 1 No. 3

**Dobbins
Remembers
Sept. 11**

www.dobbins.afrc.af.mil

FROM THE TOP

Are you getting feedback...

Lt. Col. Mark Cumbee

Commander, 94th Operations Support Squadron

...More specifically, when did you and your rater receive a feedback notice to accomplish a performance feedback from your Commander Support Staff (CSS), followed by an appointment to conduct a performance feedback session, and then receive a signed copy of the completed worksheet at the conclusion of the session? Wait, it's not over yet, the rater then must provide a signed and dated feedback notice to the CSS for filing. If you said more than "six months ago" (as an officer or enlisted AGR) or "a year ago" (as an enlisted traditional reservist), the process is not working!

Feedback is fundamental for any individual or organization to develop and succeed, and an important aspect of feedback is communication. Like many management tools to help you as supervisors, there is a cornucopia of information available in many sources to include magazines, books, seminars, on-line... this list goes on. Communicating clearly is essential in leadership. One method to ensure that your message gets to your intended party is to deliver your message in person. AFI 36-2406, Officer and Enlisted Evaluation Systems, directs raters to accomplish a performance feedback at required intervals. The first suspense to accomplish a feedback session is usually within 60 days of beginning supervision and subsequently at the midterm point for the member's performance report (see AFI 36-2406 for specific grade and component requirements). The Air Force provides four performance feedback worksheet forms, depending on the ratees' grade, for the rater to document the feedback session but these forms are guides, not scripts.

The basic premise of a performance feedback session is communication from the rater to the ratee, outlining initial expectations or subsequent progress. The worksheets follow the same flow or areas as our performance reports and are designed to provide a realistic assessment



of performance, career standing, future potential and actions required to assist the ratee in reaching the next level of professional development. (Many times this is promotion or developing our replacements for the future.)

How you conduct a feedback session is more technique than rule, but good communication is key. A "constructive feedback" method is information-specific, issue-focused and based upon the rater's observations providing positive information on work well done, or negative feedback on work which needs improvement. Another method, which I would suggest to avoid, is the "praise and criticism" method. This method includes both personal judgments about a performance effort or outcome, with praise being a favorable judgment and criticism, an unfavorable judgment. Information given during this type is general and vague, focused on the person, and based on opinions or feelings, rather than facts.

There are four guidelines for giving "constructive feedback:" content, manner, timing and frequency.

Content is established by using the appropriate form which acts as a guide, but you need to be specific in these areas.

Are you getting feedback *continued on 2*

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Submission deadline for Nov. 2010 issue is Oct. 22. Articles should be submitted electronically.

Wing commander's hotline provides wing members with a direct link to the wing commander to relay kudos, concerns or suggestions on wing matters. (678) 655-9422

IG/Fraud, Waste and Abuse hotline sustains a credible Air Force IG system by ensuring the existence of responsive complaint investigations, and FWA programs characterized by objectivity, integrity and impartiality.

94 AW FWA Hotline
(678) 655-3952

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HEADLINES

A bittersweet event: Sept. 11th nine years later

Senior Airman Danielle Campbell
94th Airlift Wing Public Affairs

Dobbin's servicemembers participated in a memorial and retreat ceremony in the POW/MIA Memorial Park here marking the Sept. 11 2001 anniversary.

The 94th Airlift Wing Security Forces Squadron hosted the retreat and Staff Sgt. Richard Potter, of the 94th SFS narrated the entire event.

"This is a bittersweet event," said Col. Timothy E. Tarchick, 94th AW commander.

"The men and women who lost their lives nine years ago today leave a legacy that still shines brightly in the darkness and call on all of us to be strong and firm and united. That is our calling today and on all of the Septembers to come," said Colonel Tarchick.

"I thank you for your service; the nation thanks you for your service and for your sacrifice and your commitment to freedom. May God continue to bless the United States of America," he concluded. A wreath was presented in honor of the



victims. Afterward the American flag was lowered and symbolically folded.

We are all one color... Air Force Blue



Col. Timothy Tarchick, 94th Airlift Wing commander, ensured the flow of communication to his unit by holding a commander's call Sept. 12. Colonel Tarchick covered many key points including the importance of an equal opportunity workplace. (U.S. Air Force photo/ Don Peek)

continued from **Are you getting feed- back**

Using phrases which begin with "I" (for example, "I have noticed...") help you be issue-focused and get into the specifics - "just the facts ma'am."

Manner is how you say the constructive feedback. As you may know, how something is said often carries more weight than what you have to say — manner is an important element

when giving feedback. Be direct; both negative and positive feedback should be given in a straightforward manner. Be sincere and avoid sending mixed messages; this demonstrates that you mean what you say with care and respect, whereas mixed messages create contradictions and miss the real intent of your feedback. Furthermore, with positive feedback situations, express appreciation which adds a bit of extra "atta-boy", yet with

negative situations, try expressing concern which communicates a sense of importance and care. Also, avoid anger, frustration, disappointment and sarcasm which turn into criticism. Finally, state observations, not interpretations which are often opinion or analysis - discuss the facts.

Timing and frequency of the feedback session is driven by the AFI, but you don't have to wait until directed; use these techniques

throughout the rating period to improve your rates' performance which in-turn will improve your team's performance as well. If something negative happens, providing "timely feedback" might mean tomorrow after you have slept on what happened versus jumping right in for a on-the-spot feedback session.

On the other hand, positive feedback should occur often to recognize real performance, not just twice a year or once a

year as directed by the AFI.

Then one last word about documenting a rate's performance throughout their rating period - start a file on each of your rates, and add comments as you go daily, weekly, or monthly as the opportunity to document situations.

You'll be amazed how easy it is to perform a feedback session or write that performance report.

THE ORGANIZATION



More history on Dobbins: War Years

Courtesy Story

94th Airlift Wing Historians

Originally intended by Cobb County as an alternative to Atlanta's Candler Field, it began in 1941 as Rickenbacker Field.

It was named for former army pilot and then-current Eastern Air Lines president Captain Eddie Rickenbacker, for whom Miami's Rickenbacker Causeway is also named.

The boost needed to build the airport came in 1940 when U.S. President Franklin D. Roosevelt selected General Lucius D. Clay to head a new Civil Aeronautics Administration program of airstrip construction, some 450 to 500 being built in preparation for possible war.

Clay Street in Marietta (now South Marietta Parkway, Georgia 120 South Loop, now mainline Georgia 120) was named after him, in honor of his work in bringing the base and plant to the city.

In 1942, with U.S. entry into World War II after the attack on Pearl Harbor, the U.S. War Department announced on February 19 that it would become Marietta Army Airfield under the U.S. Army.

A Bell Aircraft Corporation factory for the Boeing-designed B-29 bomber was built next to it, beginning operations in the spring of 1943.

Production of B-29s ended in 1945 at the conclusion of the war.

The factory has since been purchased by Lockheed Corporation and still exists. It can be seen in the upper right



(southeast) of the FAA airport diagram.

Originally the base had three runways, arranged in the triangular pattern common to air facilities from the 1940s.

Because of airspace constraints two of these runways are no longer servicable.

Runway 21 can be seen in use in the lead sequence of the 1940s Bell Aircraft

documentary B-29's Over Dixie.

After the Air Force was split from the Army due to its noble performance in the war, the airfield became Marietta Air Force Base. It was renamed Dobbins Air Force Base in 1950 in honor of Captain Charles M. Dobbins of Marietta, a World War II transport pilot.

In 2003, the Air Force

Reserve Command changed the name of Dobbins Air Reserve Base to that of Dobbins Joint Air Reserve Base.

However, signs have not been changed, the local media does not use it, and thus the public is generally unaware of this.

26th Annual Living Memorial Ceremony..



Senior Airman Danielle Campbell *94th Airlift Wing Public Affairs*

The 26th Annual Living Memorial Ceremony was held here Sept. 24 at the POW/MIA Memorial Park here.

The Air Force Sergeants associations and the Dobbins Chiefs Group hosted the event and Ronald Pearce, a former aviator who evaded German capture was the keynote speaker.

Pearce was invited to the podium where he told a portion of his story.

He was born and raised in Sydney, Australia and he joined the Australia Army Reserve at age 19. He transferred to the Australian Air Force after Australia declared war in 1939 in support of Britain.

Upon his arrival to Britain, Pearce was initially assigned to a Night Fighter unit protecting Irish waterways, but was soon reassigned to the 405th Squadron of the Royal Canadian Air Force as a Bombardier on a British Halifax aircraft.

On his 19th mission with the 405th Squadron, Pearce and his crew were forced to fly low level at 7,000 feet where he and his crew were shot down. The crippled plane made it near Leige, Brussels which was occupied by German forces.

“I was able to escape capture by German Soldiers and I evaded becoming a prisoner of war thanks to the Comet Line”, Pearce said as he addressed the crowd.

The Comet Line was a World War II resistance group



Ronald Pearce, a World War II Australian Air Force Bombardier, shared his experience of how he was able to escape and evade the German forces after being shot down during the beginning of World War II with a group attending the 26th Annual Living Memorial Ceremony held at the Dobbins Air Reserve Base POW/MIA Memorial Park Sep 24. The ceremony was concluded with a roll call of Georgia POW/MIAs as members symbolically planted two plants. (U.S. Air Force Photo/Don Peek)

in Belgium/France which helped Allied soldiers and airmen return to Britain.

Pearce said he could recall hiding his parachute under a bridge after the crash when he heard someone calling for help in the distance. It was the radio operator from his crew. Pearce said he propped the operator on a tree and took off for help. By the time he returned, German forces had already come and gone.

Later, Pearce said he stumbled upon a nearby farm. “After they fed me, they hid me,” Pearce said when referring to the residents there.

He said while he was there that evening, headlights shone in the distance and he was made to go upstairs and hide. German forces arrived at the farm and began to

inquire about missing aircrew members.

These events commenced what would become a two month evasion before Pearce eventually made it back to England and reunited with some members of his crew.

During the war, Pearce met his wife, Kathryn. After the war ended, he married her and they returned to her hometown in Savannah, Ga. where Pearce became a U.S. citizen.

He was educated as an industrial architect in Georgia where he spent his career as an architect.

He and Kathryn have been married 63 years. They are the parents of a son and a daughter and they also have four granddaughters.

AROUND THE AIR FORCE

New military retirement home debuts in Gulfport

Donna Miles
American Forces Press Service

WASHINGTON (AFNS) -- More than 100 residents at the Armed Forces Retirement Home here are packing up to move into a brand new complex in Gulfport, Miss., that replaces the facility that was destroyed five years ago by Hurricane Katrina.

Emotions are running high as the 135 residents prepare to leave AFRH-Washington Oct. 4, and along with it, the deep friendships they've forged during the past five years, said Sheila Abarr, an AFRH spokeswoman.

About 40 residents, who are driving rather than flying to their new home, are already en route, planning to be among the first to check into the new building, she said.

The Armed Forces Retirement Home in Gulfport evacuated 416 of its residents Aug. 30, 2005, after Hurricane Katrina decimated the

complex. Some buildings were knocked to the ground and the steel-and-concrete perimeter around the facility was destroyed.

Many of the residents rode out Katrina at the facility before moving in with family members in the area or taking up residence at the Washington home within 72 hours of the hurricane.

Henry Pike, who was among those residents who experienced Katrina's wrath firsthand, said he's looking forward to finally returning home.

"All along, I've posted construction photos and updates on the new home and the residents have literally been counting down the days," he said.

The residents will move into a modern four-tower complex, located on 47 acres of prime waterfront property. The new facility features dining, social,



recreational and therapeutic activities, including a swimming pool, hobby shops, a wellness center with basic dental and eye care, a bank, a barber and beauty shop, a bowling center, as well as a movie theater, computer room, library and a pedestrian bridge to the beach.

Residents' personal rooms include a full bathroom, kitchenette and balcony, Ms. Abarr said.

The incoming residents have selected their rooms based on seniority at the facility.

"The new Gulfport home is an incredible advance in how

AFRH provides senior housing for our nation's heroes," said Tim Cox, the chief operating officer for AFRH.

"In addition to providing state-of-the-art facilities, we have also partnered with the local community to provide additional services for our residents."

A day-long "Glory on the Gulf" celebration Nov. 9 will mark the official opening of the new facility.

While sad to see their Gulfport neighbors leave, residents at AFRH-Washington are looking forward to the building being built next year, Ms. Abarr said.

COMMENTARY

Are you part of the Energy Solution?

Ed Saleem
Courtesy Story

U.S. Deputy Secretary of Energy Daniel Poneman announced that a Memorandum of Understanding (MOU) had been signed between the U.S. Department of Energy (DOE) and the U.S. Department of Defense (DOD) to accelerate clean energy innovation

and enhance national energy security. Mr. Poneman went on to state "Working together, we can speed the transition to a clean energy economy, while helping protect our troops. Building a new energy future is the right thing to do to strengthen our national

security, to promote economic prosperity, and to improve our environment. It is also the right thing to do for our men and women in uniform."

There is also a quote that says it best: "we buy too much oil from people who don't like

us, and we need every General, every Airman, every Wife and every Dependent to start being energy aware"

The fact is, it is up to all of us to support our country, our troops and our reduce our dependence on oil in every manner we can.

FEATURE



Braves Host AFRC Night

Staff Sgt. Shaun Shenk
94th Airlift Wing Public Affairs

The Atlanta Braves hosted Air Force Reserve Command night at the Turner Field Stadium Tuesday in their series against the Florida Marlins.

The night was a joint effort between the Braves and AFRC Recruiting and headed by Lt. Gen. Charles E. Stenner Jr., commander AFRC, who also made several appearances throughout the night.

General Stenner began the night by

re-enlisting several airmen and also swearing in dozens of AFRC recruits who are scheduled to go basic military training in the coming weeks. He told the airmen, new and old, that what they were doing that night was important and that he was thankful and grateful for what they do every day.

Immediately following the administering of the swearing in oath two C-130 aircraft flew over the stadium to conclude the ceremony.

John Smoltz, Braves pitcher 1988-2008,

also met with friends and family of airmen in attendance. He also expressed thanks to all airmen who serve and will serve in the Air Force Reserve.

At the top of the sixth inning, Technical Sgt. John Barnes, flight engineer 700th Airlift Squadron, a Georgia native, was announced the hometown hero for his outstanding support here and deployed. Sgt Barnes received several awards and medals throughout his career to include the Air Medal and Air Force Reserve Meritorious Service Medal.

TOUCH AND GO'S

Opportunity Expo

A free hiring event for veterans who already have civilian work experience, men and women who are transitioning from active duty to civilian life, members of the National Guard and reserves, and military spouses.

Thursday, October 7, 2010- 11:00 a.m. to 3:00 p.m.
Georgia Dome
One Georgia Dome Drive, NW- Atlanta, Ga. 30313

Save a life tour

Save A Life Tour (SALT)
Sun UTA 7 Nov 10
<http://savealifetour.net>



UTA Child Care

Military childcare is available for those service members who fall into such a category that there is a hardship to providing quality childcare during UTA. The program is sponsored through the Air Force Reserve Command and implemented via the local Family Readiness Center. To be clear, this program is only for those who lack regular childcare arrangements for their children.

Call Angela Pederson for more details at (678) 655-5004

CC Access Line

A direct link to Col. Timothy E. Tarchick has been created to express points of view and to give input. Col. Tarchick wants your input after coordinating properly through your chain of command.

Access this line at (678) 655-94CC or
email 94aw.cc.accessline@us.af.mil



Dobbins Air Reserve Base, Ga - The best way to keep the 94th Airlift Wing and Air Force Reserve strong is to recruit good people- people like you. You can help by talking about the benefits of joining the Air Force Reserve with family and friends, then submitting their names to Get1Now. The people you care about will benefit, and so will you.

WINGS OVER ATLANTA
AIRSHOW
2010

DOBBINS AFB, GA
Air Show & Open House
16-17 October 2010

***** Featuring *****

U.S. Navy Blue Angels
Canadian Snowbirds
Air Force Wings of Blue

www.wingsoveratlanta.com

Wings Over Atlanta Air Show 2010

Mark your calendars

The Wings Over Atlanta 2010 Air Show and Open House is coming to Dobbins Air Reserve Base Saturday and Sunday, Oct. 16 - 17.

Team Dobbins welcomes aviation lovers from the Metro Atlanta area and beyond to see a wide variety of military and civilian aerial and aerobatic performances.

There will also be several aircraft and equipment on static display and a variety of refreshments and souvenirs available for purchase.

For more information please visit the official air show website at www.WingsOverAtlanta.com

Admission is FREE and open to the general public.
Gates open each day at 8:30 a.m. and close at 5:30 p.m.
(Contact Julie McKinney at 678-655-3999 for more information on becoming an Air Show sponsor)