

EXERCISE SUPPORT DIVISION

POSITION PAPER

Subject: 2010 Department of Homeland Security Fellows Program

Background:

- The DHS Fellows Program, led by the Partnership for Public Service, is a one year program focused on strengthening leadership skills, deepening an understanding of the DHS mission, our culture, and the challenges we face. The program includes Fellows from across DHS. The program is open to GS14-15s / O5-6s. For 2010 there were approximately 37 Fellows including 5 from Coast Guard:
 - CAPT Paul Szwed, USCGA PCTS
 - CDR David Semnoski, TISCOM
 - Mr. Jeff Hughes, Exercise Support Division
 - CAPT Dan Kenny, NORTHCOM
 - CDR Michael Campbell, CG-9315
- The program included six resident sessions. Each session had prior reading assignments, Skillsoft online course requirements, and video assignments. Program sessions focused on:
 - Authentic Leadership and the DHS mission – Session 1 was held from 23-26 MAR 2010 in New York, NY.
 - Driving Results – Session 2 was held from 27-29 APR 2010 in Washington, DC.
 - Leading People and Teams – Session 3 was held from 8-10 JUN 2010 in San Diego, CA.
 - Leading Change – Session 4 was held from 03-06 AUG 2010 in Seattle, WA.
 - Building Partnerships and Coalitions – Session 5 was held from 12-17 SEP 2010 in New Orleans, LA.
 - Business Acumen and Continuous Self-Development – Session 6 was held from 2-5 NOV in Washington, DC.

Discussion:

- One of the most enlightening elements of the program was the Executive Guest Speakers. They included:
 - Hon. Rafael Borrás, Under Secretary for Management, DHS.
 - ADM Allen, USCG Ret.
 - Mr. Tony Russell, Regional Administrator FEMA Region VI.
 - Mr. Doug Thorton, CEO of the Superdome and New Orleans Arena.
 - RADM Blore, Commander Thirteenth Coast Guard District.
 - Mr. Charles Randolph, Director for Executive Protection and Intelligence, Microsoft.
 - Mr. Bob Allison, Federal Security Director Ronald Reagan Washington National Airport.
 - Mr. David Aguilar, Deputy Commissioner U. S. Customs and Border Patrol.
 - Deputy Chief Anthony Whitaker, Chief of Aviation, Port Authority of NY/NJ (WTC Survivor).
 - Mr. Michael Hurley, Manager WTC Site, Port Authority of NY/NJ (WTC Survivor).
 - Mr. Joe Bruno, Commissioner, NYC Office of Emergency Management.
 - Dr. George Tanner, Chief Learning Officer, DHS.
- Small groups of Fellows completed “Results Projects” focused on issues of concern to DHS. Those projects included:
 - Improving the Effectiveness of Internship Programs across DHS
 - Consolidation of DHS Contingency Planning Training
 - Developing a process that links component property needs
 - Recommendations with regard to Special Activity Reporting
 - Benchmarking Study of Protecting the DHS Trademark
 - Benchmarking risk analysis associated with WMD / CBRNE events
- Each Fellow completed or will complete a rotational assignment:
 - CAPT Szwed – DHS National Protection and Programs Directorate
 - CAPT Kenny – NORAD / NORTHCOM Interagency Coordination Directorate
 - CDR David Semnoski – PCS transfer from CG-431 to CG TISCOM
 - CDR Campbell – Custom and Border Protection Office of Technology, Innovation and Acquisition
 - Mr. Hughes – U. S. Office of Personnel Management, Training and Executive Development

Conclusions / Recommendations / Future Plans:

- Consider the desired relationship, if any, between the Fellows Program and SES Candidate Development Program for Coast Guard succession planning.
- Encourage high performing GS14-15s / O5-O6s to apply for this outstanding program.
- Encourage Senior Executives / Flag Officers to offer rotational assignments on their personal staff.
- We (each of the CG Fellows) thoroughly enjoyed and valued this opportunity. It has energized us.