



DEPARTMENTS OF THE ARMY AND THE AIR FORCE

JOINT FORCES HEADQUARTERS – ALASKA

OFFICE OF THE ADJUTANT GENERAL

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NGAK-TAG

10 January 2017

Message to the Force #8

SUBJECT: Unit Climate Assessment

1. First, I would like to extend my sincere appreciation to everyone who participated in the department wide full-time employee/guard member climate assessment. I know that completing surveys takes time away from your day-to-day work but it is truly invaluable in helping our organization improve. Your participation demonstrates how we continually have all oars in the water, rowing towards a common set of goals. In the coming weeks, I will visit each one of your sections, discuss with you the results, and hear firsthand from you ways that we can continue to improve on the great work we have begun.

2. One of the ways we can improve is by using the training available through the Defense Equal Opportunity Management Institute (DEOMI). DEOMI is expert at assisting organizations to become more cohesive and productive. They have been conducting similar surveys for over 45 years. They have built an extensive collection of training and assistance programs available free through their website (www.deomi.org). It does not require a Common Access Card but does require registration. I urge leaders at all levels to use this valuable resource.

3. I realize that for the non-uniformed employees this was a new experience but this is one of the greatest things about our department; we can access the best available process and integrate it into our organization. For example, we used the Department of Defense expertise to develop our survey. The Division of Homeland Security and Emergency Management developed the standard that all state departments now use for travel and hiring memorandums. Our Rural Engagement and Alternate Work Schedule Integrated Planning Teams have refined this practice of making our department better through openness and flexibility, breaking down silos along the way.

4. As we close out our second full year together, I could not be more proud of this organization and its desire to work together as one integrated and cohesive team. I am truly encouraged every day I get to work with you and tell everyone, including the governor, how we, as a team, continue to improve every day.

Sincerely,

A handwritten signature in blue ink, which appears to read "Laurel J. Hummel", is positioned above the typed name.

LAUREL J. HUMMEL
Major General, AKNG
The Adjutant General