

2011

Kuka'ilimoku

The 'Word' Edition



READY FOR ANYTHING

Trucks haul cargo palletized by HIANG Airman during the early morning shift of an Operational Readiness Exercise at Joint Base Pearl Harbor Hickam March 3, 2011.

Operational Readiness Exercise prepares the HIANG to deploy at a moment's notice

Photo Essay by Tech. Sgt. Andrew Jackson



Above: Senior Amn. Desiree O'gwin with the 15th Med Group briefs 2nd Lt Jonathan Patterson, 154th Aircraft Maintenance Squadron, about biological and chemical warfare during an Operational Readiness Exercise at Joint Base Pearl Harbor Hickam, HI, March 3, 2011. Bottom Left:



Pressing on through change

by Brig. Gen. Joseph K. Kim, Commander 154 WG

Aloha! Congratulations on successfully completing the Joint Operational Readiness Exercise! Mahalo for the effort all of you put into this critical part of maintaining our readiness! Speaking of inspections, the Maintenance Standardization & Evaluation Program is scheduled for August 2011, and the Unit Compliance Inspection will happen in February 2012. To put preparation time into perspective, that's 22 days for our traditional Guard members.

As all of you are aware, the Don't Ask Don't Tell (DADT) law is in the process of being rescinded. The repeal of the policy is facilitated by a three tiered training program. Tier 1, our functional experts, like the Judge Advocate Generals, will complete training NLT 1 May 2011. Tier 2, our leaders will complete training NLT 1 May 2011, and finally, Tier 3 training for our Airmen, will complete training by 30 Jun 2011. I have reports that the DADT training on the Air Force Portal, in ADLS, is excellent and will answer most if not all of your questions.

My heartfelt congratulations to Maj Gen Darryll Wong, our Adjutant General, on his full Senate confirmation. The vote was unanimous, and numerous supporters, family and friends packed the Senate gallery to watch the proceedings.

This is a bittersweet drill for me, as it's Lt Col Merv Oyafuso's last UTA. Merv, my executive officer, is wrapping up 28 years of distinguished service. After a decade of service in the active duty, Merv was instrumental in standing up the 203 rd Air Refueling Squadron. He has a broad background of both operational and staff work, deployed worldwide, and was awarded the Air Medal for his heroic flying in Kosovo. He's a friend, mentor and a true supporter. Best Wishes Merv!

My thanks to the Spouses and members of the Hawaii Air National Guard Spouses and Family Association. I realize that our deployment OPTEMPO is modest, but your foresight in preparing our families and Family Support Program for our exciting future is admirable.

Finally, Mahalo to the planning committee who did a wonderful job in planning my farewell party the last week of February. I was truly flattered and humbled by those who attended and gave very thoughtful and generous gifts.

Recognition important for individual growth, overall organizational performance

By Command Chief Master Sgt. Willie Rafael, 154 WG

The HIANG Annual Awards Recognition Ceremony is fast approaching. In this venue, we recognize the best our organization has to offer. A few will go on and compete for the Outstanding Airman of the Year Awards. Our organization is full of outstanding performers. However, not everyone will be recognized at the annual recognition ceremony, yet they deserve to be recognized some other way.

Famed industrial psychologist and researcher of human motivation, Abraham Maslow, determined that our needs drive our motivation. From our most basic needs of food, clothing, shelter, safety, and security, to our more sophisticated needs of ego satisfaction and self-actualization, we are driven to fulfill these needs.

People will usually undergo some internal tension (for example, hunger when we need to eat) until the need is satisfied. This tension then prods (or motivates) us constantly until the need is met. The need for recognition, as one of our more sophisticated needs, is one of the most difficult to achieve. It is the only one of which we are wholly dependent upon others to respond appropriately. In other words, recognition, by definition, must come from others.

I wondered for years why so many recipients would experience an emotional response when receiving some recognition. What I came to understand was that they were finally breaking through a barrier (need fulfillment) for which they had spent years striving. Someone had finally thanked them for their good work.

I think at times we have a tendency to underestimate the importance of recognition. We just don't seem to thank people enough. Recognition is important because it sends a powerful message that the recipient is important. It conveys that the organization cares about good performance. When this message is lacking, overall performance may drift in search of a direction. If low performers are treated the same as high performers, the message is that high performance isn't valued, and thus not going to enhance your career. Eventually, many in the organization will settle at a minimal, acceptable level of performance. Recognition doesn't always have to end up as a huge celebration: a simple thank you goes a long way. There are some things that we must consider when recognizing our personnel.

First, we must keep a clear distinction between recognition and incentives. An incentive is an enticement advertised in advance to get people to do something. Recognition is a "thank you" given after the fact. Second, make the recognition special, not expensive. In the past, people felt that an expensive award sent a more powerful "thank you."

However, as the dollar amounts climbed, the "thank you" became lost somewhere. The recognition process became more like an incentive program or contest. Lastly, Include family in presentations when possible. This extends the recognition and resulting "good feeling" to the entire family.

Use good judgment when it comes to performing meaningful recognitions, nothing replaces good judgment. People seem to know when recognition is deserved and how much is appropriate. We established a formal recognition program whereby anyone could nominate another for recognition. However, a simple "thank you for a job well done" goes a long way. Everyone from our youngest airmen to the top of our leadership ladder deserves recognition. A recognition award should be a "token" of appreciation.

In Brief

The 203rd Air Refueling Squadron is seeking out potential candidates for Inflight Air Refueling Technicians (Boom Operators) AFSC 1A0X1. All enlisted ranks may apply. If selected, candidates must be willing to accept an E-5 billet (promotable to E-5) and must be eligible to cross train/retrain. If interested, please feel free to stop by on a Saturday UTA at HANGAR 13 at 1530. POC: CMSgt Steve Cid, 448-8341 or SMSgt Kris Oka, 448-8335.

Chaplain's Corner

by Ch Ed Ganigan, 1st Lt

Greetings and aloha to you all in the 154th Wing, Hawaii Air National Guard Ohana!

Please allow me a moment to introduce myself. My name is Edward Ganigan and I am the newest member to the Chapel Team in the Wing.

I am a local boy, born and raised on the island of Oahu, growing up in and soaking up the culture of all things that make Hawaii such a unique place.

A huge event in my life occurred when I became a Christian through the ministry of Campus Crusade for Christ during my sophomore year at the University of Hawaii at Manoa. Even before graduating with a Bachelor's degree in Speech, I sensed God leading me to invest my life in the Kingdom by equipping and serving other people.

I was determined to get formal training in seminary immediately after graduating from UH. God however had another timetable in mind. Over the next 6 years I found myself employed as an educator with stops at Dole Middle School and Kalihi Kai Elementary School. During those years I also worked as an intern at Faith Christian Fellowship.

In August of 2000 I finally headed off to Southern California to attend Talbot School of Theology, but not before marrying my college sweetheart Nora in 1998. While pursuing my graduate studies there, I served at Cerritos Baptist Church then at its church plant, Catalyst Christian Community, in Long Beach. I received a Masters in Divinity in 2004 and a Masters in Theology in 2006. While in California God blessed Nora and I with two precious boys: Joshua and Zachary. Our favorite family activity in California was going to professional baseball games. It's a family tradition that has carried over here since our return to Hawaii. In 2008, God opened the doors to return to Hawaii and serve at New Hope Kapolei, which was founded by a friend of mine. It is there that I currently serve as Associate Pastor overseeing such ministries as Life Groups, Meta Classes (classes that cover diverse topics to help people grow in their faith), and First Impressions Ministries.

That's my story in a nutshell. Thank you for allowing me to share. Please know how I consider it a high honor indeed to be part of the Hawaii Air National Guard Ohana and to serve you. I look forward to adding to the contributions of the Chapel Team here in serving you, those who bravely defend our country and the liberties we freely enjoy.

Blessings to you.



Above: SrA Aaron Aguil, SMSgt Collin Sakuma and MSgt Shari Sugai from the 297th ATCS in the control tower at Kirkuk in Feb 20.

Below: [Insert Great Aloha run caption]

