29 July 2016

From: LCDR Henry A. Martinez II USN, ANSO Western Region Vice-President

To: ANSO National President

Subj: ASSOCIATION OF NAVAL SERVICES OFFICERS (ANSO) WESTERN REGION SYMPOSIUM, 19 MAY 2016 AFTER ACTION REPORT

1. On Thursday 19 May 2016, the ANSO San Diego Chapter hosted the third Western Region Symposium at Admiral Kidd Conference Center in San Diego, CA. The symposium theme was – Mentoring and Career Management to Grow Our Future Leaders. ANSO serves as the acknowledged leader in recruiting, developing, and retaining Hispanics in the Sea Services (Coast Guard, Navy, Marine Corps, and Merchant Marine). ANSO’s mission is to assist the Sea Service Chiefs’ efforts in Hispanic workforce recruitment and retention by:
   * 1. Fostering the personal growth and professional development of officers, enlisted, and civilians;
     2. Providing mentoring, networking, training, and educational opportunities; and
     3. Engaging the Hispanic community through outreach initiatives.
2. The Western Region Symposium was attended by various enlisted and officers from the following branches: USMC, USN, USCG and civilians. ANSO National President Rear Admiral William Rodriguez (ret) carved out time from his extremely busy schedule to participate and engage the attendees. Their attendance was well received and appreciated.
3. It is unfortunate that none of the Senior Ranking Officers from the Services were not in attendance at this particular symposium. ANSO opened its doors to enlisted personnel and officers in 2006, and this was the first time of this unfortunate occurrence. Breakdown of attendees is as follows:

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| --- | --- | --- | --- | --- |
| **Organization** | **Attended** | **Officers** | **Enlisted** | **Civilian** |
| U.S. Coast Guard | 27 | 12 | 15 | 0 |
| U.S. Navy | 31 | 11 | 20 | 6 |
| U.S. Marines | 16 | 13 | 03 | 0 |
| Federal Voting Assistance  Program | 0 | 0 | 0 | 0 |
| **Totals** | **74** | **36** | **38** | **6** |

1. Review of the agenda:
   1. On 19 May 2016 military service members gathered to participate in the 2016 ANSO Western Region Symposium. This year’s theme was “Mentoring and Career Management to Grow Our Future Leaders.” Each of the presenters had a unique standpoint as they spoke of their personal experiences and the impact that others have had on their lives. LCDR Henry A Martinez II USN, ANSO Western Region Vice President, emceed the event. Rear Admiral Will Rodriguez USN (ret) provided a great “State of ANSO” report.
   2. Mr. Alex Montoya spoke about the importance of facing their fears, taking risks, persevering in tough times, embracing change and the necessity of a good team. In addition to his speech, he talked about issues pertaining to success, education, and overcoming disability obstacles.
   3. Mr. Fred Sotelo, Chief Operating Officer of Global Source Energy spoke about being a proud Latino and how his family served his country during the Vietnam era. He explained how his Latino family came from places that have long valued a tradition of military service and what inspired him to be successful. In addition, he explained more about how Latinos have viewed military service as a route toward meaningful inclusion within a society that in years past had a hard time viewing them as real Americans. Today, their long and commendable record of military service also stands as a powerful response to critics concerned about high rates of Latino immigration and supposedly low rates of Latino assimilation. In the end, a tradition of focusing upon military service as a means of furthering a more just society for all endures because it is founded on an essential truth about Latinos in the military: as immigrants and as citizens, Latinos have served the US military proudly for generations and continue to do so today.
   4. The Diversity Panel, which consisted of senior officers and senior enlisted service member representing from the following services USN, USCG, USMC and Senior Civilian Executives. This was very informative for everyone that attended it provided lessons learned to future military leaders and managers, which are increasingly grappling with generational differences in their work forces. They described how problems can arise from differing mindsets and communication styles of workers born in different eras. How to manage the frictions that may be aggravated by new technologies and work patterns that mix workers of different ages in ever-changing teams.
   5. Speed Mentoring Sessions lead by two Command Master Chiefs with 29.5 years of service (CMC Ernest M. Belmares) provided information that mentoring relationships facilitate an individuals’ professional development through two distinct categories of mentoring functions. Career planning included sponsorship, exposure and visibility, coaching, protection, and provision of challenging assignments. Mental functions included role modeling, acceptance and confirmation, counseling and friendship. They highly stressed that mentorships in any organizational environment tend to share the following characteristics: positive emotional valence, increasing mutuality, a range of career and psychosocial functions, an intentional focus on the development of the mentee’s career and professional identity, and a generative interest on the part of the mentor in passing along a professional legacy.
   6. Career Planner Panel provided great information on how to prepare for promotion for both officers and enlisted. What items to look out for and what you should be concerned about fitness reports and evaluations. They also provided information about officer programs and educational opportunities that many did not know about.
   7. The Transition and Networking session was presented by Angelica Velazquez a member of ANSO San Diego and Major Kevin Cortes USMC (ret), the Executive Vice President of the Board of ANSO. The presentation was focusing on never too early to start thinking about your transition plan, whether you're a senior officer with 30 years or junior enlisted with less than four. Early transition career and financial planning can help ensure a smooth transition from service members to civilian. In addition, they briefed why networking is essential for career success and everyone should know how to do it. The topics touched on the following: knowledge sharing, making connections equals more connections, and finally provided some strategies for expanding your professional network database.
   8. Motivational and Wrap-up closing remarks by ANSO President and LCDR Henry Martinez II. Provided how important it is to be an active and effective member of ANSO, join the grassroots movement and making a difference within your community.
2. Lessons Learned:
   1. Registration must be done using an updated registration ANSO system. I believe that we missed an opportunity to collect an accurate count from all Sea Services. It took six hours to ensure all Navy personnel were checked in. Then it took an extra 30 days to ensure they were in the ANSO system. The ANSO webpage can provide all the information that a service needs to conduct pre- and post-surveys, or any other item then need to do if Regional Presidents had access.
   2. Registration cost: $75.00 ANSO has one of the lowest one-day registration costs of any military affinity organization. The registration cost did not cover all expenses.
   3. A photographer must be designated for the event. The ANSO BOD PAO was not present, but arrangements could have been made for local PAO support.
   4. A notes taker – for the minutes and after action report – must be designated for the event. BOD Secretary was not present, but a local ANSO Chapter Representative could have filled in.
   5. LT Kropa OPNAV N1, N13 lessons learned input: feedback regarding lessons learned is to ensure that all attendees who wish to use a Navy-funded registration contact OPNAV N134 directly, to ensure accurate accountability and so they are able to complete a pre and post-conference survey for ROI assessment.
3. Cost Breakdown:

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| --- | --- |
| ADM Kidd Conference Center 2016 WRLS facility deposit | $250.00 |
| XCOM Global Hotspot for WRLS | $28.72 |
| FEDEX Kinkos Agenda and Flyer for 2016 WRLS | $281.21 |
| SIGNORAMA | $381.78 |
| Alex Montoya 2016WRLS Motivational Speaker | $500.00 |
| MWR 2016 WRLS facility and catering final payment | $3,778.81 |
| XCOM Global Hotspot for WRLS return shipment | $14.95 |
| **Total** | $5,235.47 |

1. Conclusion: ANSO is recognized by the Sea Service Chiefs as the subject matter experts in retaining, mentoring, and developing junior officers and enlisted personnel. Even though ANSO is a Hispanic affinity organization, the success that ANSO has shown in developing and mentoring all personnel is unmatched. A mentor does not have to be associated with your career. Mr. Fred Sotelo and Alex Montoya suggest that we all have mentors in many areas of our life and it is important to seek out those opportunities to have the right person to help us along our path. We are not perfect and whether it be for career, marriage, financial or spiritual guidance, we could all use someone to turn to!

Very Respectfully,

LCDR Henry A Martinez II USN

ANSO Western Region President