

Dear Senior Fellows and Friends,

Last month, we spent a bracing evening with Alan A. Malinchak, retired FBI Agent, Chief Learning Officer at Homeland Security Solutions Inc., and CEO of [Éclat Transitions](#), a joint venture with President Maria J. Chaloux. Maria, who also leads executive recruiting at Accenture Federal Services, was unable to join us as planned because she was home recovering from a skiing accident. We were sorry to hear about that, and hope to meet her in the future.

After a humorous round of introductions, during which several people riffed on their connections with bugs and butterflies (you had to be there), Al briefed the group on Public to Private Career Transitions, a roadmap he and Maria have designed for civilian and military government employees who are seeking work outside government. Their goal is to make others more competitive for positions in private industry, and the interactive discussion that followed Al's initial remarks showed how diligently he and Maria have prepared. This generous duo continues to offer pro bono programs to Wounded Warriors. According to an [article](#) that appeared on the Washington Post's front page a week later, this kind of help is crucial in helping many combat veterans obtain and keep peacetime employment.

The week before the dinner, I found myself immersed in two experiences related to our current wars without really intending it to happen. At night, I was working my way through *Living With Honor*, the memoir of Medal of Honor recipient Staff Sergeant Salvatore A. Giunta (Afghanistan). On two days, I was attending an Advanced Facilitation course taught by a brilliant young Army leader who, until his retirement 18 months ago, spent his final tour in Iraq restoring order in a city of 200,000 people north of Baghdad. Going into the dinner, I had a dim expectation that Al would spend his time telling us about Éclat's pro bono work. That didn't happen.

Instead, Al demonstrated his business acumen by tailoring his remarks to the SFF participants who had just finished introducing themselves, setting up a discussion that was as helpful as it was nerve-racking about preparation for life after government. Al provided advice ranging from understanding the limitations of FERS benefits to researching target industries and salary ranges, obtaining highly marketable certifications such as the PMP, CISSP or Certified Knowledge Manager, maintaining security clearances, and understanding the 5 drivers of business (cash – assets – growth – profit – people) and how one's job relates to net operating profit. He described thoroughly his own approach to business networking and the concept of adding value through association memberships, blogging, publishing, and/or volunteering. He urged us to differentiate ourselves and asked us to remember that "Nobody cares what you did, but what you can do."

This gave us a taste of Al Malinchak's own reinvention and breadth of accomplishment since his FBI career. His briefing materials are attached. Al was named [March 2013 Featured Consultant](#) in *The Essential HR Handbook*. The work he and Maria are doing is featured in the March 2013 issue of American Society for Training and Development's

T+D Magazine. Éclat Transitions LLC recently was granted [SDVOSB](#) status with the Veterans Administration.

Participant affiliations included the following:

Consultant: E-Learning Development
Department of Commerce
Department of Education
Department of Health and Human Services
Department of Homeland Security
Department of Housing and Urban Development
Department of Justice
Department of Labor
Department of State
Department of Transportation
Éclat Transitions LLC
Fulcher Consulting LLC
Government Accountability Office
Merit Systems Protection Board
STG International Inc.

A generous spirit of humor, collegiality, and learning through conversation was fostered and shared by everyone in the room. Please consider joining us in the future.

Sincerely,
Kitty Wooley

P.S. There is still time to enter the Next Generation of Government 2013 [Speaker Contest](#) – do not delay! The 2012 training summit was outrageously productive and exciting. This year’s summit will be held at the J.W. Marriott on July 25-26.

P.P.S. Richard Slippen, one of our 2010 guest speakers, recently passed away. This message last week from Renita K. Bivins, Excellence in Government Senior Fellow and Senior Attorney, Office of Chief Counsel, Pipeline and Hazardous Materials Safety Administration, was so meaningful that I forwarded it to Frank Furey, director of the Department of Education’s Office of Hearings and Appeals, who read it to the colleagues Richard left behind. Here it is:

After experiencing some difficulties in my attempts to reach Judge Slippen, imagine my shock to find his obituary. I can only surmise that he struggled to regain his health after the stroke. I feel a great sense of loss. Richard reminded me of why I “fight the good fight”. Listening to him recount his journey would remind me of a quote from Robert Louis Stevenson who boldly declared, “To know what you prefer instead of humbly saying ‘Amen’ to what the world tells you that you ought to prefer, is to have kept your

soul alive.” And nothing is more important than keeping your soul alive. As dedicated public servants, Richard and I agreed that we must remember to keep our soul alive, as we follow the law, no matter what the politics or opinions of others. I will miss my long conversations with him. Thank you for making an introduction that has made a profound difference in my life. He will be sorely missed.