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*“Empowering People, Building
Communities and Changing Lives”*

Fall Special Edition: 2010

Hello,

What a wonderful summer, busy and eventful. There were days, I thought I did not have enough time to do all I was called to do. However, I accomplished the tasks set before me and completed them with success. I just have to give Praise and say thanks to Jehovah Jireh! My greatest challenge this summer was accepting my two independent teenagers that are now in college being independent. One a sophomore and the other a freshman. Both doing well, however their parents are reluctant to embrace and wear the sign of the “empty nest syndrome.” This Fall Special Edition is focuses on Mentoring and empowering others from some of my associates and mentors. They will share with you “what they did and how they did it.” Do get your copy of Stepping Stones to Success and see more strategies for becoming successful in these economic times. Your time is now! What are you waiting for – put on your Faith shoes and start living the dreams of your life. Do something new and fresh. Throw yourself a party and invite the one you love. Give to someone in need it is a good deed and it will give you joy. Travel and learn about a new place. Next year join me at “Empowerment Island Retreat” in St. Thomas at the Ritz Carlson Resort. You will enjoy yourself and you deserve the best! Plan now and get ready to be refreshed, revive and reposition to move to the next level of success. So as always, here is my key principle for you:

Knowledge is a key to wisdom and wisdom is the key to understanding. So, get knowledge and wisdom and in all your getting – get understanding and seek to be understood. This will keep you recession proof as you use your talents and creativity to produce an income or residual incomes.

It is our intent to use this newsletter as a tool to provide empowerment to the readers. To equip, empower and encourage you to do something different from what you did yesterday. Yes, a change has come and it begins with you. Live, Laugh and Love – they are free gifts you can give. Thanks, for sharing this newsletter with a friend.

*Warmest regards and Thanks for your support,
Amicitia (Cita) Maloon-Gibson*

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Featured Articles Theme: Women Empowering Future Leaders Now - How They Do it.

Empowerment Voice: Featured Guest Columnist 1



*Dora A. Trevino, Senior
Executive Services (SES)*

*Director, AWSS EEO &
Diversity Field Services
Dallas, TX Department of
Treasury, IRS*

"A Pacesetter for Growing Leaders and A Hispanic American Champion."

Mrs. Dora A. Treviño was selected into the Senior Executive Service (SES) as Director, EEO and Diversity Field Services, Internal Revenue Service, in October 2005. In this capacity, she has direct responsibility for the entire IRS EEO pre-complaint program, reasonable accommodation processing, special emphasis programs, as well as the formal complaint process for all bureaus within the Department of the Treasury. In July 2007, she began a dual assignment as she assumed the position of Acting Chief, EEO & Diversity. In this position, which she held through December 2008, she provided program oversight and overall policy direction for the IRS' diversity, external civil rights, and equal employment opportunity programs, including managing IRS' Management Directive MD 715 and reviewing EEO settlements and findings of discrimination. She has been a member of the Senior Executive Team (SET), 1203 Review Board, the Human Capital Board, Executive Resources Board (ERB), several performance review boards, and the Treasury Human Capital Advisory Council.

In September 1999, Mrs. Treviño was selected as the District Deputy Director of the San Antonio District Office of the EEOC. She assisted the Director in the management of the office with jurisdiction over an estimated 4 million people in 127 counties in Texas. In 2004, she received the highest award from the EEOC Chair, the Chair's Opportunity to Compete (CORE) Award, for Outstanding Skills Leadership and Organizational Effectiveness and in 2005 for expanding the National Mediation Program.

In February 1991, Mrs. Treviño assumed the Chief Equal Employment Opportunity Counselor position for the San Antonio Air Logistics Center at Kelly Air Force Base (AFB) in Texas. She reassigned to civilian personnel in October 1994 and became the Chief of the Internal Staffing Section, serving as the Employment Chief and the base-wide Affirmative Action Program Manager. In July 1995, she was named the Base Closure Project Officer for Civilian Personnel and was promoted in December 1995 to the Chief of the Personnel Management Branch, Kelly AFB.

Mrs. Treviño began her civil service career in 1974 as a GS 3, Clerk Typist, at Tinker AFB in Oklahoma and later transitioned into the Spanish Speaking Program Coordinator position. She transferred to Kelly AFB as a Staffing Specialist in 1979.

Mrs. Treviño attended Central State University in Edmond, Oklahoma and graduated with honors from Southwest Texas State University, San Marcos, Texas, in 1982. She completed graduate work in Business Administration (MBA) at Incarnate Word College.

Mrs. Treviño has received numerous commendations and awards and was inducted into the San Antonio Women's Hall of Fame in March 2005. She served as a keynote speaker at the 2008 American G.I. Forum National Convention, was a featured panelist at the 2008 Federally Employed Women (FEW) Conference and the 2008 Blacks in Government (BIG) National Conference, and was as an Executive Coach at the 1st and 2nd annual Hispanic Career Advancement Summit.

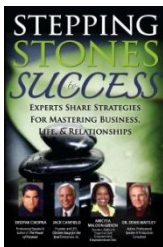
Here are is a brief synopsis of how Mrs. Trevino has made a difference on her journey to success.

She states, I have mentored and empowered several women who have risen through secretarial/administrative ranks to become program assistants, specialists and managers. I provided detail opportunities, cross-training, and promotional assignments to empower women with the skills and career competencies necessary for advancement. Formally, I served as an Executive Coach at the 1st and 2nd annual Hispanic Career Advancement Summits for Federal employees interested in becoming Executives and am scheduled to participate as a Coach/Mentor for the 2010 Summit. While working at Kelly AFB in San Antonio, TX, I founded the mentoring program between a local high school, Kennedy, and Kelly Hispanics for Higher Education (KHHE), an organization devoted towards advancing Hispanics and providing scholarships. I personally was a mentor to several students and worked closely with them to encourage completion of their education, enrollment in college, and provided employment counseling. As President of the National Association of Hispanic Federal

Executives (NAHFE), I also served as a mentor and role model to numerous women. I continue to provide mentoring and coaching to both men and women.

Here are Ms. Trevino's two simple requests from her employees and her top ten Secrets to success: 1) **Come to work** - Although this sounds incredibly simple, so many employees cannot fulfill this requirement. Many employees have other priorities besides work, call in sick, or just don't consider it important enough to report for duty. Employees need to be reliable and go to work every day, be punctual, and burn the midnight oil, if needed. 2) **Do your work** – Another simple request, but many employees do not complete their assignments nor do they know how to perform their duties. Our work standards appear to be more relaxed, however, in today's competitive market, we need dependable, hard-working employees who are committed and dedicated to getting the job done efficiently and effectively. Employees need to go the extra mile and show their value to their employer and ask for help if they do not know how to do their work. Director Dora A. Trevino's top ten Secrets to Success:

1. WORK HARD
2. BE AN EXPERT IN YOUR FIELD
3. BECOME EDUCATED
4. HANG AROUND WITH WINNERS
5. STAY WELL-ROUNDED
6. COMMUNICATE EFFECTIVELY
7. DIVERSIFY YOUR EXPERIENCE - MOVE TO DIFFERENT JOBS
8. NETWORK AND BE INVOLVED IN OUTSIDE ACTIVITIES
9. BELIEVE IN YOURSELF (OR FIND SOMEONE WHO BELIEVES IN YOU)
10. PRAY!



Featured Book Amicitia Maloon-Gibson Engaging her audiences at WAC and Blacks in Government Conference Kansas City, Missouri August 2010.

Empowerment Voice: Featured Guest Columnist 2



Linda Ellis Eastman is CEO of The Professional Woman Network (PWN) an international consulting organization dedicated to the empowerment of women and youth on a global basis. Founded in 1982, Ms. Eastman has trained and certified over 3,000 women from sixteen countries to start their own consulting and seminar practices. Individuals from countries such as Zimbabwe, Kenya, Nigeria, South Africa, Mexico, the Philippines, Jamaica and the U.S. Virgin Islands have attended certification seminars conducted by Linda Ellis Eastman. Websites: www.prowoman.net and www.pwnbooks.com.

An expert on women's issues and challenges of the African American community, Ms. Eastman founded Professional Woman Publishing in 2005 dedicated to providing books co-authored by over 500 PWN international members and dedicated to raising the dignity and self-esteem of women globally.

As quoted by Linda Ellis Eastman:

"I have always had a passion to help those who were troubled, carried heavy burdens, were hurt or simply needed help on their journey thru life. In particular, I feel emboldened to provide support for African American women and families who continue to feel the brunt of racism and gender bias which continues to be pervasive in the USA. During 1982, it was placed on my heart to create a highly diverse network of women which would include at least 50% women of color. To date, we now have over 65% of PWN being women of color with the majority holding a Bachelor's Degree and a large number completing their Master's Degree or PhD.

What I have learned on my journey is that there has been a great deal of childhood abuse which has been masked for a long, long time. In my coaching and consulting practice, I stress the importance of living in the "truth" and unmasking oneself. We as women must learn to provide support for one another rather than judging and being critical of another's behavior and actions. As more women become open about their past, a wonderful cathartic feeling occurs and if women share this in a 'safe' environment with trustworthy women, then warm, loving support is given to this woman as she heals emotionally.

One of my greatest joys has been certifying 3,000 women from various countries so that they in turn may reach out to others and help women, children and families heal. I have instilled in each PWN member the importance of lifting and encouraging others. The certification seminars cover topics such as building self-esteem, assertiveness vs.

aggressiveness, overcoming toxic relationships and healing the inner child. As I observe the consultants, trainers, ministers, and professional coaches within our PWN sisterhood start their businesses and reach out to women in prison, the abused, battered, and neglected, I feel blessed beyond words.

It is important for each of us to reach out to others thru acceptance rather than tolerance, kindness rather than judgment, and a complete feeling of servitude to really make a difference in the lives of others. I feel blessed to have touched the lives of over 100,000 women globally in the past twenty eight years since founding PWN.”

Empowerment Voice: Featured Guest Columnist 3



Donn Miller-Kermani, Ph.D. is the Director at the WBC. Donn is an adjunct instructor at Brevard Community College teaching courses in business, advertising, business law, Microsoft Office, computer applications, and office technology. She is also an adjunct instructor at Florida Institute of Technology

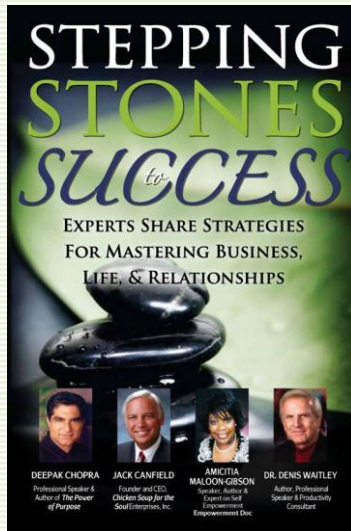
My entire life I have always felt that I wanted to do something to make a difference in this world. But what? How? I never could quite figure out what it was that I wanted to do. I am not one for the spotlight and yet that nagging feeling kept coming back that I need to do something. And then last year, at the Florida Women's Conference, a book caught my eye that said it all - **Simply Significant: Achieving a Legacy Beyond Success**. That is exactly what I have been trying to figure out for myself these past 40+ years. I want to leave a legacy to my children of a life that was less than ordinary. A life that left an impact on the world regardless of how small.

So what could I possibly do to leave a legacy? Then it came to me – to try and raise loving, caring children who are good citizens of this world; opening a door for someone who otherwise would struggle; a friendly smile; a pat on the back; anything that can make someone forget their troubles for one second. Kindness, being truly caring and

thinking of ways to reach out to others in a small way is significant. All these things, I have always strived to perform but now I am more determined than ever to ensure that I do. And even if no one ever notices what I do or say, for me the question I have been asking and searching for has been answered. I will definitely strive for a life and a world not ordinary but extraordinary! Even if it is only for me.

My position as Director of the Women's Business Center (WBC) at Florida Tech has enabled me to be able to touch others lives in a small way to give them inspiration, guidance, hope, and support. Even if the service I provide to them is just a connection, a passing thought, one small thing that truly creates impact, I feel that I have made a contribution to their world. I firmly believe in the power of "ONE". One word, one gesture, one person, one thought, one breath – all lead to one touch even for a second that can change someone's life. The mission of the WBC is to provide women with the opportunities, tools, and connections to advance their global influence and success. I truly believe in that mission. The WBC has given me the ability to achieve my legacy of significance. I hope to be able to help you make yours.

Donn Miller-Kermani, has a Ph.D. in Operations Research with an emphasis on women-owned small businesses and federal procurement. She also has her Master of Business Administration (Management of Technology), Master of Science in Computer Education (Instructional Technology) and Graduate Certificate in Contract Management from Florida Institute of Technology. She is a member of the National Contract Management Association (NCMA), Women Impacting Public Policy (WIPP), WIPP Procurement Committee and Agency Chair, and Association of Women Business Centers.



Get your **autographed copy** of *Stepping Stones to Success* and received a free copy of "Joy Unspeakable A Spiritual Jambalaya."

Empowerment Island Retreat



Ritz Carlton, St. Thomas Virgin Islands – Selected Site for Empowerment Island Retreat 2011 Jun 27-30. Plan now to Join Empowerment Doc Cita for a Memorable Island Encounter in her hometown of Charlotte Amalie: Spiritual, Physical, Emotional, Financial and Entrepreneurship. Fun too: Island tours, Jazz Night, Good Food. Early Registration fee: \$495 begins Dec 1, 2010 through Feb 1, 2011. Feb 2 – April 1, 2011, \$595. Host Airlines : American and Delta. **More to come on Hotel blocked Rooms.** ** Each person responsible for booking hotel and airlines on own. Block for hotel closes April 1 2011.

Strategies for Success Tips: Get a Mentor and Do A Self-Assessment

Mentoring Beyond the Basics: A New Approach for Baby Boomer in Second Careers. By Amicitia Maloon-Gibson

Recently, I read several articles on mentoring as I prepared for a session with one of my new mentees. Prior to reading the articles I gave a self-assessment worksheet to the Mentee to complete prior to our session. As I refreshed my skills to prepare for the task as a mentor, I reflected on the skill sets that my mentors passed on to me. Now I must let you know that I am from the Baby Boomers Generation and so is the mentee. It was a new experience in that I was mentoring and individual that has no similar career track as mine. She is a License Mental Health Therapist and Psychiatrist. When she first approached me I said to her, I have several Medical Doctors that I can refer you to that may be a better match for you. She said, no they are looking for mentors too outside of their medical professions. She wanted someone diverse in skills, career paths and experience and worked in the federal sector, military and volunteer on boards of directors like myself. She said I watched you for years. You are a pacesetter and I know why they call you the Empowerment Doc, because you bring energy and encouragement to those that feel hopeless and lost track of self-fulfillment.

In reading one particular article I remember that the writer expound on two relevant facts that impacts mentor and mentee relationships today in a fluid and unstable economy and workforce. The Past Rule was mentors and protégé should mirror each other or have lots of commonalties. The Now Rule is that the best combination of mentor / mentee is mismatches. That is, because you have to acquire a plethora of skills and experience to be competitive in today's current environment. My three best tips I gave to new mentees relates to the relationship with which the mentee may expect versus what it will actually be. In basic terms it is the mentor and mentee initial contract. It is unique for every situation but there are some basics that can get you started as a mentor for career employees and leaders.

Mentor's role is to empower the mentee to be decisive independently. Mentors do not set career goals for mentee or

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protégés; do not promise mentee any jobs or promotion; and should be candid and truthful with mentee. Likewise, the Mentee is solely responsible for their self-development and career development. There must be and understood willingness to change if the mentee wants to grow. Communication is critical during the mentor/mentee relationship and the mentee much be open to both positive and negative feedback directed to improve and enhance the mentees action or non-actions. I advise my mentees to develop a career development plan and revisit it every six months and revise as appropriate if needed and to keep focused on their milestones. A mentor will not prevent failures. A good mentor can minimize your mistakes and get you on a path to success and excellence. © 9/28/2010 Cita Gibson, MGAA Professional Development Institute



WANT TO USE THIS ARTICLE IN YOUR EZINE OR WEB SITE?

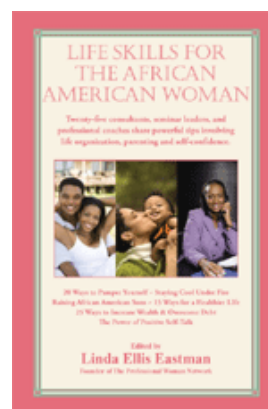
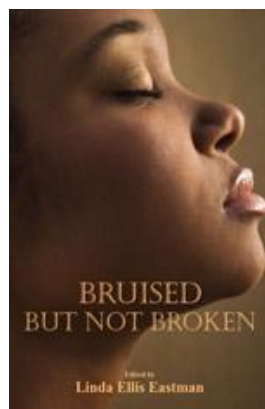
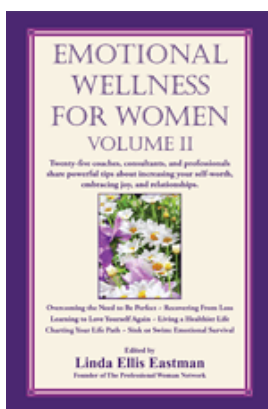
You can, as long as you include the following with it: Amicitia Maloon-Gibson, CEO-MGAA Professional Development Institute Empowerment is a Professional Speaker, Author and Executive Coach at www.citagibson.com for more info and to contract with her for your upcoming event.

Wellness Tips

My favorite health tips site is at www.webmd.com. This month's focus is on weight loss. See the like for what and how a young man is making a difference losing weight and feeding the hungry.

<http://www.webmd.com/video/donate-my-weight>.

Live Long, but Live Healthy



Order a copy today and get a free copy of "Joy Unspeakable a Spiritual Jambalaya." Visit www.citagibson.com at our MGAA Store on our secured website through PayPal.

Believe in Yourself and Achieve



Dr. Doreatha Fields is an International Author, Education Consultant, Certified Life Coach and School Administrator. She has over thirty-five years of pioneering innovative, educational programs for corporations, churches, women and youth. She is a highly acclaimed lecturer and conference presenter whose expertise has earned her national recognition and honors.

“How to Become a WINNER by QUITTING”

One of the most critical needs of professional women is to “remain consistent in your stride”. Invariably, you may be tempted to dance to the beat of someone else’s drum. You may vacillate between being the person you are and trying to become the person you think others would want you to be.

Often, without noticing the effects, many women have created opportunities for breeding stressful situations for themselves by over-adjusting. I have coined the name of this social-professional tendency as the “*Keep up with Amy*” or the *KUWA Complex*. This tendency seems to cause professional women to engage in “re-inventing” herself based on the standards of others rather than “re-packaging” herself based on her own potentials and strengths.

There is a thin line between “re-inventing” and “re-packaging”. The difference is best stated as, in the former; women try to become a NEW product. In the case of the latter, women take their current strengths, abilities and experiences and present or redesign the presentation of herself based on who she is rather than what she believes others want her to be. The key is definition and balance.

So what can you do to seek this balance? First, I recommend making a list of what your REAL personal and professional skills are. Secondly, determine what makes you unique in terms of skills and presentation style. Thirdly, commit to becoming comfortable with being the BEST you that you can be. Define yourself and be yourself.

Sounds too simple? Maybe it is because you and I have become conditioned to believe that complexity means competence. I encourage you to re-think your strengths and become comfortable who you REALLY are. Your professional and personal lifespan has a direct correlation to your ability to be consistent, competent and committed.

In my over thirty years of coaching, mentoring and training women and youth, I have found that the greatest challenge faced by those seeking my professional services for self-improvement is “self-definition”. The key to personal wholeness is your ability to become committed to yourself above all. You must abandon the notion that you must be a clone of other people in order to be valuable. Treasure your uniqueness. Highlight your strengths. Fall in love with you, again. Cut the emotional puppet strings that keep you tied to feel that you must live up to standards set by others.

Learn to be comfortable with “re-packaging” (highlighting your strengths) yourself rather than spending time on the social-professional treadmill “re-inventing” (creating a new conformity to others). When you do, you will be amazed at how much personal worth you have. You can return to appreciating the person that you have become and you can begin to celebrate you.

You can become a winner as soon as you quit chasing other people’s dreams!

For more strategies on how to reach your point of personal wholeness, you can enjoy the J2W (Journey to “Whole” liness) © lessons on www.drdoreathfields.com.

Recent Events: A picture is worth more than a thousand words in memory.



Women’s Army Corps Annual Conference August 2010 Tampa, Florida.
Keynote Luncheon Speaker: Amicitia I. Maloon-Gibson, LTC, USA Retired.



Amicitia Maloon-Gibson and World War II Women Veterans from the Army, August 2010, Tampa Florida, Embassy Resort and Conference Center.



Women Army Corps (WACs) off to Fort Clark a historical photo (Photo Credits Photograph Division Library of Congress).

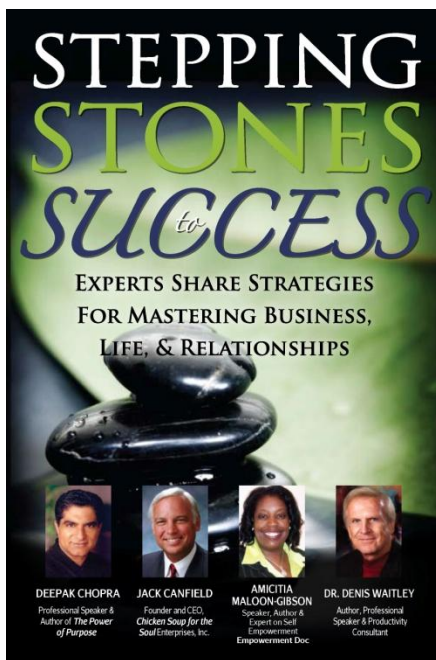
Join WACVA Space Coast Chapter #64 and others at the ALL Women Veterans Luncheon, October 23, 2010 -11:00 AM Holiday Inn Viera.

For IMMEDIATE RELEASE

Amicitia Maloon-Gibson joins Deepak Chopra, Jack Canfield, & Dr. Denis Waitley in a new book,

Stepping Stones to Success!

Goals & Proven Strategies from the Industry's Leading Experts



SEVIERVILLE, TENNESSEE— Amicitia Maloon-Gibson, keynote speaker and author, has been selected from a nationwide search to be featured in *Stepping Stones to Success*; a highly successful book series from Tennessee based Insight Publishing. The book features best-selling authors Deepak Chopra (*The Power of Purpose*), Jack Canfield (*Chicken Soup for the Soul*), & Dr. Denis Waitley (featured in *The Secret*). Amicitia Maloon-Gibson, Chopra, Canfield, and Waitley, are joined by other well known authors and speakers, each offering time-tested strategies for success in frank and intimate interviews.

Nationally renowned, award-winning motivational speaker-seminar presenter, Amicitia Maloon-Gibson has proven Strategies for Success in “Growing and Empowering Future Leaders Now.” She has

presented seminars internationally and throughout North America. For more information on Amicitia Maloon-Gibson and to order your autograph copy of *Stepping Stones to Success*, contact:

Order at this site only:

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(to order an Autographed Copy from Amicitia)
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Upcoming Events: Save the Dates for 2010 -2011

Join Dr. Cita and friends at one of the following upcoming events in a location near you. Visit www.citagibson.com for additional information.

October, Dallas, Texas
November, Orlando, Florida
December, St. Lucia, West Indies
January, Orlando, Florida
January, Hawaii,
January, Charlotte, North Carolina
February, Freeport Bahamas
February, Dayton, Ohio
February, Savannah, Georgia
February, Miami, Florida
March, Baltimore, Maryland
April, Orlando, Florida
June, St. Thomas, Virgin Islands
July, Memphis, Tennessee
August, Boston, Massachusetts

Job Opportunities and tip on preparing a federal resume on-line.

Rewired to Rehire! Are you really ready for the job market? Are you ready for Re-Entering the Workforce. Do you have the skills for the job that you are pursuing?

Thousands of Job opportunities at www.usajobs.opm.gov.
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www.citagibson.com. (order products at Empowerment tools)

www.mgc4e.org (Non-Profit please view our Wish list to help our center and at risk youth with back to school items and help us reach our goals in serving our next generation of leaders) You can donate online and receive you tax-deductible receipt.) Please remember us in your estate planning for in-kind property donations. Thank-you.

Email: officeassistance@citagibson.com or drcita@citagibson.com.
Fall Office Hours: 10am-4pm Monday-Thursday Office closed on Fridays all Federal Holiday Office :(321) 537.5002

STRATEGIES AND STEPPING STONES TO SUCCESS
"GROWING AND EMPOWERING FUTURE LEADERS NOW!"

"Success is to be measured not so much by the position that one has reached in life... as by the obstacles which he has overcome while trying to succeed."
- Booker T. Washington

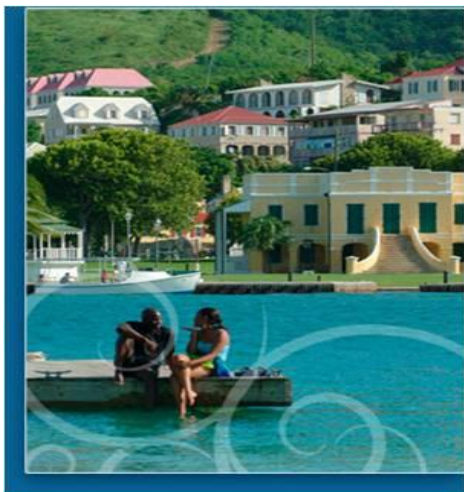


Aniketta Mabson-Gibson
Retired United States Army Lieutenant Colonel
President, ATC & HIG Center For Excellence
VP, General Daniel "Chappie" James Chapter,
Board of Directors of The Tuskegee Armen
Melbourne, Florida

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