ASNE-SI Named as Section of the Year (SOY) 2014

CONGRATS ASNE-SI!!! ASNE-SI has been named as the 2014 ASNE Nationals’ Section of the Year. ASNE-SI also received an “Honorable Mention” in the Productivity Award.

The Society, which is head-quartered in Alexandria Virginia, decided after a meeting and review of the papers submitted on Tuesday 20 January. There are about 26 Navy Bases having ASNE Sections and 5 of them submitted forms and papers. The Evaluation and Awards point system contains 5 factors: 1 Program, 2 Membership, 3 Technical Activities, 4 Public Relations & Liaison, and 5 Administration. Awards are given in 4 categories including: 1 Section of the Year, 2 Section Productivity, 3 Most Improved Section, and 4 Premier Recruiting Section.

Section Awards 2014:

- **Section of the Year**
  - Southern Indiana

- **Honorable Mention**
  - Tidewater

- **Most Improved Section**
  - San Diego

- **Honorable Mention**
  - Delaware Valley

- **Section Productivity Award**
  - Delaware Valley

- **Honorable Mention**
  - Southern Indiana

- **Premier Recruiting Section**
  - Northern New England

  - No Award

ASNE-SI Award History:

- 1999—Recruiting Award
- 2001—Recruiting Award
- 2003—Co-Section of the Year (with Flagship & Tidewater) & Recruiting Award
- 2007—Most Improved Award
- 2009—Section of the Year, Most Improved Award & Productivity Award
- 2013—Co-Section of the Year (with Delaware Valley) - Most Improved Award & Honorable Mention in Productivity Award.
The Crane community is saddened by news of the recent death of a former commanding officer, Retired U.S. Navy Captain Charles LaSota. The Bloomfield resident, who led Naval Surface Warfare Center, Crane Division (NSWC Crane) from July 2008 to October 2011, passed away Monday, Jan. 26, after struggling with pancreatic cancer.

Captain Chuck LaSota, a native of Chicago, Illinois and a 1974 graduate of Maine Township High School West, in Des Plaines, Illinois enlisted in the Navy in July 1976, beginning as a nuclear reactor operator on board a submarine during the Cold War and serving for 35 years. He gained his commission after being selected to participate in the Navy's Enlisted Commissioning Program and earning a Bachelor's degree in Electrical Engineering. Later, he completed Masters' degrees in Electrical Engineering/Computer Science and Nuclear Engineering and obtained a Technology MBA. His final naval tour was as the 25th commanding officer of NSWC Crane.

In 2005 Captain LaSota was selected as the 12th Commanding Officer of Strategic Weapons Facility, Pacific (SWFPAC) overseeing a diverse Team of 1600 military, federal civilian employees, and contractors responsible for Strategic Weapons System (SWS) support for all Pacific Fleet TRIDENT submarines as well as all aspects of Nuclear Weapons Security (NWS) at Naval Base Kitsap, Silverdale, Washington. In 2008, Captain LaSota was selected as Commander, Crane Division, Naval Surface Warfare Center, Crane, Indiana.
NSWC Crane Commanding Officer Captain Jeffrey Elder said LaSota was a man of integrity who set the bar high for future commanders. “When I took command last year, I was fortunate to follow in the footsteps of strong past leaders such as Charles LaSota. He was an asset to Crane, the Warfighter and the nation,” Elder stated.

LaSota’s time as commanding officer of NSWC Crane was his second assignment at the base—during his first he served as the deputy director of ordnance engineering. NSWC Crane Technical Director Dr. Adam Razavian noted that his love of Crane was both obvious and commendable. “Captain LaSota was a dedicated naval officer who was very devoted to Crane,” Dr. Razavian explained. “He specifically requested to return here as commanding officer, and every day of his command was characterized by a high level of concern and attention to detail, whether he was focusing on people, ideas, or technology.”

Department Director of the Global Deterrence and Defense Department Ben Harkness praised LaSota’s brilliant engineering mind and zeal for being in the middle of the toughest technical problems. “He had that unique ability to very quickly grasp a technical problem and then provide the technical leadership as solutions were developed and implemented,” Harkness explained. “He was often assigned to programs and commands that were working on some of the nation’s most critical defense systems and programs. His success made him well suited to lead NSWC Crane, and he helped propel Crane into many national leadership roles in Strategic Missions, Special Missions, and Electronic Warfare.”

Captain LaSota has been awarded the Legion of Merit, the Meritorious Service Medal with two Gold Stars, the Navy Commendation Medal with Gold Star, the Navy Achievement Medal with Gold Star, the Navy Good Conduct Medal with Bronze Star, and the Armed Forces Humanitarian Service Medal in addition to other campaign and unit awards.

LaSota’s most recent position was president of the Battery Innovation Center (BIC) located at the West-Gate Technology Park outside NSWC, Crane. The BIC is a non-profit organization dedicated to bringing together world-class resources from industry, academia, and government agencies to accelerate the development and commercialization of advanced battery solutions.

He is survived by his widow, Teresa (Overton) LaSota of Bloomfield, his stepson Jason (Toby) Pridemore of Bloomfield, his stepdaughter Audra (Nelson) Stoll of Loogootee, and his son Matthew (Melissa) LaSota of Plainfield, Ill. His grandchildren include Aiden, Braylen and Caitlyn Pridemore, Parker, Addison and Cole Stoll, Matthew and Ava LaSota and Nicole and Allison McCoy. His father Dennis LaSota of Volo, Ill., and mother-in-law Winona Overton of Odon also survive, along with brothers Richard and Peter and sisters Carol and Suzi. His mother Margie and father-in-law Kenny preceded him in death.

No services will be held, but a memorial fund has been established with the Boy Scouts and contributions may be made in LaSota’s memory at: Hoosier Trails BSA, LaSota Memorial Fund 5625 E. State Road 46, Bloomington, IN 47401.
Captain LaSota was an approachable down to earth Navy Commander who knew what was going on in his territory of command and supporting all the activities at Crane including diversity, STEM, Innovations, Employee’s Organizations and ready to hear new ideas. ASNE, Southern Indiana Chair Mr. Maroof Qurashi said, “when there is confusion and misunderstandings, CAPT LaSota get the parties together and resolves the issue in a very descent manner”

Maroof Qurashi (ASNE Chair) received many certificates from CAPT Charles LaSota (Former NSWC, Crane Commanding Officer)
Who Can Become A Member of ASNE

Naval engineering includes all arts and sciences as applied in the research, development, design, construction, operation, maintenance, and logistic support of surface and sub-surface ships and marine craft; naval and maritime auxiliaries; aviation and space systems; combat systems including command and control, electronics, and ordnance systems; ocean structures; and associated shore facilities which are used by naval and other military forces and civilian maritime organizations for the defense and well-being of the nation.

ASNE is the leading professional engineering society for engineers, scientists, and all allied professionals & technicians who conceive, design, develop, test, construct, outfit, operate, and maintain complex naval and maritime ships, submarines and aircraft, and their associated systems and subsystems.

Benefits of ASNE Membership:

- Networking, mentoring and volunteer opportunities at the local and national level.
- Opportunities to present and publish papers in journals
- Awareness through “Naval Engineering Journal”, the society’s peer-reviewed technical journal and online access to back issues
- Invitations to discounted registration rates for ASNE symposia, conferences and courses. Many new basic naval engineering courses are added for all new engineers and new scientists.
- Connect with top professionals within the ASNE member directory
- You can join the national ASNE committee of your professional interest and connect with professionals in your field throughout the USA.
- The entire U.S. Navy, U.S. Coast guard, U.S. Merchant Marine, U.S. Marine Corps and U.S. Army are connected with ASNE support. Most of the Bases have an ASNE section. It is a good feeling for members that they are a part of the big picture.

If you decide to join the ASNE, please contact any of the following personal:

maroof.qurashi@navy.mil Ext-4230

nova.carden@navy.mil Ext- 1422

daniel.horstman@navy.mil Ext- 4455

Source reference for some parts of information: National ASNE information literature.
MEMBERSHIP APPLICATION FORM
American Society of Naval Engineers
1452 Duke Street, Alexandria, Virginia 22314-3458
(703) 836-6727 FAX (703) 836-7491

Date__________________
I hereby apply for:

☐ Member          ☐ Associate Member
☐ Age 30 and over $145  ☐ Under 30 $70
☐ Spouse Member $35  ☐ Student Member $35

Graduation Date (Mo/Yr)__________________

CHECK METHOD OF PAYMENT
☐ CHECK ☐ M/C ☐ VISA ☐ AmEx ☐ DISC
☐ Pay Roll Deduction (Recommended)

Credit Card Number

Expiration Date__________________

X__________________

Signature (as shown on Credit Card)

Contributions:
Sustaining Member (at least $100 above dues fee) ______
General Fund (suggested contribution $50) ______
Scholarship Fund (suggested contribution $35) ______
Information Technology Fund (suggested contribution $75) ______

Total Payment ______

PLEASE PRINT

NAME:______________________

(First)                        (Middle)                        (Last)

MILITARY ONLY:
Rank:______________________
Service: ☐ Active ☐ Retired

HOME ADDRESS:

(Street)______________________

(City) __________________    (State) __________________    (Zip) +4

(Home Phone)______________________

(Home Fax)______________________

Spouse’s Name:______________________

(Optical)

BIRTH DATE:

(Month) (Day) (Year)______________________

(Office Phone)______________________

(Office Fax)______________________

OFFICE ADDRESS:

FIRM or SCHOOL or ACTIVITY

PRESENT POSITION

ADDRESS______________________

(City) __________________    (State) __________________    (Zip) +4

E-Mail Address______________________

EDUCATION:______________________

(Degree) __________________    Institution __________________    Grad Year

(Degree) __________________    Institution __________________    Grad Year

(Degree) __________________    Institution __________________    Grad Year

ENGINEERING SPECIALTY:

Naval Engineering Experience:______________________

Applicant’s Signature

Section Credit: __________________    (If applicable) Name of Section

Recommendation Form Signature

Recommending Member’s Signature __________________

Recommending Member (Print Name) __________________

(Rev3, 07/31/2013)
ASNE-SI Distinguished Lecture Series, Special Guest Speaker

Mr. Nickolas H. Guertin
DASN RDT&E Director for Transformation
Office of the Deputy Assistant Secretary of the Navy for Research, Development, Test and Evaluation

“Update on the Naval Open Systems Architecture (OSA) Initiative & Related Aspects of Better Buying Power”

The American Society of Naval Engineers, Southern Indiana Section (ASNE-SI) Naval Surface Warfare Center, Crane Division (NSWC Crane) hosted an event on 10 December in honor of Mr. Nickolas H. Guertin, DASN RDT&E Director for Transformation in the office of the Deputy Assistant Secretary of the Navy for Research, Development, Test and Evaluation. He continues to lead the transformation of business, technical, and cultural practices for Open Architecture acquisition of national security systems as a coordinated enterprise effort. He discussed the Naval OSA Strategy, NEW Naval Business Model and other details. Mr. Zahid Din, NSWC, Command Chief Engineer introduced the special guest speaker. The Deputy Technical Director Dr. Brett Seidle attended this event. CAPT Elder provided the closing remarks. If anybody is interested in getting related literature, please contact Mr. Maroof Qurashi EXT 4230, or email at maroof.qurashi@navy.mil.
L to R: Mr. Zahid Din (Chief Engineer), Mr. Nickolas H. Guertin (Guest Speaker), CAPT J.T. Elder (Commanding Officer), CAPT Paul VanBenthem (Deputy, DASN (RDT&E), Mr. Maroof Qurashi (ASNE Southern Indiana Chair), and Mr. Stephen Graves (Former ASNE Treasurer)
American Society of Naval Engineers – Southern Indiana (ASNE-SI)

“Innovation Across the Life Cycle”

Technical Exchange Meeting – General Call for Papers

Abstracts are invited for the Quarterly Technical Exchange Meeting Forum to be held each March, June, September, and December. The broad areas of interest include and pertain to your technological areas of work. This is a new unique style of technical meeting to accommodate and provide a platform for the new technical and professional presenters to polish their talents. This technical forum provides an opportunity to network, broaden horizons, and know more about other areas of interest at Crane. In this part of Employees can take one hour of DAWIA training credit for attending this meeting. The meeting will start with the opening remarks from a member of Command/Management. The paper presentation is for 15-20 minutes. Please send a short abstract of 100-120 words to maroof.qurashi@navy.mil for the next quarterly forum.
American Society of Naval Engineers – Southern Indiana (ASNE-SI)

Invitation
Technical Exchange Meeting
“Innovation across the Life Cycle”

26 March, 2015 in B 3395 Main Conference room
11 to 12:30 PM

The American Society of Naval Engineers, Southern Indiana Section (ASNE-SI) cordially invites employees to the First Quarterly Technical Exchange Meeting (Forum) of 2015 to be held on Thursday, 26 March, 11 AM in B 3395 Main Conference room. There will be technical papers presented at this meeting. The papers include a broad range of interest, including and pertain to the technology areas of work at Crane. It may contain some improvement proposals, cost avoidance, research, or just awareness to employees about the other areas of the Crane. This is a new unique style of Exchange Meeting. It accommodates and provide platform for all the technical and professional presenters to polish their talents and present ideas in open forum. The members of the command and the departmental management can review what is being presented within the boundaries of Crane. This technical forum provides an opportunity to network, broaden the horizon, and know more about other areas of interest at Crane. We will provide the topics of papers in our March Newsletter. NSWC, Crane attendees will be able to see ASNE Southern Indiana awards. Employees can take one hour of DAWIA training credit for attending this meeting. Pizza, Snacks and Soft drinks will be served. Pizza is free to ASNE members and is $1.25 per slice for non-members.

Please join us on Thursday, 26 March 2015, at 11 AM, B 3395 Main Conference room. Any Questions can be directed to maroof.qurashi@navy.mil at ex-4230, nova.cardeen@navy.mil at ex-1422. Be sure to mark your calendar.
NSWC Crane's Maritime Electronic Warfare personnel provided technical assistance to the AN/SLQ-32(V) 6 Electronic Warfare Suite Common Processing System (CPS) onboard USS BAINBRIDGE (DDG 96) on Dec. 8-12. The team successfully restored the CPS to an operational status.

NSWC Crane's Maritime Electro-Optic Systems Alteration and Installation Team completed installation of two Patrol Coastal Electro-Optic Increment II systems aboard USS HURRICANE (PC 3) and USS MONSOON (PC 4) from Nov. 18 - Dec. 15. These systems provide 360-degree day/night situational awareness capability for both PCs.

NSWC Crane Maritime Electronic Warfare (EW) personnel successfully performed a Ship Alteration for the AN/SLQ-59 Transportable EW Module (TEWM) Speed to Fleet system onboard the USS LABOON (DDG 58) in Norfolk, Virginia between Dec. 15-22, 2014. The AN/SLQ-59 Countermeasure Set (TEWM) is a Rapid Development Deployment Effort developed to augment existing Electronic Attack capability on Navy Ships.

NSWC Crane hosted a forum on 6 January to celebrate the PhD Fellowship Program that helps boost Crane’s growing PhD community by investing in advanced degrees for employees.

NSWC Crane Commanding Officer Captain Jeffrey Elder and Technical Director Dr. Adam Razavian talked with their workforce during the annual State of Crane Address during the week of 20 January. Both men provided updates on where Crane has been and where it is heading, focusing in part on Crane’s ability to remain open and the struggle to achieve both safety and innovation. CAPT Elder, at his first State of Crane Address as commanding officer, told attendees that Crane is currently doing very well, with a good reputation amongst its customers, Warfighters and the right circles at the Pentagon. He stressed that he firmly believes Crane will still be open in the decades to come. “They’re coming to us for our expertise and our ability to make quality systems in an applied environment—not a research lab environment,” CAPT Elder explained. “We know how to build stuff that can go out in the field and are durable in arduous conditions.” He said Crane is second to none when it comes to creative technical solutions to military problems and that is what Crane is known for and what will sustain it. We have a bright future and a highly capable workforce.

Dr. Razavian added that it is important to remain focused on Crane’s technical capabilities in order to foster a system of continuous improvement. “We need to focus our resources, business plan, and management on what we do best, so we can grow in the areas we want to grow in,” he explained. “It takes discipline, it takes practice and it takes discussion.”

Source: NSWC Crane Public Affairs
Team Crane Announces:

WestGate@Crane
Science Fair for Grades 6-12

Wednesday, April 22, 2015
Registration begins at 8:00a.m.

Categories
Behavioral and Social Sciences
Chemistry and Biochemistry
Consumer Science
Earth Space and Environmental Science
Inventions
Mathematics and Computers
Medicine and Health
Biology
Physics

STEM Showcase
Have a STEM project that you would like to showcase to the community? Projects such as SeaPerch, FIRST Robotics, Science Olympiad, VEX Robotics or any innovative projects that you would like to share.

Register Online:
https://docs.google.com/forms/d/1XQvdWC4JLTp5KeJy2YQDGF08ITF5SeWmPsWdxbcz/k/viewform
2015 Team Crane Science Fair Needs Volunteers !!!

Who: Area Schools Grades 6-12
What: We need judges and general volunteers throughout the day
When: April 22nd 8:00 – 2:00
Where: WestGate Academy
How: Click this link to sign up for a spot
http://www.signupgenius.com/go/10c0948a9ac2da5fc1-team

* Remember, government employees can use up to 3 hours a pay period for school partnership
NEDO helped out with Habitat for Humanity build on January 3rd.

We are excited to announce our 2015 NEDO Executive Board:

President: Danielle Talbert

Vice President: Tiffany Rathgeber

Secretary: Blake Burkhart

Internal Activity Chair: Chelsea Harrison

External Activity Chair: Ashley Earls

Student Employee and Onboarding Advocate Chair: Orga Auberry

Community Service Chair: Heidi Slaubaugh

Tour Coordinator: David Swank

Webmaster: Linh Nguyen

Norfolk Tour Coordinator: Elizabeth Krzesniak
Quit Sabotaging Your Company

By Carrie Van Daele

About the Author: Carrie Van Daele has over 25 years of experience in business. Her Training Company was founded in 1996. Carrie is a published author of a book called The Fifty-Best Training Techniques published by LogicalOperations. She is featured in several publications such as Women of Achievement and Business People Magazine. Her degrees from Evangel Bible College (AA), Indiana University (BS) and Indiana Wesleyan University (MSM) have provided the academic requirements to effective training. Her manufacturing experience in the automotive industry has provided the real “hands-on” bruises, bumps and wisdom to consulting.

My phone wasn’t working, so I had to call my phone line provider. Two phone technicians came to my house expecting to fix my phone line. They worked for more than an hour until they admitted they had no idea on how to fix the problem. These technicians were maybe twenty-five years old. I heard one of them say, “Let’s call Joe.”

“Who’s Joe”, I asked.

“Joe knows everything about phone lines because he’s worked here for over thirty-five years, and he’s gonna retire this year,” said one of the technician’s.

My phone line was repaired immediately after Joe described the problem and the solution to both technicians. “We’re kinda nervous about our job when Joe retires because we don’t know as much as he does,” commented both technicians. This happened in 2009.

Where was your lean/quality focus in 2009 during the economic downturn? Did you witness your organization doing little to retain its tribal-knowledge from people like Joe only to end up with a skills gap in 2015?

Where is your lean focus now? It’s not enough for you to focus on correction, overproduction, motion, material handling, waiting, inventory, and processing without also addressing the skills gap. To grow market share, production, revenue and income stream in 2015, you will need to stop sabotaging your organization by being fashionably lean and ignoring ways to maximize and capitalize on your workforce, especially people like Joe.

Your inability to fill the skills gap will choke your supply chain and pace for process improvements, defect...
prevention, reduction of variation and waste. The Plastics Industry, for example, is scrambling to cultivate new talent by mining their existing workforce. Many of the skills you need already exist in employees like Joe. Your supply chain includes people, time, equipment, space and money to move a product or service from supplier to customer. Identify the Joe’s in your workforce.

At Berry Plastics, Joe Genc is a tool engineer with 56 years of shop experience and 25 as an educator. At age 70, Genc is working to close the skills gap at Berry Plastics and in his industry as a moldmaking instructor for the Technology & Manufacturing Association (TMA).

Go back to the basics. Contact your human resource group today to learn more about your workforce’s competencies, expertise, education and experience so you can align your 2015 lean initiatives to maximize and capitalize the knowledge from your workforce like Joe Genc.

Perhaps 80 percent of your workforce skills are owned by 20 percent of your workforce. Do you know who those 20-percent are and how to maximize and capitalize their knowledge? This is called Pareto’s Law of 80/20 applied to the workforce.

To fill the skills gap, you must first consider your workforce an off-balance-sheet asset, not a liability. Calculate the valuation of your workforce in earnings and financial asset returns, instead of labeling your workforce an expense, a liability, a cost. Whereby, you ask two questions about each employee: “What future earnings can Joe bring to my organization? “How can I better utilize Mary?” Your answers will help you to achieve marginal benefit from your workforce, which means your organization will net a greater return-on-investment from each employee. Here’s how it works.

Marginal Benefit is about leveraging the 20 percent of your workforce; training them, upgrading their skills, utilizing their knowledge to the fullest to benefit your organization. Joe Genc is a perfect example of how Berry Plastics leveraged Joe Genc’s tribal-knowledge on-the-job and in-the-classroom to build and strengthen the talent pipeline for more growth at the company.

Marginal Benefit is a micro-economic term used to describe how to increase people, time, equipment, space and money in a company without adding any cost to their bottom-line.

Has your gap analysis identified areas where your workforce is performing below the standards expected by your customers, industry metrics and management that could be compromising the competitiveness of your organization? Wasting the 80 percent tribal-knowledge is most damaging to your organization’s success. Successful lean/quality professionals will find the best ways to leverage the 20 percent more effectively in their organizations in 2015.
For example, instead of waiting for schools to fill the skills gap, many companies are creating their own training programs utilizing their in-house Trainers and/or Subject-Matter-Experts [SMEs] as instructors, to include job shadowing, apprenticeships, internships, mentoring and more.

In the business world, financial statements reflect tangible value for the organization. Yet, an organization’s balance sheet does not reflect workforce as an asset. I once read about Lebron James making $45 million a year because of his superior athletic talent. A basketball team does not win Championships by wearing the most expensive uniforms or tennis shoes. The team wins because the players possess the greatest ability over their opponents.

You will need to champion marginal benefit in your 2015 lean metrics by learning more about your 80/20 workforce. Here’s how it works.

Identify your Trainers and/or Subject-Matter-Experts [SMEs], people like Joe, and capitalize their tribal-knowledge to determine where they can make the greatest impact at your organization.

If your organization is running at a 70-percent capacity utilization rate, it has room to increase production up to 100 percent without increasing costs. In other words, your production is under-utilized. Correct? You can also under-utilize the tribal-knowledge capacity of your workforce, people like Joe.

Answer these capacity utilization questions about your Trainers and/or Subject-Matter-Experts [SMEs] like Joe to be able to determine how you are achieving 100-percent output levels from your workforce:

Who are my Trainers/SMEs? Joe, the phone technician; and Joe, the tool engineer.
How are my Trainers/SMEs capitalized and utilized? Both Joe’s, an instructor.
How are my Trainers/SMEs integrated in lean and other training? On-the-job
How are my Trainers/SMEs improving operating performance? By developing people.
How are my Trainers/SMEs trained? By following a Train-the-Trainer System.

Here’s how it works.

Give your Trainers and/or Subject-Matter-Experts [SMEs] like Joe a training system to follow for consistent standard work. Richard White, Manager, Honda New Model and Quality Planning said: “experience alone does not make a good Trainer/SME. Individuals must be trained and qualified to achieve standard work from their learners.”

White also identified some common pitfalls with experienced Trainers/SMEs who have no formal training system:

Forgot what it was like to learn the job
Too many assumptions
Gloss over details
Poor communication skills
Teach from memory and not the standard
Lack the desire to teach or train

Too many Trainers and/or SMEs like Joe randomly train on-the-job without training objectives and a document that outlines the standard work to follow. Without a formal training system for people like Joe to follow, the safest, highest quality and most efficient way to perform a standard task or process is compromised.

Do your Trainers/SMEs use a formal training system?
Do your Trainers/SMEs know how to prepare, present, practice, and follow-up?
Do your Trainers/SMEs know the best training methods to use?
Do your Trainers/SMEs know how to train on-the-job?
Do your Trainers/SMEs know how to train in-the-classroom?
Do your Trainers/SMEs know how to explain a concept and teach skill for lean practices?
Do your Trainers/SMEs know how to handle frustrated learners?

A formal training system for your Trainers and/or SMEs should include a 4-step training methodology:
preparation step, identify the gaps in current standard work and improvements for standard work
presentation step, explain and demonstrate the standard work required
practice step, use a variety of training methods for employees to meet standard work required
evaluation step. determine improvements of standard work from employees

Identify your Trainers and Subject-Matter-Experts [SMEs], people like Joe, and certify them to follow a formal training system.

In summary, you cannot achieve your 2015 lean metrics alone anymore. You must forge a partnership with human resources and your workforce to fill the skills gap. It is no longer simply the human resource department’s responsibility. You must now formulate lean/quality strategies that capitalize and maximize the 20 percent of your workforce to build products and services that customers demand.

Take a final moment to answer the questions below to determine where your focus is, and then make a commitment to filling the skills gap in 2015.

“Do you know the 20-percent tribal-knowledge workforce?”
“Are you utilizing the 80-percent tribal-knowledge at 100-percent capacity?”
“Are your Trainers and/or Subject-Matter-Experts certified to a training system?”

by Carrie Van Daele, CEO/President, MSM, Author, Van Daele & Associates
http://www.leant3.com

50 One-Minute Tips for Trainers, Author: Carrie A. Van Daele, Published by: Logical Operations. ISBN 1-56052-352-2-Library of Congress Catalog Card Number 95-68289
Federal employees scheduled to be on vacation or sick leave when Washington-area federal offices close because of bad weather now will be charged for that leave, under a new policy from the Office of Personnel Management.

The change is necessary to reflect the 21st century mobile workplace, according to OPM. Even when the government is officially closed, federal agencies technically are still operating because many employees can telework. In the past, when agencies closed because of inclement weather or another emergency, the day was considered a “non-workday.” On a non-workday, an employee with pre-approved annual or sick leave automatically received an excused absence instead of being charged for leave.

The 2010 Telework Enhancement Act requires all agencies to incorporate telework into their continuity of operations plans, so the “justification for providing excused absence to employees on pre-approved paid leave became obsolete,” OPM said in its December 2014 guide on Washington, D.C. Area Dismissal and Closure Procedures. “Since it is no longer a non-workday for federal employees, we are canceling that policy,” said Brenda Roberts, OPM’s deputy associate director of pay and leave, during a Dec. 17 OPM webcast on the topic.

Employees scheduled for leave on days when federal offices close can choose to telework that day, if that is an option for them, and won’t be charged for taking annual leave. “OPM advises that the general practice moving forward will be for employees on pre-approved leave to either telework or remain on leave when federal offices are closed, subject to agency policy, and in accordance with any applicable collective bargaining agreement (as consistent with law),” the guide stated. In addition, OPM “encourages agencies to require telework-ready employees who are permitted to use unscheduled telework to be required to telework on closure days,” the guide said.

Federal workers and agencies need to be well-versed on their telework status and policies before an emergency happens, so they know whether they have to work or not when the government’s operating status is disrupted, Roberts said.

As for pre-approved sick leave, if an employee had scheduled sick leave for a medical appointment on a day when Washington-area offices closed for an emergency, and the doctor canceled the appointment,
then the employee would not be charged for sick leave. That is, of course, unless the employee is required to telework, in which case the employee must work from home or else take leave. The OPM guide provides a few examples of leave scenarios to illustrate the policy change.

True “snow days” are quickly becoming a thing of the past for all workers, including federal employees, as telework becomes more commonplace, particularly in the Washington region. Agencies outside of the Washington area can follow OPM’s lead or make their own decisions. OPM determines the operating status for all agencies and offices located in the D.C. area, while local Federal Executive Boards make the call for employees located throughout the rest of the country. The government has several options when determining its operating status. For example, agencies can be open with the option of unscheduled leave or unscheduled telework; open with delayed arrival; closed; or operating under early dismissal, which in turn affects employees’ work schedules.

OPM works with several local and state agencies, as well as other federal partners like the National Weather Service, when weighing whether to close Washington-area federal offices because of inclement weather. The agency takes into account when and where poor conditions will materialize, and whether they will coincide with rush hour. The Washington Metropolitan Area Transit Authority is also part of the conversation since so many federal employees take public transit to and from work. Staggered early dismissal times are important to keep the system from being overloaded and ensuring people get home safely and quickly during bad weather, said Caroline Laurin, WMATA’s deputy chief spokeswoman, during Wednesday’s webcast.

OPM has a 24-hour situation room that monitors anything that affects the status of the federal government, said Dean Hunter, the agency’s director of facilities, security, and contracting, during the webcast. Hunter said OPM wants to make the decision on operating status “as early as we possibly can” but that “there really needs to be a rightness and a confidence associated with that forecast so that we know we are making the right decision at that point in time.” Hunter said phone calls with about 200 participants to discuss whether the federal government will remain open the following day might happen at 9 p.m. the night before, but often fluid circumstances and the volatility of Mother Nature means that call takes place at 3 a.m. Then OPM tries to disseminate the information to the rest of the government and the public by 4 a.m.

Last winter was pretty eventful weather-wise; OPM made 12 decisions related to the government’s operating status in the Washington region. There were five closures, four unscheduled leave/unscheduled telework announcements and three delayed arrivals.

As for this winter, so far, “there’s not a clear signal that we are going to end up one way or another,” said Chris Strong, warning coordination meteorologist for the National Weather Service.

Source: Gov. Exec
5 Tips to Boost Your Employee Survey Ranking

By

Gleason Rowe

It's official: the morale of the federal workforce is the worst it's been since they first started measuring. Each year, the Partnership for Public Service conducts the Federal Employee Viewpoint Survey across all agencies and departments. The FEVS can be one of the single greatest pain points for federal leaders. Some are resigned to thinking that much of the government is just doomed to have low morale—but that doesn't have to be the case. And now it looks like the Office of Management and Budget is going to incorporate those measures in senior executives' performance evaluations. Figuring out how to engage your employees and boost your scores is more important than ever. There are a variety of things leaders can do to boost morale (and their FEVS ranking) if they are willing.

1. Monitor Progress Constantly
The FEVS is conducted once a year so progress is made slowly over time. Make sure you are constantly tracking progress with regard to morale and employee engagement. Moreover, to show that you are taking this seriously, make the progress (or lack thereof) public knowledge across your organization. Even if things are not progressing as quickly as desired, you will get more insight by having the conversations about why you’re not before the next survey. You should also be willing to solicit feedback about how you’re doing. It may feel uncomfortable, but wouldn’t you rather know when you have the ability to do something about it? If you show you’re receptive to feedback, employees will feel like you are willing to change and that you value them enough to seek their input.

2. Give a Darn
Nothing demotivates staff more than feeling like their leaders are either not listening or they don’t really care about making things better. To show you do care and you are in fact listening, make yourself available for dialogue. One-on-ones focus groups, all-hands meetings, and supplemental feedback are key to really understanding what is at the root of many morale issues. By the way, for those who don’t
give a darn, think about this: Low morale has real consequences. The effects of low morale can include decreased productivity, absenteeism and poor customer service. Is that the type of organization you want to lead?

3. Embrace Life in a Fishbowl
When you are a leader, you are living life in a proverbial fishbowl. Whether you realize it or not, you are constantly being observed by everyone around you—your employees see what is going on inside the fishbowl, but because they don’t have all the facts it is highly subject to perceptions and assessments. This can often lead to misunderstandings and sometimes ill will and feelings of resentment. Transparency and open communication are vital to fostering a sense of understanding and connection between leadership and worker bees. It is crucial to communicate often about priorities and the decisions you make—after all, it affects more than just you.

4. Show That Change Is Possible
One of the things I’ve heard from many federal leaders about morale is that “things will never really change.” When people say that, I tell them: “You’re right.” When you are predisposed against change, it will not happen. The onus is on federal leaders to prove that change is not only possible, it’s paramount to the continued vitality of any organization. Don’t focus on the things you cannot control—the federal budget, your parent organization, etc.—consider what you can influence and spend your time on those things. It's guaranteed to be a better use of your time.

5. Engage Others and Share the Responsibility
Leaders often feel extreme pressure that the fate of their organization and their staff’s morale rests solely on their shoulders. This leads to a dangerous downward spiral. The leader realizes there is a problem or there’s room for some positive change and embarks on a journey to single-handedly fix it. When the desired results are not achieved, the energy dedicated to positive change then becomes frustration and negativity. To avoid this, don’t just include others in the process of exploring how to boost morale but have them co-create the process. Having others feel ownership for the effort will strengthen the cause greatly and take the weight of the world off your shoulders.

If you’re serious about boosting your organization’s FEVS ranking, enhancing productivity, and just generally making your work environment more positive, there’s no time like the present.

Source: Promising Practices
Southern Indiana Section Officers and Committee Chairs for 2014-2016

Section Website: https://sharepoint.cran.nmci.navy.mil/org/nongov/asne/

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Why ASNE?

Finally, and perhaps most important, often we get asked the question, "What's in it for me?" when we ask employees to join ASNE. The historical answer has revolved around networking opportunities and the opportunity for technical interchange. While those are certainly true and good reasons for joining, they are not perhaps the most important. One of our members put it very succinctly recently when he said, "It's not about you, it's about Crane". What that means is that we as ASNE can do things for Crane that we as Crane cannot. Vibrant and active professional societies are important to the future of Crane. We are able to leverage our resources to get Crane visibility and recognition. Think of the symposium, the luncheons, the distinguished lecturers; we target individuals for those events who we want to visit Crane. We are continually working with Corporate Communications, Command, and the Departments to target individuals for symposium and luncheon speakers; our goal is to get those individuals who can influence our national advocacy in the Focus Areas here for a visit. We continually work to enhance the reputation of Crane in our outreach efforts to local communities. The next time you're recruiting a new member and they ask why then should join, explain to them the importance of supporting the work we do.

You need not be an engineer to join!

The Purpose of ASNE is to:

- advance the knowledge and practice of naval engineering in public and private applications and operations,
- enhance the professionalism and well-being of members, and
- promote naval engineering as a career field.

NAVAL ENGINEERING includes all arts and sciences as applied in the research, development, design, construction, operation, maintenance and logistic support of surface and subsurface ships and marine craft, naval maritime auxiliaries, ship related aviation and space systems, combat systems, command control, electronics and ordnance systems, ocean structures and fixed and mobile shore facilities which are used by the naval and other military forces and civilian maritime organizations for the defense and well-being of the Nation.

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