American Society of Naval Engineers –
Southern Indiana (ASNE-SI)
“Innovation Across the Life Cycle”

Technical Exchange Meeting – Call for Papers

Abstracts are invited for the Quarterly Technical Exchange Meeting Forum to be held on September 10, 2015. The broad areas of interest include and pertain to your technological areas of work or any other work that you are doing for the war fighter. This forum also accommodates and provides 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. Employees can take one hour of DAWIA training credit for attending this meeting. The meeting starts 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 Sept 10, quarterly forum.
The American Society of Naval Engineers, Southern Indiana Section (ASNE-SI), Technical Exchange Meeting of the second quarter of 2015 was held on Thursday 04 June. The opening remarks came from the Vice Chair of the section Ms. Nova Carden who also served as the master of ceremony (MO). The following information contains some highlights of the presentations:

Dr. Douglas M. Papenmeier presented "Boron Speciation in Boron Containing Incendiary Compositions." A method was presented to differentiate between elemental boron and boron that has already reacted and exists as a borate ion. The uses involves NASA devices (initiators), USN devices (gas generators), fireworks and for the non-military side they can be utilized in the auto air bags. In all those surveillance needs they sit idle for years but function instantly. NSWC, Crane has all the required instruments and resources to do experiments, research, and analysis to proof the principle method. In the light of recent failures of the air bags in the auto industry, this concept and method can be of great value to the commercial non-military purpose.

Tonya L. DeFord, Quality Assurance Specialist, Code WXQ presented a paper “Quality Assurance Race for the Warfighter”. She compared the quality for the Warfighter and racing similarities, defined competitive quality and the quality assurance specialist role. She provided great detail with examples of quality assurance versus quality control. She mentioned “We need to work together to optimize the system as a whole. For the organization to work well as a whole, the components must work together.”

For the closing remarks Maroof Qurashi, Southern Indiana Section Chair provided a briefing of ASNE’s founding purpose to establish a program of education, training, experience and mentorship. He quoted the RADM Lengerich lecture on the investment in, and establishment of venues that are particularly attractive to a younger generation of potential ASNE members and the emerging “virtual culture”. ASNE is nationally and internationally recognized as providing outstanding access to accurate, technical, naval engineering information.
From left to right: Mr. Daniel Horstman (ASNE-SI), Ms. Tonya DeFord, QAS (presenter), Ms. Nova Carden (ASNE-SI), Mr. Maroof Qurashi (ASNE-SI), Dr. Doug Papenmeier (presenter), and Ms. Chelsea Harrison (ASNE-SI)
American Society of Naval Engineers – Southern Indiana (ASNE-SI)

Distinguished Lecture Series
“Overview of the property tax system in Indiana”

Judy Sharp
Monroe County Assessor

On June 11, the American Society of Naval Engineers (ASNE) Southern Indiana Section hosted guest speaker Ms. Judy Sharp. The event took place at the Naval Surface Warfare Center, Crane Division (NSWC Crane) as part of the Society distinguished lecture series. Judy is a Level III Indiana Certified Assessor – Appraiser of the Monroe County Government. The Monroe County Assessor's Office maintains property records for all townships. She gave an overview of the property tax system in Indiana. She explained that Indiana is a "Market Value in Use" State and discussed how the system works, along with appeal rights and the exemptions/deductions that are available to a homeowner. Judy was surrounded by the employees asking questions long after the program was over. ASNE-SI is looking at the possibility of setting up another session with her in the future.
ASNE/NEDO
Annual Summer Cookout & Day on the Lake!

Date: July 16, 2015
Time: 4pm-7pm
Location: Marina

Menu
Burgers, Hot Dogs,
Chicken, Chips,
Dessert, Soda,
Water, & More!

Activities
Skiing, Boating,
Water Trikes, Hydro-
Glide Bike,
Canoeing, Etc.

Please RSVP to Danielle
Talbert at
danielle.talbert@navy.mil
by 13 July 2015.
Family members are welcome!

Cost is $5.00 to help
cover expenses.
Retirement of
Dr. Henry Webster III Former NSWC Chief of Staff

Maroof Qurashi
ASNE, Southern Indiana Section

Dr. Henry Webster III, a research chemist who most recently worked for the IR/RF Systems Technology Division, retired in late May after 43 years of dedicated service at Naval Surface Warfare Center, Crane Division (NSWC Crane). The former NSWC Crane command chief of staff was well-known on base for his dedication to attending morning colors at Building 1 and on Friday, May 29, Webster watched the hoisting of the flag for the last time as a government employee.

Webster thanked the young sailors who performed the ceremony and the other Crane personnel who showed up to commemorate the event with him. “This is a much bigger crowd than usual,” he noted. “I encourage you all to show up for morning colors whenever possible. This is what we’re here for—this is what it’s all about.”

Webster began working for NSWC Crane in 1972 and authored or co-authored more than 70 technical reports, presentations and publications in the open literature over the course of his career. He was also responsible for several patents. He became a branch manager in the Chemical Sciences Branch in 1984 and the Fleet Support Division manager in 1987. Webster served as the manager of the Pyrotechnics Branch from 1988 to 1992 and as the Pyrotechnics Development Division manager from 1992 to 2001. He became the deputy of the Ordnance Engineering Department in July 2005 and assumed the role of director of operations in the Joint Special Operations Response Department in October 2007. Webster became NSWC’s command chief of staff in April of 2008 and held the position until December of 2013. Dr. Webster well known as “Hank” is the first Chemistry professional of Crane who move up in the chain of command management to this level and set a record. His contribution to NSWC, Crane in technological areas as well as management, guidance to young professionals is high and extremely valuable to be remembered.

Dr. Webster was actively involved in NSWC Crane employee organizations such as Federally Employed Women, the American Society of Naval Engineers, the Federal Managers Association and Blacks in Government. His wife Sue is an admin/tech specialist in the Corporate Planning Department. He was a mentor to guide the young professionals. Dr. Hank Webster received a plank owner certificate as the first NSWC Crane Chief of Staff.
Left to right: NSWC, Crane CO CAPT JT. Elder, Dr. Henry A. Webster and Dr. Adam Razavian (NSWC, Crane Technical Director)

ASNE Southern Indiana Chair presented souvenirs to Dr. Webster
Hank watched the hoisting of the flag for the last time as a government employee.

Left to right: Col Alan M. Pratt (former Commander, NSWC, Crane), Dr. Henry A. Webster (former Command Chief of Staff), and Mr. Duane Embree (former Technical Director)
Dr. Kimberly Drake Passes Away

Former Delaware Valley Section Chair

Dr. Kimberly Drake (Code 326) passed away on Monday, 8 June 2015, after a short illness. Dr. Drake was an esteemed colleague. Dr. Drake joined NAVSSES in 2003 after earning a BS in Mathematics and Computer Science from Montclair State University in New Jersey and a M.S. in Mathematics and a Ph.D. in Applied Mathematics at North Carolina State University. She was a member of the Advanced Machinery Systems Integration Branch (326). As a computational scientist, Dr. Drake conducted research in failure detection and sensing using advanced visualization. She recently supported Department 60, completing an upgrade of a program used throughout the Navy to determine the proper installation of threaded fasteners. She influenced and mentored many of our current and future employees through her leadership and tireless efforts on behalf of the NAVSSES STEM outreach programs, including the Science and Engineering Apprenticeship Program (SEAP), the Naval Research Enterprise Internship Program (NREIP), and the Science, Mathematics and Research for Transformation (SMART) scholarship. She was a member of the American Society of Naval Engineers. While serving as the ASNE Delaware Valley Section Chair, the section won the highly competitive ASNE Section of the Year award.

Dr. Drake worked intimately with ASNE Staff and Leadership in producing symposia, promoting student/outreach efforts, and generating ideas and opportunities to move ASNE forward in our most difficult times. As noted in the NAVSSES remarks below, she was a Delaware Valley Section Chair and in 2012 brought home their first Section of the Year award since 1983. Most recently, she served as the guest editor for the NEJ’s “Special Edition on Naval Engineers: The Current Fleet, the Next Class, and the New Prototypes.” Featured content was dedicated to developing our community’s future workforce. At the time of her death she was representing ASNE’s Region II as a Regional Council member. She will be remembered for her kindness, humor, generosity, dedication, and inspirational work ethic.

She was a mathematician for the U.S. Navy at the Philadelphia Naval Yard for many years.

Source: American Society of Naval Engineers, Headquarters
Membership to ASNE-SI

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.
- Leadership Skills & 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
Crane News
"It's All About the Ships."

Naval Surface Warfare Center, Crane Division (NSWC Crane) celebrated Asian American and Pacific Islander Heritage Month on May 28, with a special emphasis program at Club Lakeview. Logistics Management Specialist Tony Leslie served as the event’s keynote speaker, discussing his experiences in Japan and the differences between Eastern and Western cultures.

Naval Surface Warfare Center, Crane Division (NSWC Crane) employee Adam Nonte, of the Surveillance and Reconnaissance Systems Division, recently received a Certificate of Commendation from Marine Corps Brig. Gen. J.F. Schrader. Nonte was commended for outstanding performance providing life cycle logistics support for the Intelligence Analysis System (IAS) family of systems team for Marine intelligence from Nov. 2013 to Dec. 2014.

Two deserving sailors received recognition of their superior performance during a special frocking ceremony at Building 1 on Monday, June 1. Naval Surface Warfare Center, Crane Division’s (NSWC Crane) Yeoman First Class Michael Warstler and Gunner’s Mate Third Class Petty Officer Travis Kersting were selected to receive the insignia of their next grade before their official promotions. During the frocking ceremony, they received the right to wear the uniform and assumed the responsibilities of their next rank.

On May 1, Naval Surface Warfare Center, Crane Division (NSWC Crane) Radar Technologies Division employee Philip “Alan” Erler received the Fiscal Year 2014 Naval Sea Systems Command (NAVSEA) Excellence Award, which recognizes individuals and teams for significant contributions to NAVSEA. The presentation took place at the Humphreys Building in the Washington Navy Yard in Washington, D.C., with NSWC Commanding Officer CAPT Jeffrey Elder in attendance.

On June 4, Naval Support Activity (NSA) Crane held a special ceremony to commemorate the Battle of Midway, which took place in the Pacific Theater from June 4 through June 7, 1942. Sailors and civilians gathered at Club Lakeview, marking the 73rd anniversary of the Navy’s most significant military victory.

Naval Surface Warfare Center, Crane Division (NSWC Crane) hosted its first Lesbian, Gay, Bisexual and Transgender (LGBT) Pride Month special emphasis program on June 17, at Club Lakeview. The well-attended event drew a diverse group of guests who were interested in learning about the history of the LGBT movement and highlighted the
importance of treating others with dignity and respect, regardless of their gender or sexual orientation.

Naval Surface Warfare Center, Crane Division (NSWC Crane) employee Richard Bladen, of the Applied Science and Demand Management Department, received the Department of the Army Achievement Medal for Civilian Service on June 2, 2015. Crane Army Ammunition Activity (CAAA) presented Bladen with the award in recognition of his noteworthy achievements as a liaison between NSWC Crane and CAAA. The position of liaison officer was established in June 2014 to explore possible areas of partnership between the two commands.

Hoosier Teams Score Big at National Sea Perch Challenge: Over 500 students on 140 teams from across the United States and Puerto Rico competed at the National Sea Perch Challenge at University of Massachusetts Dartmouth on May 30. Students participated in an obstacle challenge, a finesse challenge and a poster presentation to showcase their Science, Technology, Engineering and Mathematics (STEM) skills to over 50 volunteers and Navy officials. Indiana Sea Perch was represented by eight teams from area schools and took home high honors during the competition, including a national championship.

Source: NSWC Crane Public Affairs, COMNAVSEA All Hands
ASNE/NEDO Cookout
When: July 16th, 4:00-7:00 PM
Where: Marina
Come enjoy some burgers, hot dogs, chicken, chips & desserts! Our activities will include skiing, boating, water trikes, hydro-glide bikes, canoeing, and corn hole! Cost will be $5 to help cover expenses. Please RSVP to danielle.talbert@navy.mil by July 13th. Family members are welcome!

External Event:
Summer Safari
When: July 18th 3:00-5:00 PM
Where: Exotic Feline Rescue Center - Center Point, IN
Perfect event for families or anyone interested in seeing large exotic cats. Reservations are required. Tickets are $10 for children 12 & under and $20 for adults. If interested please e-mail ashley.earls@navy.mil.

Internal Event:
Lunch with Leaders - Ben Harkness
When: August 5th - 11:00 AM - 12:00 PM
Where: Club
Bring you lunch and join us to hear our speaker Ben Harkness, who is the Department Manager of Global Deterrence & Defense Department (GX).

Community Event:
Bryan Park Itsy Bitsy Kids Triathlon
When: July 11th - 7:00-10:30 AM
Where: Bryan Park, Bloomington, Indiana
Bloomington Parks and Recreation department is holding a children's triathlon at Bryant Park. The event is to encourage children ages 5-10 years to be active with a fun, non-competitive event! Volunteer duties include preparing the course, directing traffic during the bike and run legs, and of course cheering on every participant.
It’s not news that millennials love technology. This generational cohort, consisting of 24 percent of the county’s population, has ranked “Technology Use” as the top reason for making their generation unique according to a report released by Nielsen. Millennials rely on technology to make their lives easier, both professionally and personally.

When it comes to their careers, millennials use social media platforms to their benefit. Whether it’s connecting with colleagues, job hunting or seeking advice, social media platforms seem to have replaced the old-fashion professional organization.

In fact, according to findings from Buzz Marketing Group's, “Professional Organizations Study 2015,” survey, more than one quarter of respondents referred to professional organizations as “old school.” Additionally, respondents who were under the age of 40 have been leaving older groups in record numbers for the following reasons:

- 37 percent did not see value in the group.
- 45 percent reported participation was too expensive.
- 35 percent said the group wasn’t a community comprised of their peers.
- 31 percent felt that groups lacked technology.
27 percent said it lacked proper curation.

Ninety-three percent of respondent’s ranked social capital as very important or important to their professional lives. The value millennials put on social capital is fueling the reemergence of younger professional organizations that bring quality to a space diluted by Facebook posts and constant, but distant, connections.

"Millennial business owners and leaders overwhelmingly believe that today's professional communities are a powerful tool to build social currency and further their professional goals," says Tina Wells, founder and CEO of Buzz Marketing Group. "Over the last five years, it is clear that groups like YEC, Summit Series and Levo have transitioned the once-antiquated industry into a beacon for curated social capital, relevant professional benefits and peer-to-peer learning from Gen Y."

A majority of millennials (67 percent) stated they would "prefer to join an organization founded by peers of a similar age," such as YEC and Founder Society. These groups have sparked a resurgence of professional organization because they are meeting the wants and needs of millennial professionals and business owners.

According to the Buzz Marketing Group survey, millennial-focused groups resonate with young professionals because they are innovative, tech savvy and useful. The survey also discovered that:

- 92 percent believe that today’s professional groups provide great opportunities to network.
- 52 percent reported that they are more likely to join a group that is invite-only.
- 81 percent would join a group that offers a concierge to help them use member’s benefits, as opposed to an organization that is self-guided.
- 58 percent already belong to a professional organization.
- 77 percent of respondents who are not members of a professional organization intend to join one.

If you are a millennial who remains on the fence about a joining a professional organization, here are the main reasons why becoming a member can be beneficial to your career.

**Social capital:** Glenn Curtis notes on Investopedia, “Professional organizations allow for a congregation of intelligent, like-minded professionals that are immersed in the inner workings of the industry to gather and provide participants with access to a variety of opinions and ideas.”

Whether it’s joining a LinkedIn group or attending an invitation-only conference, networking can introduce you to a mentor or an advisor, and give you the opportunity to share advice with/from peers locally and globally. Social capital is the most important currency in business, and members of professional organizations can access it easily and often. By establishing trust with industry leaders and colleagues you can help each other reach professional goals.

**Learn:** Millennials who join a professional organization gain access to educational resources like industry research, newsletters, seminars, courses and events where leading industry thought-leaders share insight into the latest trends, innovations, technology and best practices. Members further their careers by staying ahead of their competitors.

**Job opportunities:** Most professional organizations share job listings that are exclusive to members. Your freshly-formed network can connect you with individuals and companies searching for someone with your specific talents or, if you're hiring, introductions to top candidates when the begin looking for open positions.
Develop leadership skills: Membership in a professional organization brings you the chance to develop your leadership skills speaking at industry events, answering questions on forums or contributing content to the group’s newsletter or website. That is practice for becoming a stronger leader that will help you achieve your professional goals by becoming a trusted and respected addition to the group of industry leaders.

Exclusive services and benefits: Being a member of a professional group brings millennials exclusive perks. Besides being a member of a cultural landscape of a professional community, organizations such as Coaches Forum offer access to educational resources and invite-only events. Members have access to exclusive deals and discounts tailored to their business needs. Professional communities now provide members everything from healthcare to travel discounts to a complimentary Founders Card membership.

Opportunity to give back: Because Millennials are so charitable, professional organizations provide a once-in-a-lifetime chance to give back. YEC, for example, allows members to speak, teach or participate in nonprofit organizations like Junior Achievement. Other organizations will coordinate with local charitable organizations, such as food banks or animal shelters, as ways to give back to the community.

Despite their reliance on social media platforms, millennials would prefer to become members of professional organizations that enhance their careers. However, millennials are looking for affordable groups that consist of their peers and utilize technology.

For those considering a membership to a professional group, keep in mind you will get what you put into it. This means you want to be an active and productive member who mingles with other members and contributes to the community by curating useful content.

Source: Permission from: Entrepreneur and Connector
4 Tips for Getting the Most Out of Procurement

By

Dan Warn

Public sector procurement is more complex than it was even five years ago. Sourcing has gone global, exposing the supply chain to a greater variety of risks than what was previously imagined—conflict minerals, cybersecurity threats, international regulations and more—and the standards for spending transparency have risen tremendously, as evidenced by the adoption of the DATA Act last year. The expectations for procurement have been set high. In order to meet these expectations, procurement organizations will have to break away from what they’ve always done and reconsider how they measure success. The technology, people and processes in place largely determine the success of such a transformation. Here are four actions that government agencies can take immediately to unlock the full potential of their purchasing activities:

1. **Analyze spending.** Spend analysis, when completed correctly, provides a foundation for procurement transformation. Without having insight into your current cost structure, it makes it impossible to make informed decisions on where to cut costs or increase your budget. Once spending visibility has been achieved, it opens the door for collaboration and sets the stage for leadership buy-in—making spend analysis the first and most important step to a successful transformation.

2. **Develop talent.** With the procurement landscape changing, it’s critical the team is well-versed in stakeholder management, data collection and analysis and finance. Relational skills are also important as procurement moves away from operating in a silo and increases internal collaboration across organizational departments. Continual development of talent and partnering with skilled procurement technology providers will be key for sustained sourcing success.

3. **Constantly collaborate.** There are currently many opportunities to share and collaborate with other agencies. Public organizations are all on the same team, with the same mission, and peer-to-peer collaboration can make everyone’s jobs easier. Make it a priority to share tips, best practices, content and knowledge on a regular basis—it will help foster process innovation and ultimately give stakeholders better value for their money.
4. **Facilitate adoption.** Successful public sector procurement teams understand the importance of making sure new users, both buyers and sellers, are educated on how to optimally use the new technology at their fingertips. A change management framework that outlines a training plan for the chosen solution and addresses each step of the transformation process is integral to the success of any modernization initiative.

The new model for public sector procurement creates a transparent, open bidding process, giving the supplier community full visibility into procurement activities and contract awards. Both suppliers and buyers get a one-stop shop for accessing the history of every procurement and supplier relationship, since all purchasing activity is housed in one system, which enables procurement to be much more transparent around public spending.

Using a common system across government also allows agencies to uncover common purchasing needs, discover fragmented categories and contractual discrepancies, and drive savings through volume-based discounts, allowing buyers to focus on more strategic initiatives like improving vendor relationships. The bar has been raised for procurement, but the future looks bright and the results are definitely worth the time and resources invested in training, planning and acquiring the technology. The question is: are you ready to see the impact you can have?

Source: Excellence in Gov.
Recently, I had the pleasure of hosting Jack and Suzy Welch for a lively conversation about their new book, The Real-Life MBA. Based on decades of experience leading and writing about companies, they highlighted six common leadership blunders—all of which are backed by evidence:

1. **They don't invest in developing their people.**
   Many leaders are threatened by talent, fearing that they won’t be the smartest person in the room. Great leaders have the “generosity gene,” Jack says. They “love to see people grow and prosper.” By making other people smarter, they’re able to multiply the organization’s capabilities.
   
   I couldn’t resist asking: has Neutron Jack gone soft?

   **The data:** when technology CEOs are rated by their executives as caring more about their companies’ success than their own, their firms’ return on assets increase over the next nine months. As Kare Anderson put it, “If you’re the smartest person in the room, you’re in the wrong room.”

2. **They reward people who have great results but bad behavior.**
   If you promote employees who specialize in kissing up and kicking down, pretty soon you’ll have an entire leadership team who exploits their employees. “That kills cultures,” Jack observes. “Your promotion decisions are so far-reaching to the whole vibration of the organization.”

   **The data:** the negative impact of a selfish person on a team exceeds the positive impact of a generous person. It’s nice to have the right people on the bus, but critical to keep the wrong people off the bus. One bad apple can spoil a barrel, but one good egg does not make a dozen.

3. **They don’t provide meaning.**
   All too often, leaders focus on creating strategies that will take their companies in promising new directions, but fail to clarify why employees’ contributions matter. Suzy Welch points out that great leaders are Chief Meaning Officers: they show employees how their work connects to the organization’s mission, and what’s in it for them.
The data: when call center leaders illuminate how the organization’s products and services make a difference, employee productivity spikes by 28 percent per shift.

4. They don’t let people know where they stand.
Too many leaders leave employees in the dark about how they’re doing. “Guess what: Your employees are going home every day drawing 20-70-10s,” Jack notes, “because they can’t stand the fact that you don’t know who the turkeys are.”

When leaders do give feedback, they stay vague, telling employees their performance is poor or excellent without fully explaining why. Great leaders emphasize behaviors that worked, so employees can repeat them and those that didn’t, so employees can learn to change them.

The data: over a third of feedback conversations make performance worse rather than better. The feedback that helps is specific: it moves away from the self and toward the task. That way, employees can learn from their successes and their shortcomings.

5. They only hire from elite schools.
Many leaders believe a prestigious degree is the key to success. “I used to hire on credentials,” Jack admits. “We hired people from Ivy League schools, and from DuPont. Well, DuPont obviously found out I was doing that, and stuck me with every turkey they could send . . . I found nitty-gritty . . . Midwest state school engineers driving like crazy with a passion, and I got off the Ivy League kick.”

The data: at Google, after analyzing the performance of employees from different schools, HR head Laszlo Bock writes in Work Rules: “We now prefer to take a bright, hardworking student who graduated from the top of her class at a state school over an average or above-average Ivy League grad. The pedigree of your college education matters far less than what you have accomplished.”

6. They don’t give people the confidence to try new things.
Jack grew up with a stutter, and he still stammers. What gave him the confidence to transition from an engineering job, which relied primarily on his mind and his hands, to managerial and leadership roles that required lots of public speaking? “My mother told me forever—Jack, you’re so smart, your tongue just can’t keep up with your mind. And I believed her,” he reflects. He’s 5 feet 7 inches on a good day, but “she gave me so much self-confidence that I actually thought I was quite tall. It took me till my early 40s, when I looked at a high school basketball picture of me, to realize I was that short.”

The data: when leaders have high expectations for employees, even if they’re not unusually talented, they rise to the occasion, working harder and achieving better results. A great leader is someone who sees more potential in you than you see in yourself.

Source: Gov. Exec
The definition of leadership is changing. Societal expectations of the workplace, fed by economic and demographic trends, are morphing the leadership job description. From emerging organizational structures like Holacracy, to changing expectations of the millennial generation, your kid’s boss isn’t going to resemble the one you reported to the first day of your job.

A recent Global Workforce Leadership Survey commissioned by WorkplaceTrends.com and Saba uncovered a shift in perspective among the under-30 workers: The C-suite is no longer coveted. The lure of fancy titles and senior management perks no longer provides a draw for the majority of the up-and-coming generation. This notion isn’t all that new: I wrote about the challenge of filling the leadership pipeline in this Huffington Post article last year.

We’ve heard this “generation” stuff for years, so why are we stuck with the “there aren’t any suitable leaders” meme? According to the global workforce study, “46 percent of companies said ‘leadership’ was the skill hardest to find in employees.” Moreover, respondents said filling executive leadership positions was especially difficult.

Everybody has jumped on the “generational differences” bandwagon, but few are willing to examine what that means for succession planning. I wonder: If those in charge of succession planning—typically human resources directors and senior management—were to redefine “leadership,” would they then suddenly...
We have been heralding the death of the command-and-control management style for a long time. In many organizations, it’s more or less dead and buried. Yet, every day, I talk with people for whom this style of leadership still lives. It might not be fashionable to talk about the traditional top-down hierarchy, but it’s still firmly in place. And because of this stubborn adherence to an outdated workplace structure, the people in charge still look for leaders who behave like them.

Leadership must still exist, even in a primarily self-directed workplace. But it will look different than we currently see in the majority of leaders today. Tomorrow’s leaders must:

- Understand that leadership in this new way of working is fluid; they may be asked to step aside and let others lead.
- Learn to lead without the crutch of a title.
- Connect their company’s mission to the greater good.
- Gain comfort with a workforce that shifts continually.
- Fully support employee development—and the technology to enable just-in-time learning.
- Connect the dots for employees by saying “here’s how what you do affects our mission.”
- Provide real-life, immediate opportunities to contribute rather than expecting employees to pay their dues.

If our organizations are truly getting flatter, and if we are really teaching employees to self-organize, there are plenty of leaders out there. Maybe we’re just looking for the wrong attributes.

Source: Excellence in Gov.
Southern Indiana Section Officers and Committee Chairs for 2014-2016

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

Officers:  
Chair - Maroof Qurashi  
Vice Chair - Nova Carden  
Secretary - Tiffany Adams  
Treasurer - Dr. Courtney Boykin

Committee Co-Chairs:  
Programs: Beth Martin & Vernell Thomas  
Membership: Daniel Horstman & Nova Carden  
Publicity: Rachael Wiseman  
Scholarship: Chelsea Harrison  
2013 Symposium: Dr. Brian Olson & Raymon Smith  
Webmaster: Cindy Shirley  
Science Fair: Melissa Dyal  
Awards: Amy Fellers  
Regional Council Member: Brad Secrest

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.