Dr. Adam Razavian’s career with the federal government came full circle in February when he departed from Naval Surface Warfare Center, Crane Division (NSWC Crane), which first employed him in 1989. Razavian said although he is excited to face new challenges at aerospace and defense company General Dynamics he is also sad to leave an organization he has called home for many years.

Originally hired as an engineer at NSWC Crane, Razavian completed his Doctoral Degree in Information Systems and was promoted to a branch manager position before moving to Washington, D.C. in 2003, eventually serving as deputy major program manager for the Program Executive Office Integrated Warfare Systems (PEO IWS) Above Water Sensors Directorate. In 2013, Razavian became a member of the Senior Executive Service and returned to southern Indiana to serve as technical director for approximately 3,000 Navy employees. NSWC Crane Commanding Officer CAPT Jeffrey Elder praised Razavian for the national recognition he has brought to the warfare center since his return. “He has taken us down a very positive path during his three years as technical director,” Elder said. “Dr. Razavian has provided excellent technical direction to the scientists, engineers and technicians who are working daily around the
world to make sure our warfighters have the technology necessary to ensure a decisive advantage over our adversaries.”

Razavian said he wanted to leave personnel with an understanding of the importance of the work they do every day and the huge impact it has on the daily lives of warfighters. According to Razavian, the key to that preeminence is the warfare center’s personnel, who bring exceptional focus, energy and dedication to their work. Razavian added that a recent NSWC Crane initiative to lead the Navy in the field of Power and Energy has been incredibly successful and must be continued.

Dr. Razavian and the former Commanding Officer Col. Pratt strongly supported American Society of Naval Engineers, Southern Indiana Section. When the innovative ideas provided by the section Chair Maroof Qurashi for ASNE-SI improvements, both Dr. Razavian and CO Col Pratt supported the ideas and provided any help required for initiating.

Retirement of a Supporter and Helper of ASNE-SI NSWC Crane

Ms. Shawn Lewis retired from NSWC Crane after 31.5 yrs. of navy civilian service. Shawn helped the ASNE-SI section in lot of ways and whenever she had time. She set up the conference rooms or arranged to bring guests or offered to supervise luncheons. Shawn worked as a mechanical engineer in many areas of Crane during her tenure of service. She performed her duties as a Division Quality Focal Point (Div QFP) for the last 5 years in Specialized Munitions Division at NSWC Crane.
The American Society of Naval Engineers, Southern Indiana Section (ASNE-SI) cordially invites employees to the Quarterly Technical Exchange Meeting (Forum) of 2016 to be held on Thursday, April 7, 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. In this part of Indiana, NSWC Crane is the only place that has most high level of Engineers and Scientists Degree holders. We will provide the topics of papers in our March Newsletter. At this tough financial times and very critical world situation we need to tap our talents and move in the right direction. We are all working for the same goal to “Support the war fighter”. NSWC, Crane attendees will be able to see ASNE Southern Indiana New 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, 7 April 2016, at 11 AM, B 3395 Main Conference room. Any Questions can be directed to maroof.qurashi@navy.mil at ex-4230, nova.carden@navy.mil at ex-1422. Be sure to mark in your calendar.
Crane News
"It's All About the Ships."

- NSWC, Crane Tuesday, January 26, 2016: Duke Energy plans to build a solar energy farm covering 145 acres at southwestern Indiana’s Crane Naval Surface Warfare Center. The project’s plans call for 76,000 solar panels, with groundbreaking set for this spring so that power generation could start by the end of 2016.

- NSWC Crane personnel used Naval Innovative Science and Engineering (NISE) funds to build, integrate and demonstrate the ‘art of possible’ Micro Unmanned Aerial Systems exhibit at the INNG Muscatatuck Urban Training Center (MUTC) in southern Indiana. This summer, it will be demonstrated at a technical experimentation event held by the United States Special Operations Command (USSOCOM) Special Operations Forces (SOF) Acquisition, Technology and Logistics (AT&L) Science and Technology Directorate.

- Naval Surface Warfare Center, Crane Division (NSWC Crane) Chief Engineer for Trusted Microelectronics Brett Hamilton was issued a patent for an invention developed to help the Department of Defense (DoD) identify counterfeit microelectronic parts. Flight Systems Division engineers and scientists are developing technical solutions for ensuring authenticity in the microelectronic components so prevalent in modern weapon systems in order to prevent counterfeit parts from entering the DoD supply chain and degrading system performance or readiness. One such example is Hamilton’s recent patent titled "Fusion of Multiple Modalities for Determining a Unique Microelectronic Device Signature".

- Naval Surface Warfare Center, Crane Division’s (NSWC Crane) Technology Transfer (T2) Office hosted students and professors from Valparaiso University’s business school. Valparaiso University will be the latest academic entity to use NSWC Crane’s intellectual property to explore entrepreneurship and commercial applications and develop business and marketing plans. Partnering with the NSWC Crane T2 Program allows the students to explore real life applications of Navy developed technology. NSWC Crane gains insight into the outside applications of the technology which is beneficial for the tech transfer process and potential licensing. Representatives toured the base on Wednesday, Feb. 10, meeting with inventors to discuss NSWC Crane technologies the students will use during class.

- NSWC, Crane, Commanding Officer Captain Jeffrey T. Elder invite Crane family to recognize and celebrate the contributions of African Americans to our country during a special emphasis program on Wednesday, Feb. 17. The program was held at Club Lakeview and the guest speaker, Ms. Dollie Manns, held a presentation entitled “Beyond Expectations”.

Source: NSWC Crane Public affairs, COMNAVSEA All hand, Early bird
Picture taken at ASNE Day 2016 in Washington D.C

Left to right: Mr. Brad Secrest, Regional Council Member; Maroof Qurashi, ASNE Chair; Dr. Brett Seidle, Deputy Technical Director NSWC Crane; and Dr. Leigh McCue, ASNE Executive Director.

FY16-05 Class Picture

Row 1: Aaron Healy, Chris Worrell (Ft Bragg), Ken Vowels, Brian Snow, Ivan Schaffer, Shane Gilmore, Robin Cooper, Amy Haworth, and John McCann

Row 2: Julie Shaff, Brett Day, Daniel Arnold, Christina Hooten, Joshua Cadle, Mike Warstler, and Nicholas Montgomery

Row 3: Mellisa Sistare, Maria Cruz, Kelly Shere (Tampa), and Daniele Wessel
MEMBERSHIP APPLICATION FORM
American Society of Naval Engineers
1452 Duke Street, Alexandria, Virginia 22314-3458
(703) 838-6872 FAX (703) 836-7491

Date____________________
I hereby apply for...
☐ Member
☐ Associate Member
☐ Age 30 and over $145
☐ Under 30 $70
☐ Student Member $35
☐ Spouse 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 _____  General Fund _____  Scholarship Fund _____  Information Technology Fund _____
(at least $100 above dues fee)  (suggested contribution $50)  (suggested contribution $35)  (suggested contribution $75)

Total Payment _____

PLEASE PRINT

NAME: ____________________________  (Last)  (First)  (Middle)

MILITARY ONLY:  Rank ______________  Service __________  ☐ Active  ☐ Retired

HOME ADDRESS:

(Street)

(City)  (State)  (Zip) +4

(Home Phone)

(Home Fax)

Spouse’s Name: ___________________  (Optional)

BIRTH DATE: _____________________  (Month)  (Day)  (Year)

EDUCATION:

(Degree)  Institution  Grad Year

(Degree)  Institution  Grad Year

ENGINEERING SPECIALTY:

Naval Engineering Experience: ________________________________

Recommending Member’s Signature __________________________

Recommending Member (Print Name) _________________________

(Rcvd, 07/31/2013)

Applicant’s Signature __________________________

Section Credit: __________________________

(If applicable)  Name of Section __________________________
The 32nd Annual Team Crane Science and Engineering Fair will be held on Wednesday, April 20, 2016. Our fair is one of the largest events in support of science education in southern Indiana.

The success of the fair is largely due to the support of companies, employee organizations and private donors like you. Your contributions, in combination with other sponsors, enable the American Society of Naval Engineers (ASNE) to provide more than $7,000 in cash and prizes. We believe that this is a big incentive for the “future scientist” students to participate.

We are hopeful that you will participate in this very special event. If you plan to participate this year, please mail your check, made payable to ASNE, to:

American Society of Naval Engineers (ASNE)  
Southern Indiana Section (SI)  
P.O. BOX 658  
Crane, IN 47522

The fair will be held at the WestGate Academy Conferencing and Training Center, located at 13598 E WestGate Dr., Odon, IN 47562. We encourage you to attend, tour the demonstrations, and participate in the awards ceremony scheduled to take place around 12:30.

There will be an opportunity for companies and universities to take part in our STEM Showcase, which was a huge success last year. For more details please contact Tina Closser at 812-854-3882 or florentina.closser@navy.mil.

Please contact Kimberly Frazier at 812-863-9191 to confirm your participation and willingness to present awards to the students. In order to determine the prize money amounts, it is requested that donations be mailed so that we receive them by Friday, April 1, 2016. If you would like to donate, but are unable to do so by that date, please contact Ms. Frazier with your intentions.

If you have any questions about the science fair, please contact Ms. Frazier by phone or email at: Kimberley.frazier@stimulusengineering.com. Thank you for your continued support of our students.

Respectfully,

[Signature]

Maroof Qurashi  
Chairman, American Society of Naval Engineers, Southern Indiana Section
32nd Annual Team Crane Science Fair
Grades 6-12

Wednesday, April 20th, 2016

Held at the

Register Online:

http://westgatecrane.com/sciencefair/

Registration Deadline is Friday, April 1, 2016

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

Scholarships from Vincennes University

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 can be placed in the STEM Showcase?

Questions? Email:  kimberly.frazier@stimulusengineering.com
Team Crane Science Fair: Need Volunteers, Students

STIMULUS is honored once again to be part of the planning committee for the Annual Team Crane Science Fair. There is a need for volunteers and help in getting the word out for students to participate!

The 32nd Annual Team Crane Science Fair is currently accepting entries for its 2016 contest, with cash prizes for winners. The Fair will be held at the WestGate Academy Conferencing and Training Center on April 20th, from 8:00 a.m. until 2:00 p.m. The deadline to enter is Friday, April 1st, 2016. Entries can be completed online at the WestGate@Crane Technology Park website.

The Science Fair is open to all students, public and private, statewide, grades 6-12. Entries will be accepted in the following categories:

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

 Volunteers are needed to serve as judges and to provide general assistance. To register as a volunteer, visit http://www.signupgenius.com/go/8050b4aabab2da20-team.

For more information, please contact:

Tina Closser: 
florentina.closser@navy.mil  
812-854-3882

Kimberly Frazier:  
kimberly.frazier@stimulusengineering.com  
812-863-9191
WHO CAN BECOME A MEMBER OF THE AMERICAN SOCIETY OF NAVAL ENGINEERS (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
Public servants have faced the threat of a government shutdown more than once. Though fortunately these were averted, the sensation of having your head on a chopping block (even if temporary) can leave you unsettled and afraid. But we can empower government employees to have more control over their (our) own fates by implementing some structural changes that would promote and reward for productivity and efficiency – facilitating effective government from the inside out. A few areas where we can do this in a low-cost, high-impact way:

**Mentoring:** Times are changing quickly and employees need to learn to adapt their skills accordingly. An on-the-job buddy at a higher level can be an invaluable asset in retaining good employees and helping them learn the often-subtle skills they need to contribute effectively. And it doesn't cost anything other than time.

**Technology training:** People who do things the old way when there are faster, cheaper, better ways to get the job done may be comfortable, but also wasting taxpayer money and their own opportunity to grow professionally. Let this be the year we learn how to use technology. Again, it doesn't have to cost a cent if you get skilled employees to teach those who are just learning.

**Performance planning:** An employee's performance plan for the year should be a guiding document that they generate to align with agency and office goals. It should not be up to a manager to tell someone how they fit in, but rather this is a chance for a person to learn more about the mission and where they belong. It's also a chance to re-orient once a year and make sure the scope of one's position is of value. Worst comes to worst, a person needs to be reassigned, but that is a realization best made by the employee.
Evaluations: Here again, allow the employee to evaluate themselves, and bolster that with a 360 degree evaluation from a panel of supervisor and peers. It doesn't have to be lengthy or complicated, but it should be a combination of numerical ratings and narrative content so that a person receives a truer picture of how they've done and where they can improve in the next year. The more engaged the employee is in evaluating themselves, the more it will mean to them and the more it will be a true process for both them and their supervisors.

Rotations: Many people in government have served for decades. They have experience that cannot be learned in college and that cannot be easily duplicated. After many years in one place, it would be of benefit for them to rotate to other agencies, preferably of their choosing, learn new skills, and offer back some of their accumulated wisdom in return. New experiences keep people fresh and mindful that we all ultimately work for one government, not just an assortment of agencies.

Retraining: When someone is no longer adding sufficient value in the position they hold, retrain them. It's not a shameful thing to admit that skills you had 30 years ago might not be as useful today, and that some adaptation is needed. Again, the better your skills the better your resume, so if the government is willing to assist an employee in retraining rather than let them flap around uselessly, that is a wonderful and empowering option for them to take. And it need not cost anything other than on-the-job training.

Communities of interest: If you have a group of thousands of people doing the same kind of work (e.g. writing), it makes sense to connect them in person or virtually so that they can support one another. Peer networks encourage excellence from within.

Interagency councils: These are groups of government employees that work across agencies on a formal or informal basis to consult on best practices, make recommendations, and generally leverage employee insights to help government move forward on matters of interest. There are a number of good examples in the government already and it seems we could expand on this greatly if employees were encouraged to do so.

Work/life self-help and fitness groups: I have noticed that federal employees love groups like Toastmasters, Weight Watchers, and even spiritually oriented groups that gather once a week for a lunchtime break focused on personal growth. It is a good thing for government to encourage employees to take advantage of these, as they increase skills, increase fitness, and teach employees to take responsibility for fixing problems on their own if possible.

Charity and volunteering: There is no better feeling when you're down than that of helping someone else. If government employees - who are public servants, in the end - are encouraged to do even more charity and volunteer work than they already do, it would lift spirits and build excellent relationships between government and the public, which add to the trust reserve that enables good government.

Source: Promising practices
Managing software across any large organization is daunting. Unused licenses skulk unnoticed in corners, even as more are bought and added to the ranks.

Divisions and offices purchase the same applications directly from the same vendors unbeknownst to one another—and pay vastly different prices. Often, an organization doesn’t even know how many copies of any given software it owns or even where all the licenses are.

That’s why Office of Federal Procurement Policy Administrator Anne Rung and U.S. Chief Information Officer Tony Scott, along with the authors of the 2014 Federal Information Technology Acquisition Reform Act, are to be congratulated for attempting to slay the software monster not only at the organizational level, but government wide.

As Rung has observed, the federal government spends more than $9 billion a year on more than 50,000 transactions to buy commercial software licenses, subscriptions and basic maintenance. The average transaction is less than $200,000, so there’s a lot of room for consolidation and rationalization. Properly managing software spending promises enormous benefits and savings.

For example, a single agency, the Homeland Security Department, reported cost avoidance of $376 million from fiscal 2013 to 2015 by negotiating enterprise wide contracts with software vendors. A single DHS-wide deal with Adobe saved $125 million between March 2010 and the end of December 2012. The draft software policy Rung and Scott issued on Dec. 21, 2015 would go a long way toward helping the 24 major federal departments tame their software spending and marshal their data to smartly manage such purchases internally and government wide.

The policy is part of the Office of Management and Budget’s category management initiative, which is
aimed at saving money, releasing resources for mission-critical work, reducing contract duplication and rationalizing the purchase of $270 billion in common goods and services each year across agencies.

The United Kingdom began its category management journey in 2005 as a result of a 2004 public sector efficiency review. Its emphasis on the advantages of “joined-up government” is similar to Rung’s call for government to buy as one. Given the similarities in policy and intent, we wanted to share some U.K. experiences with software category management that OMB and agencies might find useful in getting faster and better results.

Much of what we learned through managing the information technology category and the software subcategory in the U.K. Government Procurement Service dovetails with OMB’s push for adoption of agile practices in information technology and procurement.

For instance, we found that taking an iterative approach to agencies’ software inventories helped win their cooperation and enabled central processing of the information and sharing of analysis. It also made it easier for software companies, systems integrators and others in the supply chain to comply with agencies’ requests for help in collecting the data.

Ultimately, we learned to stagger the delivery of inventories and break up the work leading up to them.

We broke up the management of software suppliers by size. Like most large organizations, U.K. government agencies spend the most money with just a handful of software vendors, such as Oracle, IBM, Microsoft and SAP, whose licensing models vary. So we dealt individually with each of these big vendors.

We learned to phase in software management in order of priority by other characteristics as well, rather than directing that it occur government wide and companywide all at once. OMB also might consider successively addressing sets of vendors based on shared characteristics. For example:

- Those with which government spends the most.
- Those with which agencies have the most significant relationship and governance problems.
- The suppliers that impose the most management overhead on government through continuous or regular audits, complex licensing models, high rates of protest and litigation, and the like.
- Vendors whose software would deliver the biggest rewards if it were effectively managed.
- Those whose software models are most vulnerable to fraud, waste, abuse and mismanagement, or most in need of transformation, according to the Government Accountability Office.
- Those whose products could more easily be replaced with open source software.
- Not only did we segment software management into vendor-specific phases, but we launched those phases at specific points during the annual business cycle to achieve maximum procurement impact and gain negotiating leverage with each company or group of companies.
For example, by having software inventory data available about three months before most support contracts came up for renewal, we enabled agencies to cut their costs by canceling unneeded licenses and support agreements.

Vendors feel the most pressure to sell at the end of their fiscal years, so that’s when they are most flexible on terms and pricing. We found that having inventory data available before then can help agencies redeploy licenses identified as unused, thus driving down demand for new ones and taking advantage of vendors’ willingness to negotiate price and terms.

Managing software in prioritized, vendor-based phases also staggered the delivery of inventory data, making it easier for agencies and suppliers to provide and for us to analyze. The phased approach also provided room for iterative collaboration with and among agencies on one stage, enabling us to fine-tune the next one. This improved our policy and delivery, while building agency engagement.

Then there is the matter of the inventory data itself. We blanched at the prospect of agencies, bureaus and vendors annually reporting software inventories in their own formats, covering different time periods and with different naming conventions. So we focused on setting minimum government wide software data standards.

We found it helpful to adopt some standards commonly used by the software industry, but then added fields to them to help us identify trends we could use to rationalize software utilization, manage demand and aggregate spending to drive better pricing and terms.

Requiring reporting by department, bureau, systems integrator and other organizational fields let us create powerful hierarchical reports that drilled from government wide software spending down into details by organization, product and vendor.

Data standards also made dealing with government easier for the software companies. Once, a systems integrator serving multiple agencies might have had to inventory and report software differently for each of them. With common data, including standard descriptions of each type of software, integrators could centralize reporting across all their agency accounts, making significant efficiency improvements that could be passed along to the government.

These are just some of the lessons we learned in battling the software dragon. We offer in them in the spirit of cooperation and support, hoping to spare U.S. agencies and OMB some pain and time in their struggle. We have seen the enormous payoffs of even partial victory, so we are invested in seeing that America’s success in IT category management exceeds our own.

Source: Promising practices Exec. Gov
How to Double Your Team’s Productivity in Minutes

By David M. Dye

When I was 16 years old, I told my father I wanted to be a vegetarian. “That’s great!” he said. He jumped up from the couch, went to his file cabinet, and pulled out old magazine articles and copies of nutrition guidelines. You see, my father was a vegetarian. The articles he gave me discussed how to balance amino acids and other nutrients. I studied those articles and got started -- and I was a strict practicing vegetarian. For three days.

So, you can imagine my reaction when, decades later, our 16-year-old daughter came to my wife and I and said, “Hey guys, I want to be a vegetarian.” I explained to her that India was the cradle of excellent vegetarian cooking and that the very word came from an Indian word meaning “lousy hunter.” (Well, that’s what Andy Rooney said.)

Despite my fatherly wisdom (or perhaps because of it?) our daughter went on with her plan. And for several years now, she has not eaten any meat. What do you suppose was the difference between my short-lived experiment and my daughter’s lasting lifestyle change? Let’s start with me. Why do you think I wanted to be a vegetarian?

I’m not proud, but the simple truth is that in my warped adolescent brain, I figured that being a vegetarian would somehow help me get a date.

Now contrast my shallow motivations with my daughter’s reasons. She wanted to live a more sustainable, less impactful lifestyle, didn’t want to inflict harm on other sentient creatures, and wanted a healthier diet.

Now think about the work you ask of your team. The work you just thought about -- that’s their “what” -- the reports, the phone calls, the meetings, the manufacturing, the planning, the calculations, all the “stuff” we do. This question is so vital, so full of life, energy, and potential that I can confidently say it is
the most important question you can ever answer for your team. The question is simply: “Why?”

This isn’t a question about great metaphysical or philosophical dilemmas. It’s about the most practical question every team member needs to be able to answer. Simply put: Why are they doing what they’re doing? Your job as a leader is to connect the “what” to the “why.”

If you’ve ever seen the classic 1967 movie Cool Hand Luke in which Paul Newman’s character serves time in a prison chain gang, you’ll remember the ditch scene. The jailers force Luke to repeatedly dig and refill the same ditch. The meaningless labor is designed to break his spirit. When you don’t connect the “what” to the “why,” you condemn your team to soulless drudgery. Is your staff doing work disconnected from real meaning or purpose? If so, there are two possible reasons: (1) your staff doesn’t understand the “why” behind the work, or (2) there is no legitimate “why.”

“Whats” without “whys” are a waste. They waste time. They waste energy. They waste people.

When you say, “I believe this matters and here’s why,” you provide clarity, hope and purpose, but you also create an opportunity for your belief to be challenged. Every single task performed by every single member of your team should somehow serve the mission of your organization. If it does not, it needs to be challenged, reexamined, and a better way found — or the task should simply be eliminated. Otherwise, you’ve sentenced your team to do work meant to break their spirit.

You can take just five minutes per month and double your team’s productivity by simply asking them to think about various “whats” and asking, “Why do we do these things?” Don’t treat this activity as a quiz. Treat it as a mutual exploration, a chance for all of you to discover together why something matters.

In just five minutes, you will discover a renewed sense of purpose, people sit up taller, smile and have pride in what they’re doing. If you don’t like the answers you discover, that’s OK. If your “why” is all about you (e.g., “I’m doing this for more money, power or prestige”), you are right to be concerned.

People aren’t stupid. When it’s all about you, they’ll know it, and you can expect them to only do what they have to do. People work best when their work has meaning (and I’m sorry, but your personal success isn’t meaningful to your team).

If you examine your big “why” and the answers are shallow, vapid and uninspiring, I applaud you for having the courage to go there. Now take the next step: Where can you find meaning? Why is the work important? How does it contribute to a bigger picture? If it does not, can you take steps to eliminate those tasks? When you connect “whats” to “whys,” you tap into natural energy and vastly increase your team’s productivity.

Source: Promising Practices
We see a lot of headlines in the commercial sector about the consequences of technology disruption. Barnes and Noble disrupted the local book store and then Amazon disrupted Barnes and Noble. Apple disrupted music and the personal camera market, which had already been through a disruption as film gave way to digital images. The list goes on with taxis and Uber, hotels and Airbnb, and in countless other arenas.

We often think government is somewhat immune to this form of disruption. It is true that government moves a bit slower given divided powers, rules and regulations, and bureaucratic inertia, but that doesn’t stop disruption from happening. Terrorists and adversaries find asymmetric ways to cause havoc, and criminals have embraced the disruptive technologies of the Internet and the cloud for their own ends. Citizen expectations of what government can and should be able to do, and demands from industry for better and smarter regulation, are also driven by disruptive technological innovation. No one is immune.

In our work with federal programs and agencies, I’ve seen many struggle with aligning their missions and visions in an era of technological disruption. The programs that successfully embrace the change will survive and thrive and those that don’t will find themselves starved for resources or on the chopping block with little support. The successful leaders do at least three things to manage this process:

See the world through the eyes of their customer. Inside a federal organization it is too easy to slip into the trap of seeing the world from your own perspective. You have reporting demands from higher-ups, the daily grind and internal staff issues to deal with. Seeing the world from a different perspective takes a good deal of effort. Spend some time with your customers. Find out their needs and concerns. If you aren’t regularly checking the pulse of these core stakeholders you need to find the mechanism that works
for you. Is it networking at key conferences, putting together working groups on core issues, building personal relationships with key stakeholders, or some combination of each?

**Know the broader climate.** The government leaders who stay on top of the key trends and drivers in their space are far better positioned to respond to technological disruption. The microtrend today could be the disruptive force tomorrow, so you need to stay on top of a broad range of issues. Of course, regularly taking the pulse of your customers helps with this process, but in some cases they aren’t even aware of how innovations in adjacent spaces are poised to affect them. Remain curious about the government and broader commercial climate. Taking some time to think through how your environment is and could be shaped by the prevailing trends can be an energizing and productive process.

**Find the internal champions who can help.** Getting the right talent and managing that talent well is a constant challenge for government leaders. You can’t do everything yourself. We often find that there are hidden leaders throughout an organization who are willing and able to embrace change and help the organization adapt. Those people might not line up with your organizational chart but you need to find ways to empower them. Those internal champions often make or break your effort.

Whether or not you are able to embrace disruption can determine your success as a government leader. These are just a few of the things you can do to be prepared.

Source: Exec in Gov.

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**Dr. Deming's 14 Points on Total Quality Management Approach**

Dr. W. Edwards Deming is a quality and process improvement guru who went to Japan to help the economy and organizations after World War II. Deming additionally taught statistical process control to pioneers of noticeable Japanese organizations. According to him:

"By enhancing quality, organizations will diminish costs and in addition increase productivity and market share."

His quality philosophy, coordinated basically at administration, is expressed compactly in his renowned 14 Points:

1. **Create constancy of purpose for improvement of product and service:** Motivate the employees to stay focused in the market and help about the significance to remember stability in jobs and new open doors which might come up in later stages, as actuating a feeling of reason in creating quality products will function as the motivation to work efficiently.

2. **Adopt the new philosophy:** The customer's requests and tastes change quick and the competitors in the market develop at a fast rate today, and we need to acknowledge new philosophies as per the market patterns.
3. **Cease dependence on mass inspection**: Rather than inspecting the product for quality after production, implant quality toward the starting itself with production quality control, as this will guarantee no raw materials are wasted for the purpose of value.

4. **End the practice of awarding business on price tag alone**: Rather, minimize total cost. Move towards a single supplier for any item, on trust.

5. **Constantly and forever improve the system of production and service**: Systems and services must keep growing leaps and bounds in order to catch up with the competitors in the market.

6. **Institute modern methods of training on the job**: A trained employee has more efficiency and quality than an untrained one, so giving instructional courses will definitely enhance the nature of the individual and specifically it helps in better product quality execution.

7. **Institute modern methods of supervision**: An organization can display stunning growth if potential leaders are identified and encouraged.

8. **Drive out fear**: Making a fearful impression in the workers does not give more quality and profitability to work. In the event that a man is not working energetically with fulfillment then he can never do a work flawlessly regardless of the fact that he has the expectation to be perfect in conscious mind, so driving out fear is the key.

9. **Break down barriers between staff areas**: The employees in sales, design and manufacturing must cooperate to face issues and resolve them, which takes the organization to better quality assurance.

10. **Eliminate numerical goals for the work force**: Slogans or appeals call for more amount underway than concentrating on quality control in assembling, which will extremely harm the quality management. Workers ought to have a quiet and calm quality environment in the organization.

11. **Eliminate work standards and numerical quotas**: Focuses on quantity rather than quality of product.

12. **Remove barriers that hinder the hourly worker**: Supervisor responsibility must be focused on quality, not numbers.

13. **Institute a vigorous program of education and training**: A man must develop in the wake of joining an organization, and giving them a chance to learn new innovation and techniques will expand worker life span.

14. **Create a situation in top management that will push every day on the above points**: Much the same as products and services, each employee in an organization must work to achieve the transformation.

Source: ASQ-Hoosier Hills
We are happy to announce we have the NEDO Executive Board for 2016 elected! Please note that we do still have a couple of openings. If you're interested in a vacant position, please let us know!

President: Chelsea Harrison  
Vice President: Cody Johnson  
Secretary: Alisha Corwin  
Internal Activities: Orga Auberry  
External Activities: Daniel Irving  
Onboarding Advocate: Corey Cannon  
Norfolk Tour Coordinator: Heidi Slaubaugh  
Cultural Advocate: Danielle Talbert  
Web Master: Gina Hembree  
Community Service: Vacant  
Tour Coordinator: Vacant

A description of each position can be found at the end of this e-mail.

If you are interested in nominating yourself or another person for an office, please read through the Office Description and Responsibilities below.

THE NOMINATION PROCESS:  
To nominate yourself or another person for an office please do the following:

   If Nominating Yourself:  
   Obtain Supervisor Approval  
   Submit your Name, The Office you are running for, your Contact Info, and a 2 to 5 sentence description of yourself and why you and why you want to run for this office.

   If Nominating Another Person:  
   Notify the person that they need Supervisor Approval By 11/20/1015  
   Submit their Name, The Office you are Nominating them for, and Contact Info  
   Tell them to Wait for a Nomination Acceptance Email
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: Lisa Oswald
- 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 they should join, explain to them the importance of supporting the work we do.

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.

You need not be an engineer to join!