Abstracts are invited for the Quarterly Technical Exchange Meeting Forum to be held on December 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 Dec10, quarterly forum.
On October 14, 2015 the American Society of Naval Engineers (ASNE) Southern Indiana Section hosted guest speaker Historian Mr. John Laurence Busch. John re-calibrates the minds of the audience before showing why the proposition of making the first crossing of the Atlantic Ocean on a “steamship” was met with a mixture of skepticism and fear. Then he show how Captain Rogers addressed those fears, by designing a new kind of steam vessel, capable of overcoming the dangers of the deep. He shows that Savannah is more than a “steamship.” and that it is the first example of globalized high technology in the history and that Savannah served as the globalizing trailblazer of this supernatural invention.

John has devoted years of research to discovering the true story of Captain Moses Rogers and the steamship Savannah. This led him to scour archives and libraries from Portland, Maine to Savannah, Georgia, and across the Atlantic Ocean to the far reaches of Europe, in search of new information on the life and career of Moses Rogers, one of the first steamboat captains in history, as well as the actors and events that resulted in the formation of the Savannah Steam Ship Company, and the construction of the steamship Savannah. John’s careful weaving together of many disparate sources results in a narrative that recalls both the fabric and style used in storytelling of old. It also shows just what Captain Moses Rogers and the steamship Savannah accomplished for eternity.

His work so far has taken him from Maine to Georgia to Montana, where he has given well over 100 presentations to date before a wide variety of audiences. He received over twenty positive reviews in periodicals from the United States, Canada, the United Kingdom and Australia.

Crane audience composed of different professionals, engineers, technicians, and scientists who keep abreast of history of high technology and engineering. This lecture was explained in a simple way and we also learn how a ship is build and what all ingredients go into this technology. The history of this high technology is important for the new generation to know where we started and where we are going now.

Mr. Busch was surrounded by the employees asking questions long after the program was over. ASNE SI may need to set up another session with him in future or we might invite him for the Crane family Science Fair so the students from surrounding counties get some good real history of naval engineering.
Above: John Laurence Busch (at left) during ASNE-SI Distinguished Lecture Series.
American Society of Naval Engineers – Southern Indiana (ASNE-SI) American Society for Quality (ASQ) Hoosier Hills Section (ASQ-HH) ASQ Crane Formation Group

Distinguished Educational Lecture

“Should the US Model the German Education System?”
Education in Germany: Is it the key to a better workforce?
By
Ms. Sue Smith

Executive Vice President Technology and Applied Sciences Ivy Tech Community College

On October 1st, 2015 the American Society of Naval Engineers (ASNE) Southern Indiana Section along with ASQ Hoosier Hills and Crane formation group hosted a guest speaker Ms. Sue Smith, the Executive Vice President Technology and Applied Sciences Ivy Tech Community Colleges of Indiana. Sue recently spend some time in Germany and studied the German Education System & compared with the US Model. Ms. Smith has been with Ivy Tech Community College for over twenty years in the Workforce and Economic Development Division. She has served as Executive Director of Workforce and Economic Development at the Columbus Campus for many years and currently she is the statewide Corporate Executive for Technology and Applied Sciences. The knowledge information was well received by the audience and raises several interesting debatable issues. We are providing the following few slides from a large number of presentation slides with her permission.
The German System

Hauptschule
- Lowest level of secondary schools
- Prepares students to enter labor force
- Used to be prep for apprenticeship
- Formerly for disadvantaged German children

Realschule
- Mid level non-professional careers
- Mandatory foreign language
- Pre-vocational and general education
- Math and science
- Prep for apprenticeships
Gymnasium

- Superior academic ability
- Mandatory foreign languages
- Core subjects are university prep
- Abitur examination
- Curricula and examinations for college entrance are aligned in subject matter

Teachers

- Requires internship
- Evaluated every 4 or 5 years until age 55
- Given grades by evaluators
- Quality control

About Germany -

True or False:
- Germany was always one country.
- It is the land of poets and thinkers.
- The education system produces top performers.
- Germany has high unemployment.
- It is a “book nation.”
- Women have achieved full equality in work.
- The government can approve or reject a baby’s name.
- Stores and shops are open 7 days per week.
- Oktoberfest begins in October.
- Declawing cats is illegal in Germany.

Apprenticeship in Germany

Biggest take-aways -

- No shortage of skilled labor
- No unemployment of youth 18+
- Industry prosperous and engaged
- Sense of pride
- System easily understood and validated
- Country is prosperous
- Innovation is prevalent
- Standard of living/quality of life is high
American Society of Naval Engineers – Southern Indiana (ASNE-SI) Presented a scholarship recipient award on Behalf of ASNE Headquarters

On September 23rd, 2015 the American Society of Naval Engineers, Southern Indiana Section (ASNE-SI) acted as a local section that represents ASNE Headquarters at the Naval Reserve Officers Training Corps (NROTC), University of Notre Dame. The section chair presented the scholarship recipient MIDN James Bachmayer with the award Check. The mission of the NROTC program is to develop and train midshipmen in preparation for careers as Navy and Marine Corps officers. The award was presented during an event ceremony where the Commanding Officer CAPTAIN JOHN P CARTER, USN introduce the guest. The ASNE-SI chair provided a brief introduction of the southern Indiana section in front of about 100 students, called "midshipmen," and other CO staff in that gathering. ASNE-SI offered an invitation to the Commanding Officer as a special guest speaker to talk about the ROTC program to Southern Indiana where students of several counties gather at the Crane Science Fair each April.

From left to right: Mr. James Bachmayer (award recipient MIDN), Mr. Maroof Qurashi (ASNE-SI Chairman), and Commanding Officer CAPTAIN JOHN P CARTER, USN
Crane News
"It's All About the Ships."

NSWC Crane successfully completed the In-Service Engineering Agent installation support for the MK-53 Decoy Launching System (DLS) Ordnance Alterations (ORDALT) onboard USS VICKSBURG (CG 69) in Mayport, Florida on Aug. 21 and USS DECATUR (DDG 92) in Everett, Washington on Aug. 28. The MK-53 ORDALT provides Electronic Warfare capability to US Naval Forces while conducting a variety of operations.

Angie Lewis, who two years ago became the first woman chief of staff at Crane Naval Surface Warfare Center, received a Torchbearer Award from the Indiana Commission for Women Wednesday Sept 30, night in Indianapolis.

Dr. Chris Fall, assistant director for the Defense Programs Office of Science and Technology Policy, Executive Office of the President, visited Naval Surface Warfare Center, Crane Division (NSWC Crane) on Friday, Oct. 9.

Naval Sea Systems Command’s (NAVSEA) Deputy Commander for Acquisition, Commonality and Expeditionary Warfare, RDML Thomas Kearney, visited Naval Surface Warfare Center, Crane Division (NSWC Crane) Oct. 7. Kearney’s office is responsible for supplier product quality and counterfeit and fraudulent material efforts for all of NAVSEA, and while at NSWC Crane he learned about the warfare center’s counterfeit electronic identification/testing capabilities.

Naval Surface Warfare Center, Crane Division (NSWC Crane) held an inventor appreciation event on Sept. 23 to honor employees who were issued patents within the last fiscal year. The luncheon was sponsored by the American Society of Naval Engineers-Southern Indiana Section (ASNE-SI)

Source: NSWC Crane Public affairs, COMNAVSEA All hand, Early bird
The American Society of Naval Engineers, Southern Indiana Section (ASNE-SI) invites all friends, coworkers, ASNE members or others to say good bye to Ms. Tiffany Adams. Tiffany holds many positions in this Southern Indiana ASNE section from: section Chair to vice chair, currently she is the section secretary. She bring many innovative ideas and very instrumental to move the Southern Indiana section into winning section of the year awards. She has accepted a position in the Air Force with the ICBM program as a Guidance Integrator, a more responsible position match with her higher educational background. She may provide a briefing about her new position. Tiffany held various Engineering positions at Crane and Involve in various diverse activities contributing to the big picture of NSWC, Crane. She also Chair for the Society of Hispanic Professional Engineers (SHPE) at Crane.

Please join us on Monday 9 November, 1100 to 1200, Bldg 3395 Main Conference room wishing her well. Any Questions can be directed to Mr. Maroof Qurashi at 854-4230 or Nova Carden at 854-1422. Snacks, soft drinks etc will be served. RSVP's are not required, however mark your calendar and plan to join us!
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
What Is ISO 9001:2015?

ISO 9001 is the international standard that specifies requirements for a quality management system (QMS). Organizations use the standard to demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements. It is the most popular standard in the ISO 9000 series and the only standard in the series to which organizations can certify.

ISO 9001 was first published in 1987 by the International Organization for Standardization (ISO), an international agency composed of the national standards bodies of more than 160 countries. The current version of ISO 9001 was released in September 2015.

Who should use the ISO 9001:2015 revision?

ISO 9001:2015 applies to any organization, regardless of size or industry. More than one million organizations from more than 160 countries have applied the ISO 9001 standard requirements to their quality management systems.

Organizations of all types and sizes find that using the ISO 9001 standard helps them:

• Organize processes
• Improve the efficiency of processes
• Continually improve

All organizations that use ISO 9001 are encouraged to transition to ISO 9001:2015 as soon as possible. This includes not only organizations that are certified to ISO 9001:2008, but also any organizations involved in training or certifying others.

Guidance on transitioning to ISO 9001:2015 will be provided in next issue of this Newsletter.

What topics does ISO 9001:2015 cover?

ISO 9001 is based on the plan-do-check-act methodology and provides a process-oriented approach to documenting and reviewing the structure, responsibilities, and procedures required to achieve effective quality management in an organization. Specific sections of the standard contain information on topics such as:

• Requirements for a quality management system, including documentation of a quality manual, document control, and determining process interactions
• Responsibilities of management
• Management of resources, including human resources and an organization’s work environment
• Product realization, including the steps from design to delivery
• Measurement, analysis, and improvement of the QMS through activities like internal audits and corrective and preventive action

Changes introduced in the 2015 revision are intended to ensure that ISO 9001 continues to adapt to the changing environments in which organizations operate. Some of the key updates in ISO 9001:2015 include the introduction of new terminology, restructuring some of the information, an emphasis on risk-based thinking to enhance the application of the process approach, improved applicability for services, and increased leadership requirements.

How do I get started with ISO 9001:2015?

Organizations and individuals that use ISO 9001 are encouraged to transition to the 2015 revision as soon as possible. However, the International Accreditation Forum (IAF) and the ISO Committee on Conformity Assessment (CASCO) have agreed to a three-year transition period from the publication date of ISO 9001:2015.

What are the benefits of ISO 9001:2015?

ISO 9001 helps organizations ensure their customers consistently receive high quality products and services, which in turn brings many benefits, including satisfied customers, management, and employees. Because ISO 9001 specifies the requirements for an effective quality management system, organizations find that using the standard helps them:

• Organize processes
• Improve the efficiency of processes
• Continually improve
• Organize a QMS
• Create satisfied customers, management, and employees

ISO 9001:2015 as a “business management tool”

In an article for ASQ’s QP magazine, Oscar Combs summarizes results of a Harvard Business School study comparing 916 organizations that have adopted ISO 9001 and 17,849 non-adopters. As Combs explains, the “business benefits” enjoyed by the ISO 9001 organizations included higher rates of survival and growth, increased wages, reduced waste, enhanced productivity, and improved health and safety performance.

Source: ASQ
Why Your Strategy Is Failing

By Ami Retamoza

You are motivated, you and your team are committed, and you come out of a strategy development process inspired. You put the document together, you do initial outreach and then it inevitably fizzles. Was it the wrong strategy? Were the wrong people involved? Was your team actually never invested in the first place? Are you in this alone?

The tendency is to blame your people – in particular when you have attempted to do something collaboratively, came out with something consensus-based and it still fails. I’m going to tell you the truth; in all likelihood it is you, your people, and the environment that you work in that are the problem.

Here are some reasons your strategy may be failing:

**Reality has set in.** The three months you spent building the strategy was great, and now it is back to the day-to-day. You address the data drills you have been ignoring and your managers go back to reassuring their people all is the same so they will continue to produce. How does the strategy fit into an organization that is already fully taxed?

**Nothing changes.** The strategy is set and you do some internal outreach to tell people about it. But nothing changes – funding is allocated in the same way, everyone is expected to produce the same results and work on the same programs, external communications about the organization are the same. If the strategy doesn’t change anything then what was the point?

**The team went in with no/the wrong data.** The team loves the strategy but when they talk to their people and their stakeholders about it they discover that the strategy focuses on all the wrong things. Can your organization implement something that has no buy-in?
You think the hard part is over. You walk out of the meeting energized and expect your people will carry the torch. One month later you discover nothing has been done, nothing has changed and your strategy is dead. Can a strategy without a driver survive?

Strategy is no longer a one-and-done communications activity. If you want a strategy that sticks, you need to change people’s realities. This is not to say that you will necessarily end up with all happy employees. Strategy that matters causes waves and may cause people to leave or express dissatisfaction. These are the hard lines that leaders – true leaders – need to take to fix broken organizations and make good organizations great. Gather information from your staff and stakeholders before you embark on strategy. Think long and hard about how it will be implemented, whether your organization as it exists today is capable of implementing it, and what you need to change, reconfigure, or develop to help make it happen.

What is your experience with strategy efforts?

Source: Gov. Exec- Excellence in GOV

Onboarding New Hires

Row 1; Kayla Maningoine, Daniel McCormick, Samantha Archer, Jacey Anderson, Chelsey Hasler
Row 2: Markian Petrina, Michael Curry, Josh Cummins, Nicholas Howell, Nichole Lustre, Charlotte Miller, Patty Heldt, Nancy Stuffle, Joe Steinberg Row 3: Eric Anderson, Jeff Dodd, John Collier III, Bryan Bethea
Mario House, Diane Edwards, Michael Wagoner Row 4: Brandon Callison, Rob Derleth, Jamie Wagler
Jordan Bland, Eric Bass, Clarence Enlow, Dennis Nolley, Tyler Mullis, Clay Rollins

Source: Public affairs, NSWC, Crane
One of the more powerful leadership learning moments in my career occurred when I was part of a project team that was struggling to find traction around an important and complicated strategic initiative.

The team was flailing. The first leader, an autocratic, my-way-or-the-highway type, had been replaced with a committee of three senior executives as co-leaders. After all, this was important, and what could possibly go wrong with a group of senior executives leading the charge?

That failed. It turns out putting everyone in charge isn’t a great game-plan.

Following a contentious project review meeting the sponsor suggested a well-regarded mid-level manager as a solution to the project leadership challenge. While some voiced concern over her lack of title and senior-level heft, the sponsor suggested the core team members meet with her one-on-one before making a decision. It would be their choice. Her reputation was great. She was respected for her ability to work with others and she had helped groups navigate some sticky topics on numerous occasions. After the “interviews,” the core team members agreed unanimously that she was the right person for the role.

The time for her first official meeting with the extended team arrived, and within the first 10 seconds, we all knew this was different and that it would work. She led the meeting off with two powerful sentences: “I’m here to work for you,” and, “What do you need from me to help you succeed?”
After a few seconds of silence from the extended team members who likely were expecting the “here’s how we’re going to do this” speech, the suggestions started flowing.

She listened carefully, took notes, asked clarifying questions and after a few minutes of “what not to do,” the comments turned constructive. The next day she came back with what she described as her Leadership Charter. It was, she offered, “her new job description.”

Regularly remind us of the true purpose of our project.
Respect us by holding us accountable to our best work.
Demand that we operate as a true team.
Protect us from distractions.
Support our learning and development.
Hold us accountable to making decisions and correcting mistaken decisions.
Keep us from beating ourselves.

Powerful words, yes, but it was what she did next that brought them to life. She established a series of checkpoints where she requested the team provide input to keep her focused and help her improve. The every-other-week status meeting would include 10 minutes to discuss her leadership effectiveness. Input was to be frank and constructive. Additionally, she issued a monthly blind survey seeking anonymous input and she reviewed the input in the next status meeting. It took just one cycle through the status meetings and survey reviews for everyone to understand she was serious about serving the team and constantly searching for input on improving her own performance.

This leader served and the team prospered. She was demanding -- after all, you cannot hold people accountable to being their best and not be demanding. She made mistakes as all leaders do and when told of them, she quickly apologized and redoubled her efforts to improve.

The Bottom Line for Now

The team won. The initiative succeeded. This wonderful professional is now leading a successful startup as CEO. She taught all of us what it means to lead by simply asking, “How can I help?” And then doing something about it. Starting today, instead of telling, try asking.

Source: Promising practices.
How Stress and Worrying Can Make You Sick

by Olga Khazan

The advice, “Stop worrying! Stress is bad for you” is true, but as with a lot of health guidance, its vagueness makes it less impactful.

It’s like when people say that getting lots of sleep is important, or that you should eat more fiber—it’s the kind of thing people might like to do, but will probably keep forgetting to do, because it’s not immediately clear how it will make them healthier.

A video written by the Emory University professor of medicine Sharon Bergquist, clarifies how worrying actually affects the body, outlining what scientists know so far about the stress-sickness connection.

The video explains, when you’re stressed, the adrenal glands ramp up the release of the hormones cortisol, adrenaline, and norepinephrine. Adrenaline causes your heart to beat faster and can raise blood pressure. Cortisol causes changes in the blood vessels that can, over time, increase the risk of heart attack or stroke. Meanwhile, the brain relays the stress signals to the gut, which changes up its routine to allow your body to focus on the stressor. This is what’s behind that “butterflies in the stomach” feeling, but it can also lead to digestive problems and affect the composition of your gut bacteria.

Cortisol, meanwhile, can also increase the appetite and prompt the body to put on deep-belly fat. That fat releases compounds called cytokines, which in turn raise the risk of developing chronic diseases. When stress is chronic, rather than temporary, it can also dampen the functioning of the immune system, slowing healing times and making you more susceptible to infection.

Stress is most damaging for people who experience it all the time. Working long hours in a white-collar job to meet a deadline can be unhealthily stressful. But people who are constantly stressed about things like paying the rent or getting adequate childcare have the worst lot.

To mitigate some of these health consequences, Bergquist recommends viewing your stressors “as challenges you can control and master.” Easier said than done, but given the stakes, it’s probably worth trying.

Source: Excerpts from the article in Exec 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.

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!