

Readiness Reader

Volume 37, Issue 2

November 2016



Photo by Chrystal Smith

Giant work of engine repair

Mark Schexnayder, aircraft repairer, installs the T-5 wire harness, which measures the temperature, in the hot section of a T-64 engine that is used in an H-53 helicopter in Fleet Readiness Center East Building 133 at Marine Corps Air Station Cherry Point, N.C. Schexnayder is performing work as a part of the training program to become a mechanic.

Fostering professional workforce

Leadership grads aim to use training to strengthen workplace, lead careers

By Chrystal Smith

Fleet Readiness Center East Public Affairs Office

The world at Fleet Readiness Center East is a bit grander for a safety specialist, human resource assistant and an aircraft mechanic, having recently completed the Graduate School USA's New Leader Program.

T.C. Bond, Dorothy Kilei and Laura Kluge completed focused leadership curriculum that has enlightened their overall perspectives about the mission, workforce and future at the Navy depot.

"I was told that getting chosen for a leadership program at Fleet Readiness Center East is like winning the lottery," said Bond, safety specialist, about being selected to participate in the six-month leadership program that develops future public service leaders (in the grades of general schedule 7-11 or equivalent) through assessment, experiential learning and individual development opportunities.

Enrollment in the course required the participants to complete a personal leadership development plan, attend three, one-week residential sessions in Washington, D.C., complete a developmental assignment, shadow a high-ranking leader in the organization, undergo multiple assessments by coworkers and peers, and conduct a series of interviews of senior-level managers.

Having heard of the New Leader Program from alumni, they said they were encouraged to apply.

Various points about the program appealed to each of them, but all looked forward to the experience of it enhancing their leadership potential and exposing them to new opportunities.

"I'm always interested in any kind of training that's going to help develop me, make me a better leader and make me more qualified," said Bond. "I heard it opens up doors for you; that it puts you on another level when other opportunities come, because you actually get to meet people."

Kluge, aircraft engine repairer, who also

wanted the networking opportunities the program offered, said, "I wanted to broaden my perspectives, because I think in my position my exposure is limited and what I get to experience leaves many questions.

"I think the program gave me an edge to spark conversation with people that I wouldn't usually talk to," she said. "I like that I was told: 'You have the keys to the facility. Go meet people.'"

Kilei, human resource assistant, said she knew before going into the program that she needed to gain comfort in connecting with new people based on her plan of career progression, as well as gain better decision making skills. "As I grow in my career, I want to be able to understand the people I work with ... and understand their different personalities," she said. "I had to put away my biases prior to having any connection with people."

Kilei said she consciously dismissed the notion that it was "the same old leadership stuff."

She said, "I went in with an open mind, and I went in hoping to come out with something."

According to them all, the true growth happened in the process of completing the various assignments.

The development assignments gave each of them an opportunity to work for about six weeks in another area of the organization to get insight into other experiences of fulfilling the mission, as well as meeting new people. Bond was a resident in Labor and Employee Relations, Kilei interned with the Comptroller Group, and Kluge completed her practicum at Defense Logistics Agency Distribution Division.

"Mostly, what I wanted to gain was the bigger picture perspective ... to see some things firsthand instead of just hearing about them," said Kluge, explaining why she opted to go with DLA for her developmental assignment. "The program was a tremendous opportunity to see outside of those things and to see the bigger (external)

factors that play into the things that impact us daily."

Bond said the teambuilding activities gave him renewed standpoint on the value of coworkers and team members.

"To build dynamic teams ... everybody has value," he said, comparing the teambuilding to making a hearty spaghetti sauce. "You've got to find out what those values are. You've got to make people feel important and you've got to pull those things out of them. ... Find what one's value is, and bring it together. Make people feel they have purpose."

Kilei said spending time among financial officers during her 30-day internship and shadowing leaders with the F-35 program helped in improving her decision making skills.

"There was no (spending) two days to make a decision," she said. "They were constantly making decisions and moving forward; because that's what the business requires. ... And with the F-35 program ... I like that they get together every morning and they figure out what's working and what's not working and what can they do to make it better.

"That helped me, with my decision making, to see what it is that I can do to make my decisions better."

Now that the program is done, they confirm that their growth is evident.

According to Kilei, she is noticeably different.

"I did grow from being in this program," she said, mentioning that she now is more willing to try those things that challenge the limits of her comfort zone. "Opening myself up to further growth really did help me."

Kluge said she grew by becoming more cognizant of her own personality and leadership style.

"I gained a lot of self-awareness," Kluge said, explaining how the dynamics of the group with which she was teamed and as-

See New leaders on page 7.

"Generating Combat Air Power for America's Marines and Naval Forces"

Readiness Reader and Readiness Reader Lite are publications of the Fleet Readiness Center East Public Affairs Office, located on Marine Corps Air Station Cherry Point, N.C. The editorial content of this newsletter is approved by the Corporate Communications Division of FRC East. This newsletter is an authorized publication for members of the Department of Defense. Its contents does not necessarily represent the official views of the U.S. Government, the DoD or the Department of the Navy, and do not imply endorsement thereof. The editor reserves the right to edit submissions to conform to editorial policy and Associated Press Style Guide. The editorial staff is located in Building 137, Room 1049. Publication of hardcopy content occurs once monthly. Submissions are due at least two weeks before publication. Call 464-7353 for more information.



Commanding Officer: Col. Vincent E. Clark, USMC
Executive Officer: Col. Clarence T. Harper III, USMC

Public Affairs Officer: John Olmstead (252) 464-9111
Editor: Chrystal Smith (252) 464-7353

Photographer: Dave Marriott (252) 464-7028
Videographer: Kim Walker (252) 464-7230

What's something a supervisor or manager does to empower you in the workplace?



Tracy Ikard
Security Guard
“Not micromanaging me. Having the confidence in me to get the job done when he or she is not around.”



Lora Vidana
Aircraft Mechanical Parts Worker
“Our supervisor is really good. He gives us information every morning. He’s pretty good at letting us do what we (are employed) to do and backs us up if we have an issue.”



Charles Cabrera
Nondestructive Inspection Technician
“Our supervisor lets us be individuals. He’s confident in our ability to go and address matters that involve others — production controllers, task managers and work leaders — outside of our shop to get the job done efficiently.”



Jeff Judy
Sandblaster
“(Ensuring) I know what I need to do my job. I just never have any trouble. Do your job keep your nose clean.”



Stephen Nugen
Aircraft Electrical Work Leader
“They allow me to utilize my skills and assets to accomplish tasks and deadlines set before my shop.”



Lori Chapman
Production Controller
“Being able to go to them for information to complete the task. And when we use that information to back up our decision, having the supervisor or manager to stand behind us on the decision we made. Bottom line: Stand behind us, Have our backs on the decisions we make to complete the task.”



Melanie Rankin
Human Resource Specialist
“Trusting me in what I need to do.”



John Stafford
Machinist
“Giving me the latitude to do my job in a manner I think is best; accepting that there is more than one way to get to (accomplishing) the objective.”

What artisans do to make Ospreys fly

V-22 Osprey aircraft undergo scheduled maintenance and repair at Fleet Readiness Center East Building 137, Hangar 1 at Marine Corps Air Station Cherry Point.

Photos by Chrystal Smith



Frederick Ellis, aircraft mechanic, navigates the configuration of lines and other components to remove a hydraulic (system 1) line from a V-22 rotor wing Oct. 5 in Fleet Readiness Center East Building 137, Hangar 1.

Andre Gerena and Briane Barnhill, aircraft mechanics, lifted high above the floor in Hangar 1, work to remove the hub assembly on a propeller rotor of a V-22 aircraft Oct. 5. Gerena, under the watch of Barnhill, goes through the necessary process to become qualified to perform lift and removal work.



Chris Zeman, aircraft electrician, works to pin a connector to replace a damaged wire harness on a V-22 aircraft Oct. 5. Photo right: Jerry Besier, aircraft electrician, works up high to run a new wing harness in a nacelle, while Aircraft Workers Walter Bryant and Coboros Davis inspect the nacelle, according to technical manuals, to ensure the accuracy of part numbers.



Future follows FRC East engineers

High schoolers job shadow at Navy depot to get perspectives on STEM careers

A few engineers at Fleet Readiness Center East now know what it's like to work with someone looking over their shoulders.

The Engineering and Research Group, Air 4.0, hosted students from Early College East STEM High School for a job shadow event Oct. 14 to give a "snapshot" of possible careers in the fields of science, technology, engineering and mathematics.

"Job Shadowing is a great way to get a sense of what it's truly like working at a specific job. By participating in this event today you have taken an important step towards taking control of your own career destiny; by seeking information that enables you to make informed career decisions," said Toby Meadows, Fixed Wing Avionics Branch head, to a group of ninth-, 10th- and 11th-graders during welcoming remarks for the event in the FRC East Conference Room.

"Keep in mind that what you see and hear today is only a thin slice of the total engineering package," he added, aware that the teenagers would be looking ahead to making academic and career decisions. "I encourage you to take full advantage of this opportunity while shadowing your engineering host. Ask good questions, take notes and capture names for future networking and mentoring possibilities. This can help you make those choices wisely as you're going along."

According to Bettina Jahr, Research and Engineering Education Outreach coordinator, the group hopes its outreach efforts — shadow events, tours and recruiting — foster mentoring relationships between its engineers and students planning to pursue degrees in STEM disciplines.

Mike Ruggiero, aerospace engineer who works with AV-8 structures, said he was eager to participate to be available to offer an informed viewpoint from the engineering career field.

"It's not my job to convince them to become an engineer, but to show a perspective," he said. "I didn't have many opportunities like this in high school, and something like this would have been valuable to me then. It could only help whether they do or don't continue in engineering."

Sarah Swanson, mechanical engineer



Photo by Chrystal Smith

Mike Ruggiero, aerospace engineer, explains an engineering design development modification on an AV-8 aircraft to Ian Murphy, Early College East STEM High School ninth-grader, during a shadow event at Fleet Readiness Center East.

with the Joint Engineering Training Team, said she too wanted to share her experience in the field with the students to possibly influence any choices to continue in the field.

"Hopefully sharing my interest will help someone," she said, "so they can make up their own mind and make a semi-informed decision about a future in engineering."

At the different locations, the students received informal tours, and, where possible, a little hands-on experience to further whet their desires about the career path.

Ian Murphy, ninth-grader interested in aerospace and mechanical engineering, shadowed Ruggiero for a few hours to see up close what one might experience in the way after graduating college. He toured the AV-8 Preventive Maintenance Interval production lines in Building 131 and Building 188 and the V-22 line in Building 137.

"This visit will influence my decision," said Murphy, later agreeing that the shadow event helped in bridging classroom work to application.

Kyle McCamy, 11-grader interested in software engineering to program video

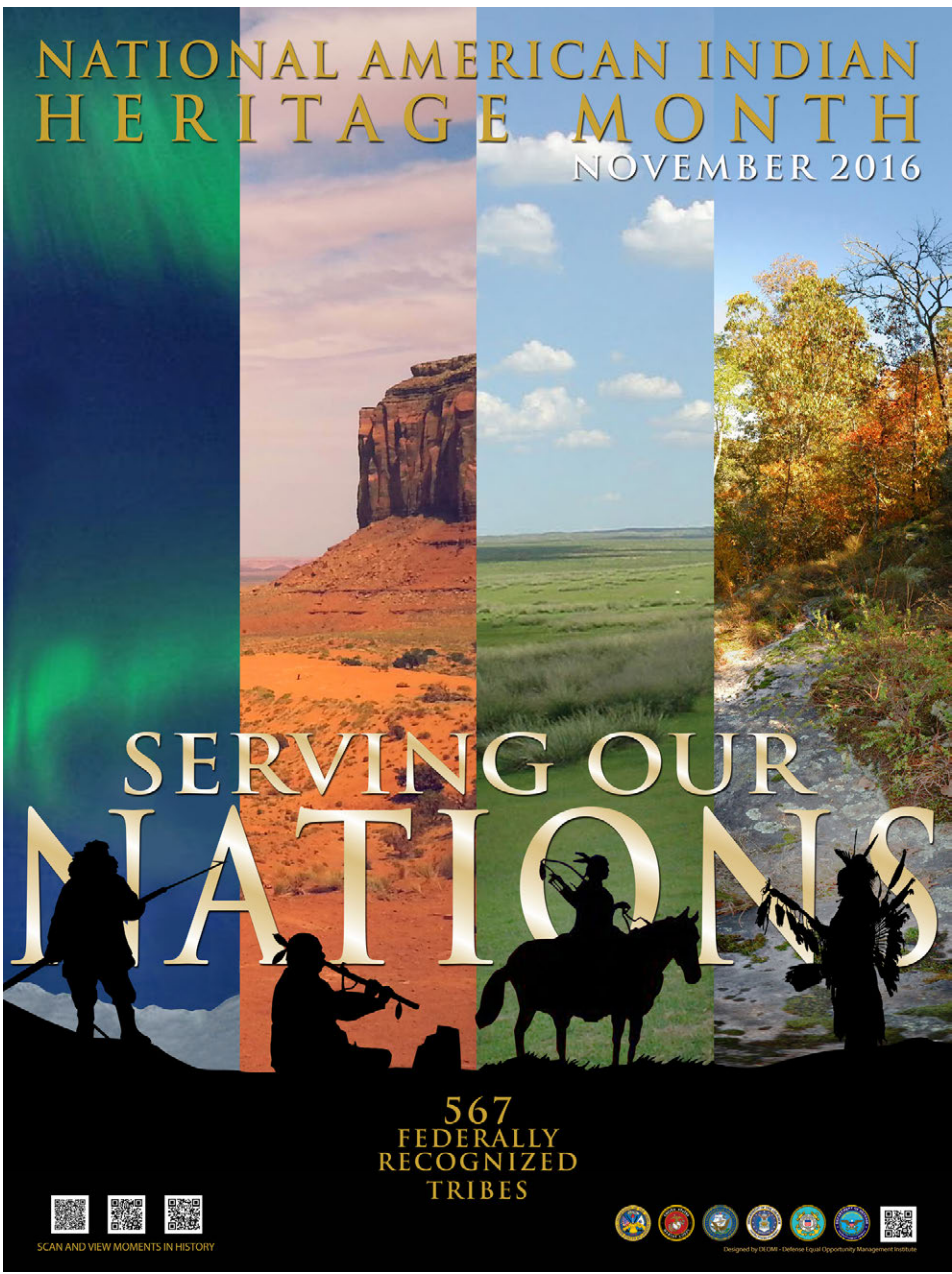
games, got a perspective on how end users need software to perform. His hosts gave him a workshop experience — a test program setup on the Electronic Consolidated Automated Support System; an example of software an engineer would use to generate code for programming purposes.

Though the workshop experience threw a lot at McCamy, he said the experience was worthwhile.

"This gives me insight into a career before going down that path," he said.

The job shadow events are also opportunities for FRC East to develop its team while strengthening partnerships with area schools toward recruitment and supporting education initiatives in STEM fields.

"As we strive to grow our own engineers we welcome engineering job shadows within the local eastern North Carolina schools to help show students what engineers at Cherry Point do every day," said Jahr. "We are experiencing great success with investing in these engineering relationships early and seeing them progress to not only summer internships and Engineering Development Assistance Program interns, but also becoming full-time employees after graduation from college."



Things of note

AAPI membership drive

The Asian American Pacific Islander affinity group holds a membership drive event Dec. 5 at 11:30 a.m. in Building 4033's Conference Room. AAPI welcomes all Fleet Readiness Center East and Naval Systems Command employees out to enjoy networking and food, and to learn about what the group offers. Join the group and gain leadership insight and professional development, learn how to identify and solve cultural obstacles in the workplace, learn more about promotion opportunities and take advantage of networking opportunities.

Onsite lactation stations

Fleet Readiness Center East at Marine Corps Air Station Cherry Point now offers onsite private, secure, and clean options for nursing mothers during the work day. Three locations are available in Building 137 (1st Floor), Building 4224 (Front Lobby) and Building 4841 (1st Floor). Contact Rashida Williams at 464-8674 for more information.

LWOP checkouts

Employees checking out at Fleet Readiness Center East in the status of "leave without pay" must notify the checkout point of contact and submit an electronic RPA with the appropriate information before going to the human resource office. Contact Ann-Marie Glenn at 464-7121 or anna-marie.glenn@navy.mil for more information.

NLDP application period

The NAVAIR Leadership Development Program will open its application period Jan. 17 to March 3. The program is designed for high performing NAVAIR workforce members who have demonstrated leadership potential to fully develop their leadership, management and productivity improvement skills. Visit <https://myteam.navair.navy.mil/KM/73/nldp/Pages/ProgramAnnouncement.aspx> for more information.

Nominate safety pros

Fleet Readiness Center East leaders are encouraging Safe Site leads and others to nominate members of the workforce for recognition for commendable professional acts of safety in the workplace. Submit nominations for the Safety Professional Award to Aviation Safety Officer Capt. Aaron Whiteman or call 464-5555.

New leaders

Continued from page 2.

essed played into her development experience. "Learning about myself (sic) was really important. I think finding out about my abilities to deal with adversity was good for me."

And now that the course is done for them, they have already begun recruiting for the next class.

"If you have an opportunity, you need to apply," said Bond speaking as one from a production background. "You never know until you apply whether you'll get it. It doesn't guarantee promotion, but it better prepares you for some things. The things that you learn (through the program), you can take those back to help your organization."

"I recommend this course to people who enjoy challenge, who want opportunities in

their careers and who want change," said Kluge.

"I would challenge anybody and everyone who is looking to improve him- or herself to go into the leadership programs that are offered across the board," said Kilei. "I am open to anyone who is interested in getting in the program. Come talk to me. I will help you along the way, because along the way I got a lot of help from people I did not know."

The graduates said they are willing to share more of their perspectives of the program with anyone interested. Query them by email, and use the contact information found in the global address list.

Find more information about the Graduate School USA leader development programs at <http://www.graduateschool.edu/content/clm>.

Kudos



Photo by Dave Marriott

William "David" Blowe receives the Calibration Branch Employee of the Month Award from Calibration Lab Branch Head Danny Barrow. Blowe has been onboard at Fleet Readiness Center East for two years aligning and repairing electronic test equipment for Marine and Naval forces.

Give'em Kudos

"Kudos" is reserved for spotlighting members of the workforce and giving special acknowledgements to Fleet Readiness Center East employees. Before presenting the award or certificate of appreciation, contact the *Readiness Reader* editor or the Corporate Communications Division to try to get your team member's noteworthy performance highlighted here. See page 2 for contact information.



Photos by Chrystal Smith

John Collmann, mechanical engineer, explains operations of the main rotor gearbox and what happens when the component is placed on a test stand in the Intermediate and Tail Test Cell at the H-1 Gearbox Repair and Test Facility. Matt Slaughter, mechanical engineer, shares with students from Macy McInturff's sixth-grade class more bits of information about Fleet Readiness Center East as they wrap up the end of the morning part of the tour and depart the production area of Building 137. Fleet Readiness Center East Research and Engineering Group played host to more than 50 students from Broad Creek Middle School Oct. 28 for a tour of the facilities at Marine Corps Air Station Cherry Point.

