

Crosscut Panel Meeting



June 2007

Agenda Items

7:30 – 8:00

Continental Breakfast

8:00 – 8:15

**Welcome & Introductions;
Meeting Overview**

Larry Gebhardt, Chair

8:15 – 9:00

**NSRP Program Update Discussion
MI Team Report**

**Jim House or Larry
Dick Boutwell, MITL**

9:00 – 9:15

Panel Project Update: Image

Larry

9:15 – 9:30

**Select Nominating Committee
for Officer Elections at Fall Mtg.**

Les Hansen

9:30 – 10:15
10:15 - 10:30

**Plan for Future Meetings
Break**

All

10:30 - 10:45

Crosscut engagement in NSRP projects

Dick Boutwell

10:45 - 11:45

**Project planning for future panel
and ASE projects**

All

11:45 - 12:00

Wrap Up

Larry

12:00 – 1:00

Lunch (catered)

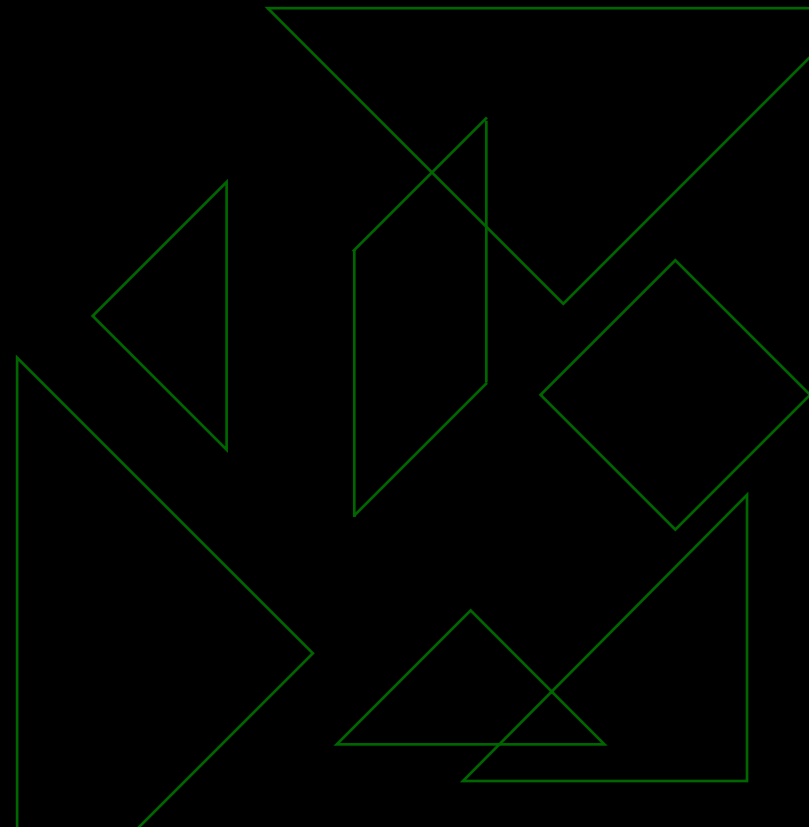
1:00 - 4:00

**Tour of EB's Quonset Point Facility
(WC and Crosscut Groups)**

**Bob Santos,
Quonset Point**

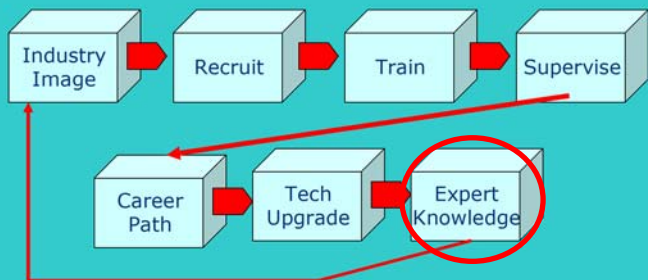
NSRP Update

- ◆ Presented June 12
- ◆ Discussion?



Small Business Innovation Research (SBIR)

- ◆ Phase II award of an NSRP topic
 - The Aptima Phase I Option (\$30K) is currently being processed
 - The Phase I Option is for Aptima to develop a Phase II plan
- ◆ Topic 05-161 Improved Work Performance in Shipbuilding Environment
 - Aptima, Inc – Knowledge and Experiences of Expert Labor (KEEL)
- ◆ KEEL is aimed at technology/methodology to
 - capture expert knowledge from our senior shipbuilding and repair technicians, supervisors, and managers
 - codify and store the knowledge in a repository system
 - facilitate knowledge recall for use in training of individuals and work teams



Knowledge Transfer

Sustain and build the knowledge base

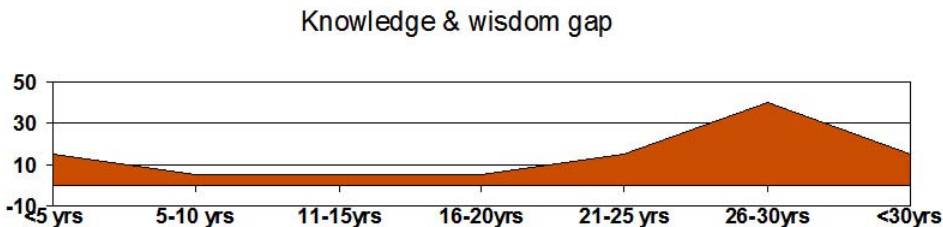
Knowledge Capture Interface

1. Questions for Organization and Storage
2. Responses to Questions
3. Video Recording



Knowledge Framework

Dimensions	Competencies	Experiences
Dimension A	Competency A1	Experience A1.1 Experience A1.2
	Competency A2	Experience A2.1 Experience A2.2
	Competency A3	Experience A3.1 Experience A3.2
Dimension B	Competency B1	Experience B1.1 Experience B1.2
	Competency B2	Experience B2.1 Experience B2.2
	Competency B3	Experience B3.1 Experience B3.2



Knowledge Playback Interface

1. Questions for Retrieval
2. Responses to Questions
3. Video Playback



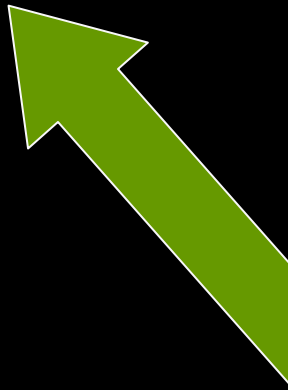
Image Project

- ◆ Commercials & Website – new samples
- ◆ Shipyard-College Collaboration
 - Tidewater
 - ATN
 - Seattle
 - Alaska
- ◆ Consortia Update
- ◆ Shipbuilding & Repair Career Day

Web-Ad Concept

Ad Drafts

- ◆ [Bored at home](#)
- ◆ [Bored at the office](#)
- ◆ The Diner
- ◆ My Story



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MY STORY

ANDRE LOGAN BREWER

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NORTHEAST
GREAT LAKES
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Web-Ad Concept

Other Page
Concept

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RESOURCES - CAREER CHANGE

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More paragraphs about why to begin a career in shipbuilding....

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Crosscut Elections

- ◆ Nominations to Les Hansen
 - Chair
 - Vice Chair
- ◆ Discuss bylaw changes for other positions
 - Workforce development; education & training; organization & culture; technology transfer; HR Management

Bylaw Discussion

- ◆ Consider additional Panel VC/Coordinator for each SIP Emphasis Areas:
 - Organizational & Culture Change; Doron
 - Human Resources Management: Don
 - Education and Training; Barbara M
 - Workforce Development and Retention; Leber
 - Technology transfer: Les
- ◆ Consider panel name change

Help we need

- ◆ Your ideas
- ◆ Your time & talent
- ◆ Volunteer to join panel work groups



Good organization, good teams, and basic skills of job instruction, job method improvement, and job relations enable lean, affordable production.

Nov 2007 Meeting

- ◆ Fort Lauderdale location
- ◆ With SNAME SMTCE & SPS
- ◆ Panel Meeting Tues Nov 13.
 - Topic Focus Decision & Planning
- ◆ SNAME Nov 14-16

Winter-Spring 2008

- ◆ West Coast – San Diego?
- ◆ Alaska – on AMHS Ferry to Ketchikan?

Crosscut engagement in NSRP projects

- ◆ Dick Boutwell – MITL
- ◆ Develop method and tools to help all NSRP projects have appropriate
 - Education and training
 - Workforce development
 - Organization development & culture change
 - HR Management

Project Ideas

- ◆ Accelerating learning: job, social
- ◆ Improving supervisory leadership for the lean workforce
- ◆ Virtual team & work group learning
- ◆ Content development for Crosscut Resources Center and GoShips.com
- ◆ Shipbuilding & Repair Culture Conference
- ◆ Crosscut Panel Inter-panel Functional Enhancement
- ◆ Design image media-marketing campaign
- ◆ Develop new curriculum (shipyard-college teams)
- ◆ Develop web- computer curriculum delivery (entry)
- ◆ Turnover reasons/prevention survey
- ◆ Survey and report best practices for welding training
- ◆ Survey and report production/performance incentives and workforce recognition programs
- ◆ Best practices for integrating different/foreign/temp workers

Panel Chair Activities

- ◆ Article for Maritime Reporter with Audrey Smallwood, ATN; Barbara Murray, TCC
- ◆ Paper selected for SNAME Ship Production Symposium: Developing the Lean Workforce (Gebhardt & Agin)
- ◆ Crosscut SBIR submissions (6)
- ◆ TWI Summit Presenter June 6, 2007
- ◆ NSRP ECB presentation with Dick Boutwell – June 28