



# Crosscut Initiatives Panel Meeting

National Shipbuilding Research Program

Bath, Maine – October 2008

Hosted by  
Bath Iron Works



# Housekeeping/Safety Briefing

- Restrooms
- Emergency Exits
- Evacuation Instructions
- First Responders/CPR certified?
- Emergency Phone Numbers
- Fire Extinguishers



# NSRP Advanced Shipbuilding Enterprise Panels

- Environmental Technologies
- Surface Preparation and Coatings
- Welding Technology
- Business Process Technologies
- Systems Technology
- Facilities and Tooling
- Product Design and Material Technologies
- Shipyard Production Process Technologies
- **Crosscut Initiatives**

# Crosscut Panel's Five Roles

## Strategic Investment Plan

- Workforce development and retention;
- Education and training;
- Organizational development and cultural change;
- Technology transfer;
- Human resources management

These functions "cut across" other areas in shipyards

**Slide 4**

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**LPG1**

Laurence P. Gebhardt, 7/15/2006

# What Can Crosscut Do?

- Support our colleagues. They need to meet customer demand for:
  - Production/Delivery,
  - Quality,
  - Cost
- Crosscut folk must understand the business and then help facilitate change
- People qualities: managers, supervisors, technicians with passion, skill, discipline

# Anti-Trust Rules

- *Regarding your company's and/or your competitors' product and services:*
  - Do not discuss current or future prices.
  - Do not discuss any increase or decrease in price.
  - Do not discuss pricing procedures.
  - Do not discuss standardizing or stabilizing prices.
  - Do not discuss controlling sales or allocating markets for any product.
  - Do not discuss future design or marketing strategies.
- *Regarding your company's and/or your competitors' selection of their supplier companies:*
  - Do not discuss refusing to deal with a company because of its pricing or distribution practices.
  - Do not discuss strategies or plans to award business or remove business from a specific company.
- *Regarding your company's and/or competitors' trade secrets:*
  - Do not discuss trade secrets or confidential information of your company or any other participant.

# Introductions

- Meet your colleagues

# Opening Welcome

Jeffrey Geiger

Senior VP of Operations

VP Engineering

Bath Iron Works

A General Dynamics Company



# Crosscut Panel Agenda

Wednesday, October 22, 2008

<b>8:00 – 8:30</b>	<b>Opening Remarks/Housekeeping</b>	<b>Larry Gebhardt/Don Bewley</b>
	<b>Welcome</b>	<b>Jeffrey Geiger, Senior VP of Operations &amp; VP Engineering</b>
<b>8:30 – 9:15</b>	<b>Shipbuilders Council Turnover Survey</b>	<b>Ian Bennitt, SCA</b>
<b>9:15 – 9:30</b>	<b>Break</b>	
<b>9:30 – 11:00</b>	<b>Retention Presentation/Workshop</b>	<b>Michele Martin</b>
<b>11:00 – 12:00</b>	<b>Retention Panel Discussion</b>	<b>Facilitator: L Gebhardt</b>
<b>12:00 – 1:00</b>	<b>Working Lunch (catered) – meet new people</b>	
<b>1:00 - 2:00</b>	<b>Skill Standards, Career Paths, Apprenticeship</b>	<b>Doug Ward, ASD</b>
<b>2:00 - 3:00</b>	<b>Adult Motivation Techniques</b>	<b>Dick Boutwell, NGNN</b>
<b>3:00 – 3:15</b>	<b>Break</b>	
<b>3:15 – 4:00</b>	<b>Role of Industry Image in Retention Strategy</b>	<b>Audrey Smallwood, ATN</b>
<b>4:00 – 4:30</b>	<b>Retention &amp; Workforce Development</b>	<b>Roundtable Discussion</b>
<b>4:30</b>	<b>Adjourn, travel back to hotel</b>	
<b>5:30 – 7:30</b>	<b>Hosted Reception at Hotel – Dinner on own</b>	



# Crosscut Panel Agenda

Thursday, October 23, 2008

7:00 – 7:45	Continental Breakfast at hotel	<b>Bus at 7:45</b>
8:00 – 8:15	Welcome & announcements	Larry Gebhardt/Don Bewley
8:15 – 9:00	Capturing Expert Knowledge	Rebecca Grier - Aptima, Inc.
9:00 – 9:15	NSRP Program Update	Dolly Pelto, ATI
9:15 - 10:00	Modern Shipbuilding Design	Paula Langteau, UW Marinette
10:00– 10:15	Break	
10:30 – 10:45	Crosscut Panel Elections	Les Hansen
10:45 – 11:15	Standardized Training Curriculum	Dick Boutwell - NGNN
11:15 – 12:15	Next Meeting/Strategic Planning	Larry Gebhardt & All
12:15 – 1:00	Lunch (catered)	
1:00 - 3:00	Tour Bath Iron Works shipyard	Pat Conley/Adele Suggs
3:00 – 4:30	Continued discussion & planning	All
4:30	Adjourn, return to hotel, dinner on own	