

Build Teams - Build Boats

Have you ever wondered what makes a department or an organization a “high performing” team? We certainly bear witness to many examples in our lives, whether it be the New England Patriots football team, perhaps a particular ship you served on in the Navy, or even some departments here within EB. I’d like to share some thoughts I have learned regarding ingredients that contribute to high performance teams.

First, and perhaps most important, the front line supervisors need to have the skill, ability, and desire to direct the work of their employees, as well as train and mentor their people. This is no easy task, and is why many of us describe front line supervision as the hardest (and most rewarding) job there is here at EB. The job is made even more difficult when you consider that as a result of the work we have on our plates and significant growth we are experiencing, many of our supervisors and our shipbuilders, as well as the people assigned to them, do not have the decades of shipbuilding experience that their predecessors had, and therefore lack the depth of knowledge to be that high performing individual contributor or the inspiring leader that they desire to be. The Deck Plate Leader Development (DLDP) training program is meant to bolster this important ingredient, along with a number of other initiatives available here at EB.

Next is the role that other key people in organizations play in overall success. I am referring to managers, subject matter experts, quality advocates, and many others in various departments. These are the people who are key in supporting the supervisors in running their crew each day. It is the responsibility of these people to make themselves available to surveil the work or testing being performed on a regular basis and record these observations. Many of us have heard Mr. Graney say “you get what you inspect, not what you

expect”. This is key because it allows department leadership to understand positive and negative trends in their group, and course correct them with training or skill development where needed, all while giving supervisors the bandwidth they need to execute their own day to day responsibilities. An important step in this process is the feedback of these observations to the supervisor, crew, and rest of the department, in order to ensure expectations are well understood. Our riggers in Department 230 are especially adept at self-surveillance for strengths and weaknesses in their organization, and all of us should strive to emulate this capability.

We execute some very complicated and challenging tasks during the course of submarine construction here which we should all be proud of, but we must also seek opportunity to improve and to eliminate the “if only...” at the end of each work day. And with the continued VIRGINIA Class work, Maintenance and Modernization contracts, and new COLUMBIA Class work, we should be striving for sustained, long term, ‘playoff caliber’ excellence from our organizations. I believe that strong internal surveillance programs will contribute to a culture of learning and excellence. I am not alone - we currently have a Level I problem team working on internal surveillance program best practices to be shared across the EB enterprise. I am anxious to learn from the work this team is doing, and I hope to leverage content they are developing in my own organization. I encourage each of you to consider how you monitor your team’s performance today, and what can you be doing to be a part of a high performance organization.

Mike Nowak

Director of Non-Nuclear Test, D272

Ocean Transport Barge HOLLAND Arrives at EB's Groton Shipyard

On Sunday, the new Ocean Transport Barge Holland arrived at EB's Groton Shipyard. The 400 foot long barge was purpose-built to support delivery of Columbia class ballistic missile submarines. Electric Boat is the prime contractor on construction of the Columbia class, the nation's top strategic defense priority.

The Holland was constructed by Bollinger Shipyards, LLC, of Lockport, Louisiana. The namesake of the new barge is John Holland, the Irish-born immigrant who designed the first submarine purchased by the US Navy. Holland's design was brought to life by the shipbuilders of Electric Boat and delivered in 1900.

"We are happy to welcome Holland to her new home in the Groton shipyard," said Kevin Graney, President, General Dynamics Electric Boat. "Our fellow shipbuilders at Bollinger have delivered a terrific asset, on time and on budget. Holland will play an important role in the construction of the Columbia class of submarines, which will carry nearly 70% of the nation's nuclear arsenal."

The Columbia class is now being built at Electric Boat's Quonset Point, RI manufacturing facility. Skilled tradespeople will construct and outfit Columbia modules at Quonset Point which will then be transported by the Holland barge to the company's final test and assembly facility in Groton. The first Columbia module is expected to arrive in Groton in 2023.

Construction of the Columbia class, which will replace the aging Ohio class, is the nation's top strategic defense priority. For nearly 15 years, Electric Boat has been working on plans to execute the design and construction of this crucial program. As a consequence, the Columbia class was the most complete design of any previous class of submarine at construction start in October of 2020. The company has hired and trained thousands of new skilled tradespeople, collaborated with its suppliers to prepare for the expanded demand for technical support and invested nearly \$2 billion in new facilities to support construction of the Columbia class.



The ABCs of GRATITUDE



PARTICIPATE FOR A CHANCE TO WIN A \$100 GIFT CARD!

Contact a Wellness Coach today for more info or to enroll:

Groton/New London/Off-Site Locations

AnnMarie.Bartelli@plusone.com | 860-822-3160

Monika.Benoit@plusone.com | 860-822-3480

Quonset Point/NEO

Jennifer.Fine@plusone.com | 401-465-1097

THREE WAYS TO PARTICIPATE DURING THE MONTH OF DECEMBER!

15-Minute Department Wellness Session (Group)

Invite your coach out to your department for a 15-minute group wellness session to learn how practicing gratitude can improve your wellbeing.

ABCs of Gratitude Activity (Individual)

Contact your coach to receive a playing card. Complete the card on your own or with a group during the month of December. Return your card for a chance to win this month's giveaway!

One-on-One Wellness Coaching Session

Schedule a no-cost, 1:1 coaching session (in-person or by phone) for help with any goal: nutrition, exercise, sleep, stress, family wellness, heart health or diabetic lifestyle.

TUESDAY, DEC. 7

KING'S HWY. | NOON

LONG HILL RD. | 12:45 PM

SUBASE | 2 PM - 4 PM

GROTON | 2 PM - 6 PM

WEDNESDAY, DEC. 8

GROTON | 6:30 AM - 7:30 AM

GROTON | 2 PM - 3 PM

NEW LONDON | 2 PM - 5 PM

GROTON | 11 PM - MIDNIGHT

THURSDAY, DEC. 9

NORTH STONINGTON | NOON

SHAW'S COVE | NOON

NEW LONDON | 4 PM - 6 PM



**TURKEY
DISTRIBUTION**





2021 Christmas Ornaments in stock!
Free 2020 ornament w/ purchase!



GET A FREE 2020
EB LOGO ORNAMENT
WITH PURCHASE OF A
2021 USS COLUMBIA ORNAMENT!
WHILE SUPPLIES LAST

- Tons of boots!
- Carhartt & Timberland apparel
- Custom Order Jackets, Rainwear, Boots, etc.

Hours of Operation

Bldg 88: 8am to 4pm

Bldg 104: 8am to 4pm

New London: 7am to 2pm (M-W)

7am to 1:30pm (Th)



**EB Weekly Safety Briefing Wk- 48 12/05/21
– 12/11/21**



Working in the shipyard has potentials for job hazards. Pay attention to your surroundings and understand stored energy can be found in some unlikely locations.

See something, Say Something.

GENERAL DYNAMICS
Electric Boat

Policy Statement # 13: Electric Boat Corporation has established Occupational Health and Safety as the Company's Number One Priority.

SAFETY MESSAGE OF THE WEEK

Stored energy can appear in the least expected places!

**Please submit vaccination cards to
ProofOfCovidVaccination@gdeb.com**

DIRECTORY

When calling from an outside line, remember to dial 433 and the last four digits of the numbers below.

EMERGENCY	3-3333
Ambulance.....	3-3344
Fire Department.....	3-3617
EEO Officer.....	3-4167
Benefits.....	3-4201
Employment.....	3-7386
Environmental.....	3-2791
Ethics Hotline.....	1-800-433-8442
Payroll.....	3-3702
Safety.....	3-2811
Security.....	3-5530
Van Tran.....	3-7603
Timekeeping.....	3-6604
Training.....	3-0591
Yard Hospital.....	3-3470
Rad Con.....	3-5019

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To submit ideas, contact rmarques@gdeb.com

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www.EBLanding.com

No Current Traffic/Parking Announcements