



CONOPS Update

After Mr. Graney issued his President's Intent for 2023, the waterfront directors developed a Concept of Operations (CONOPS) to achieve the "end-state goals" of the President's Intent. We knew that achieving these goals would require unprecedented levels of unity, coordination, and mission focus. CONOPS is an improvement plan with specific actions to improve the functional areas of Unity of Effort, Business System Focus, Velocity and Volume Through Quality and Continuous Improvement, Battle Rhythm, and Culture of Driving Deliverables. The actions of CONOPS are completed in three separate phases:

Phase I (Unify the Waterfront): Implement immediate improvements in the functional areas to gain initial momentum.

Phase II (Formalize a New Normal): Review initial actions based on lessons learned in Phase I and codify those process and policies in a temporary standing order.

Phase III (Sustain and Improve Unification): Permanently capture our coordinated activities into a final policy and/or instruction.

Phase I is complete. Phase II is nearing completion. These phases have implemented process and policy improvements that will enable improved performance but have not yet translated to an appreciable improvement in velocity or volume. We are completing an assessment of the effectiveness of CONOPS Phase I and II. Some specific improvements are:

Aligning the STO Playbooks with ARTEMIS. This alignment gets us much closer to an "under glass" plan for coordinating test activities.

Key Event Readiness. This policy defines the readiness condition of all Steam and Electric Plant and Hull, Mechanical, and Electrical systems for each key event. Each system is represented on a stoplight chart with completion of testing and OPCON transfer to the Navy schedule. The process has greatly improved our system status understanding and allows us to identify and react to problems, while we still have time to preserve the schedule.

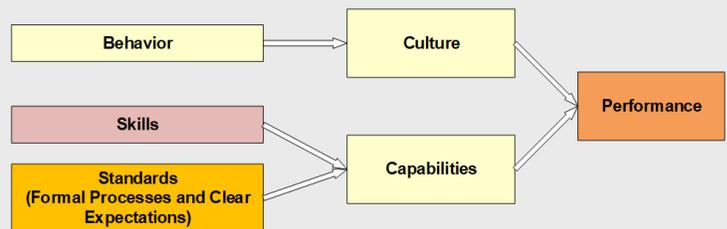
System Grooming and Space Close-out. Unification on this process has allowed us to turnover over portions of spaces from test much earlier than on previous hulls and appreciably reduced the number of unsats associated with space turnover.

Red Work Green Work Policy. How we use gatekeepers and Ship Not Ready processes to better provide workable work orders to trade foremen. The planning and preparation phases of this process have been effective; however, the execution has yet to improve overall performance.

One of clearest lessons learned from the first two phases of CONOPS is the necessity of communicating very clear expectations. This is not a new lesson but it is the most

challenging aspect of organizational change and improvement. No matter how many times you communicate with your team, there will always be someone in the audience who is "hearing" it for the first time. Leaders must put energy into communicating their vision. This is communicated by painting the desired end-state. When we put effort into detailing a formal process or procedure and clearly training our teams on the intent (why we changed the policy), content (what is defined in the policy), and the expectation (how we expect them to implement the change and how we expect them to use the change to improve performance), performance turns. The Waterfront Operations Directorates under Haugeto and Monaco are comprised of 44% new hires. STO is 48% new hires. This significant lack of in-year experience makes the need for formal written processes with clear understanding of intent, content, and expectation even greater.

The illustration below depicts the CONOPS lessons learned and emphasizes the need for formal processes and clear expectations to compensate for green labor.



Thomas Aydt

Director of Non-Nuclear Test, D272

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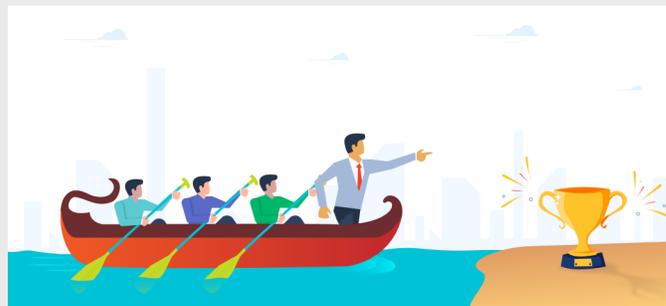
The Groton WIB is produced by EB Communications.
To submit ideas, contact ebcommunications@gdeb.com

CONTINUOUS IMPROVEMENT

Lead By Example

The Key to Establishing and Maintaining a Continuous Improvement Culture

Take a second to think about whether you are a LEADER in our organization. If you're in a management position, you are expected to be a LEADER. However, there are hundreds, if not thousands of other LEADERS in our organization. Every one of us who are willing to lend our fellow shipbuilders a hand in



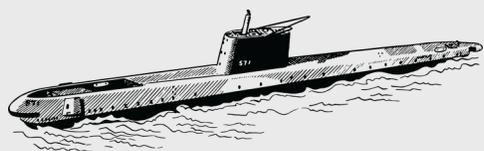
developing their skills or finding a better way to approach their job is a LEADER. Those who step up and make sure their co-workers work safe are LEADERS. By that account, every one of us has the opportunity to fulfill a leadership position in our organization.

As LEADERS we have a critical role to play in the evolution of our business. We must lead by example in establishing and fostering an environment of continuous improvement. The most effective way to do this is to participate in continuous improvement ourselves and engage or join those whom look to us as LEADERS in resolving the problems and inefficiencies they are encountering.

When we do this, when we actively participate in process improvement within our organization, the return on our investment stands to be culturally and monetarily exponential. As we lead by example, we inspire our fellow and new LEADERS alike to do the same. An engaged workforce makes for a happier workplace and that has an incredible positive affect on all of our wellbeing. So don't be afraid to step up as a LEADER. Don't be afraid to challenge the status quo. Be innovative and above all else be a role model and step up as a LEADER for your fellow shipbuilders.

Interesting EB Trivia:

When did construction on the first nuclear-powered submarine, Nautilus, begin?



Answer: 1951

Have a process improvement idea, or simply just want a board to bounce ideas off? Discuss your idea with your supervisor. If additional resources are required for implementation, your supervisor can contact Process Engineering.

EB Night at the Connecticut Sun

Thursday, Aug. 24, 2023 | 7:00 p.m. | Mohegan Sun Arena

As an Electric Boat employee, take advantage of this exclusive offer by visiting <https://fevo.me/ctsuneb2023> (access link from home or on a personal device) and entering promo code **EB2023** at checkout **to receive one free ticket** to see the Connecticut Sun play the New York Liberty on Thursday, August 24, 2023, at the Mohegan Sun Arena! **Friends and family can purchase additional tickets at a discounted price through this link.**

Come watch this rivalry game and see former UConn alum such as Breanna Stewart, Olivia Nelson-Ododa, Stefanie Dolson and Tiffany Hayes take the floor. Plus, it is Alyssa Thomas Bobblehead Night, so be one of the first 4,000 people in the arena to receive this exclusive giveaway. All EB employees will also have the opportunity to take a group photo on the court after the game.

For any questions, please contact Account Executive Andrew O'Connor at aoconnor@connecticutsun.com or (860) 862-4815.

Don't let stress
get the best of you

Join the Chill Challenge

Two-Week Challenge

(Join and participate for any two-week period through Sept 2nd.)



Tame those runaway thoughts this summer with the **Chill Challenge**. Practicing mindfulness can help alleviate stress by improving emotional regulation, leading to a better mood and increased ability to handle stress.

For this challenge, you'll keep track of each day you complete one mindfulness activity over a two week period. All activities are listed on the attached flyer.

Turn in your completed tracker to your Health Promotion Specialist to be entered into a raffle for a Yeti water bottle or tumbler. Each day that you check off is worth another entry.

Complete the brief [Pre-Challenge Stress Level Questionnaire](#) for an extra raffle entry.

Don't forget- Completing just one mindfulness or coaching session "counts" for one activity towards your individual [It All Counts](#) goal.

Reach out to your site contact below to sign up.

Courtney Moffitt

Health Promotion Specialist
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763-910-9480





Weekly Safety Briefing
07/30/2023 – 08/05/2023

200%
ACCOUNTABILITY



- Beautiful Sub Profile Art Print For Home Or Office!!! Only \$20.00!!!
- Moisture Wicking MADE IN THE USA We Build Freedom Sport Shirt!! Going Fast!!
- Come In and Check Out Our New Super Soft Wave & Gull T-Shirt!!
- ALERT!!! Idaho Coin Previously Sold Out... Back In Stores for a limited time!!

Hours of Operation
Bldg 4: 9:30am to 4pm
Bldg 104: 8am to 4pm
New London: 7am to 2pm
7am to 1:30 Th.

Respiratory Protection



Not using the right protection for the job could change your life!

Week 32

GENERAL DYNAMICS
Electric Boat

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

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
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Rad Con.....	3-5019

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