

To Lead is To Serve

It seems every day we see or hear of a new “leadership” style or guide and they tend to be focused on getting your employees to accomplish the goals you set for them. Complete the goals and you win. We all exercise leadership in some form, whether at work with our shipmates, home with our families, or out on a sports field. I recently came across a completely different style of leadership I’d like to share called “Servant Leadership”.

Servant leadership focuses on your team’s growth and well-being by putting their needs first (not their wants). What’s the difference between a need and a want? I need to have a roof over my head and be able to feed my family; I want to win the Powerball. I want to be a millionaire; I need to feel like I am valued at my job.

When team members feel personally and professionally fulfilled, they produce high-quality work more efficiently and productively. Employee satisfaction and collaboration are important concepts in servant leadership. Servant leadership is important in business because it creates a work environment in which employees at all levels of the organization feel respected, appreciated and valued. Businesses that follow a servant leadership philosophy tend to have stronger work cultures with higher employee morale and engagement.

Leadership is the skill of influencing people to work enthusiastically toward goals identified as being for the common good. Our influence is based on the relationships that we have built. Trust is the most important ingredient in building successful relationships. Without trust, it is difficult, if not impossible to build and maintain good, healthy relationships. Authority is the skill of getting people to willingly do your will because of your influence. Influence and power are two very different things. Leaders have power based on their position and can use this power to force or coerce someone to do their will because of their position. Power can erode relationships and trust.

Service and sacrifice are a choice to identify and meet the needs of others. Service and sacrifice is what authority is built upon. You cannot always control how you feel about other people but you can control how you behave towards other people. When you choose to extend yourself for others it requires patience, kindness, humbleness, respect, selflessness, forgiveness, honesty and commitment. Will is the unique ability to align intentions with actions and choose our behavior. With the proper will we can choose

to identify and meet the legitimate needs, not wants, of those we lead. Intentions plus actions equals will.

Leadership begins with will. With the proper will, we can identify and meet legitimate needs, not wants, of those we lead. When we meet the needs of others, we will, by definition, be called upon to serve and sacrifice. When we serve and sacrifice for others, we build authority or influence. When we build influence with people, we earn the right to be called a leader.

If you are interested in learning more about this topic, look up “The Servant: A Simple Story About the True Essence of Leadership” by James C. Hunter.

TRADITIONAL LEADERS

Sees leadership as a rank to obtain.
Uses power & control to drive performance.
Measures success through output.
Speaks.
Believes its about them.

SERVANT LEADERS

Sees leadership as an opportunity to serve others.
Shares power & control to drive engagement.
Measures success through growth & development.
Listens.
Understands its not about them.

Aviva Kennedy

Director of Vertical Outfitting

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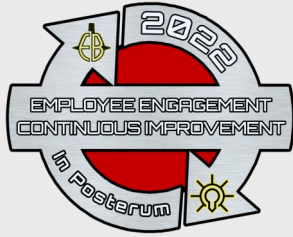
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The QP WIB is produced by EB Communications.
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Continuous Improvement

Do You Know What's Expected of You at Work?

People need to know whether they're making progress or marking time. Goals serve that function, but it's not enough simply to know that we want to make it to the summit. We need to know if we're still climbing, or if we're sliding downhill.



SMART Goals are Specific, Measurable, Achievable, Relevant and Time-Bound

S.M.A.R.T. stands for:

S = Specific - It is perfectly clear to everyone who must be involved in its achievement. It is clear and unambiguous. Most of the problems with goal achieving stem back to a lack of clarity in setting the goal in the first place.

M = Measurable - It can be defined in numerical or financial terms. It can be broken down into steps, each of which can be measured as well. The more clear the measures, the easier it is to focus and concentrate on achieving those numbers.

A = Achievable - It can be accomplished within the constraints of time, money, the external environment, the economy, the skills and abilities of the team members .

R = Relevant - It is within the bounds of reality and is something that people can develop a high level of confidence in achieving. In goal setting, many goals are “merely aspirational.” They do not reflect reality. They are more wishes and hopes than goals.

T = Time-bound - When you have specific schedules for the attainment of each part of the goal, and the completion of each part of the task, it is much easier for people to achieve the goal on schedule.

4 Powerful questions you should ask yourself everyday.

1. Do I know what is expected of me today?
2. Do I have the material and equipment I need to do my work right?
3. Do I have the opportunity to utilize my skills every day?
4. In the last 7 days, have I either given or received recognition or praise for good work?

Your Job is to understand what is expected of you and to do the best you can to meet those expectations. As Bill would say “Just Do Your Job.”

2022-2023 PROVIDENCE BRUINS

GROUP OUTING

General Dynamics Electric Boat



Ticket Details

- 100 Level Seating on Attacking Side*
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- Huge Savings off Box Office pricing**
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*Dependent on availability **Other Dates Available via link below

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Your mobile tickets are your vouchers to pick up your hat at Group Sales Table in Section 118.

For more info, please call/email: Anthony with the Bruins at (401) 680-4713 or Pontrelli@pseagency.com.



Annual Enrollment is November 17 through December 3, 2021.

Annual Enrollment is an opportunity to make sure you have the medical, dental, vision, and other benefits such as voluntary benefit coverage and life insurances you and your family need for 2022.

Look out for more information on how to enroll in upcoming WIB editions.



Quonset Point Weekly Safety Briefing
WK 38 09/18/2022– 09/24/2022

200%
ACCOUNTABILITY



- Great gift idea - EB Sub Line-up mugs - \$18
- Fish On Short and Long sleeves and hoodies back in stock!
- Caterpillar hat and sock bundles only \$20!
- **COMING SOON - NEW Nautilus Coin!**

Hours of Operation

7:30 am to 4:00 pm

7 am on Wednesdays 9/7 & 9/21



Be mindful of signs and roped off areas. These are in place for your protection.

Week 38

GENERAL DYNAMICS
Electric Boat

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

NATIONAL
HISPANIC
HERITAGE MONTH

September 15 to October 15