

TAKE-5 FOR INCLUSION & DIVERSITY

PAYING IT FORWARD

(BY VIRGINIA CLASS SUBMARINE'S DIVISION I&D CHAMPIONS)

INTRODUCTION

Scenario: *Peter is an experienced shipbuilder. When he first started at the shipyard, his foreman and other veteran team members took the time to mentor him and showed him the ins and outs of the business. From then on, Peter felt it was important to mentor new employees in his crew as a way of paying it forward.*



Can you think of other ways to pay it forward?

Our workforce is made up of five generations with vast knowledge and experience. As shipbuilders, each day we are presented with opportunities to 'Pay It Forward.' We have an obligation to share our knowledge and experience with the next generation of shipbuilders.

Let's look at ways to pay it forward:

- **Your Voice is Key:** Recognize that every shipbuilder is important to the success of the company. Master shipbuilders and those with many years of experience should take the opportunity to mentor new shipbuilders or those that are new to the team or program. New shipbuilders often come to us with fresh and innovative ideas. By pairing up with our seasoned employees they can collaborate and learn from each other

- **Step Up:** Step up further than the competition and be willing to go above and beyond to ensure the success of every program in the company. Let our internal and external customers know we want their business. One way to achieve success is to lend a helping hand to our teammates. If you have an idea or a better way of completing a job, step up and speak out.

- **Lean in:** Lean in further to ensure we achieve success in every area of our business. Always think of ways to make the company better. Just like in a football team, there are no spectators. Everyone must lean in and give 100% for the team to be successful.

- **Reach Out:** Reach out across the aisle to the different trades and other departments. Search and embrace new technology, learn more effective ways to help each other understand why working hand in hand is important to keep our unit strong. We are better together!



RECAP

As shipbuilders, it is our responsibility to pay it forward by sharing our knowledge with each other for the success of our company. Henry Ford once said, *"If there is any great secret of success in life, it lies in the ability to put yourself in the other person's place and to see things from his point of view - as well as your own."*