

I&D MOMENT

SHOW ME THE WAY (BY: SUBMARINE & FLEET SUPPORT I&D CHAMPIONS)



INTRODUCTION

Scenario 1:

A coach gave a direction to one of his newest players. The coach said you got the play? The player replied I got it! The player was excited about making the cut and being a part of the team. The new player gets on the field and tries to execute the play and it didn't go so well. The coach yelled in frustration "I thought you said you had it. I thought you knew what you were doing." Then the coach caught himself and paused, took a deep breath, and walked down the field and said "you know what, let me show you how to make the play".

- Was yelling at the player helpful?
- When was the last time you had an idea and you decided not to share it? Why?
- In the course of a day how many times have you seen an opportunity to help someone? Did you help them?
- Has someone helped you recently?

Scenario 2:

Sally's Crew has the best safety record in the shipyard. Joe's Crew does the same work but have been having a lot of accidents lately. Sally offered to have share safety tips and tricks with Joe's Crew to help them improve.

- What are some things we do well that we could share with other crews?
- What could we do better?

Most of us have heard the phrase 'I can show you better than I can tell you.' It is not always enough to tell someone how to do something. Many times it is more effective when we show them how.

Sometimes we have adjust ourselves as we navigate the waters of Inclusion and Diversity. Take that extra step, go the extra mile and walk the shop floor, the boat, the platen, the hall, 'our field' and show a teammate how it is done. Moving FORWARD in the evolution of shipbuilding at NNS we all can learn from each other.

Remember:

- ✓ **Civility** – If we changed our approach and tone like the coach did in Scenario 1, we can communicate more effectively.
- ✓ **Collaboration** – No one person has all the answers and no one person can build these ships by themselves. It takes everyone working together to get the job done.
- ✓ **Enable** – In order for us to be successful in every area of our business we have to share what we know. Share success stories so others can learn
- ✓ **Inclusion** – Your input adds value that we can't do without.
- ✓ **Diversity** – The best solutions include ideas shared across value streams. Designers, engineers and trades collaborating, and breaking down barriers to solve challenges together

As shipbuilders we are one TEAM and we need to have each other's back. This includes sharing what works well, so others can learn. An Inclusive and Diverse workplace includes recognizing that we all have different learning styles, so showing is sometimes better than telling as it removes misinterpretation and overcomes communication barriers. Sharing ideas and information across value streams helps us all become more agile and efficient as we move FORWARD!