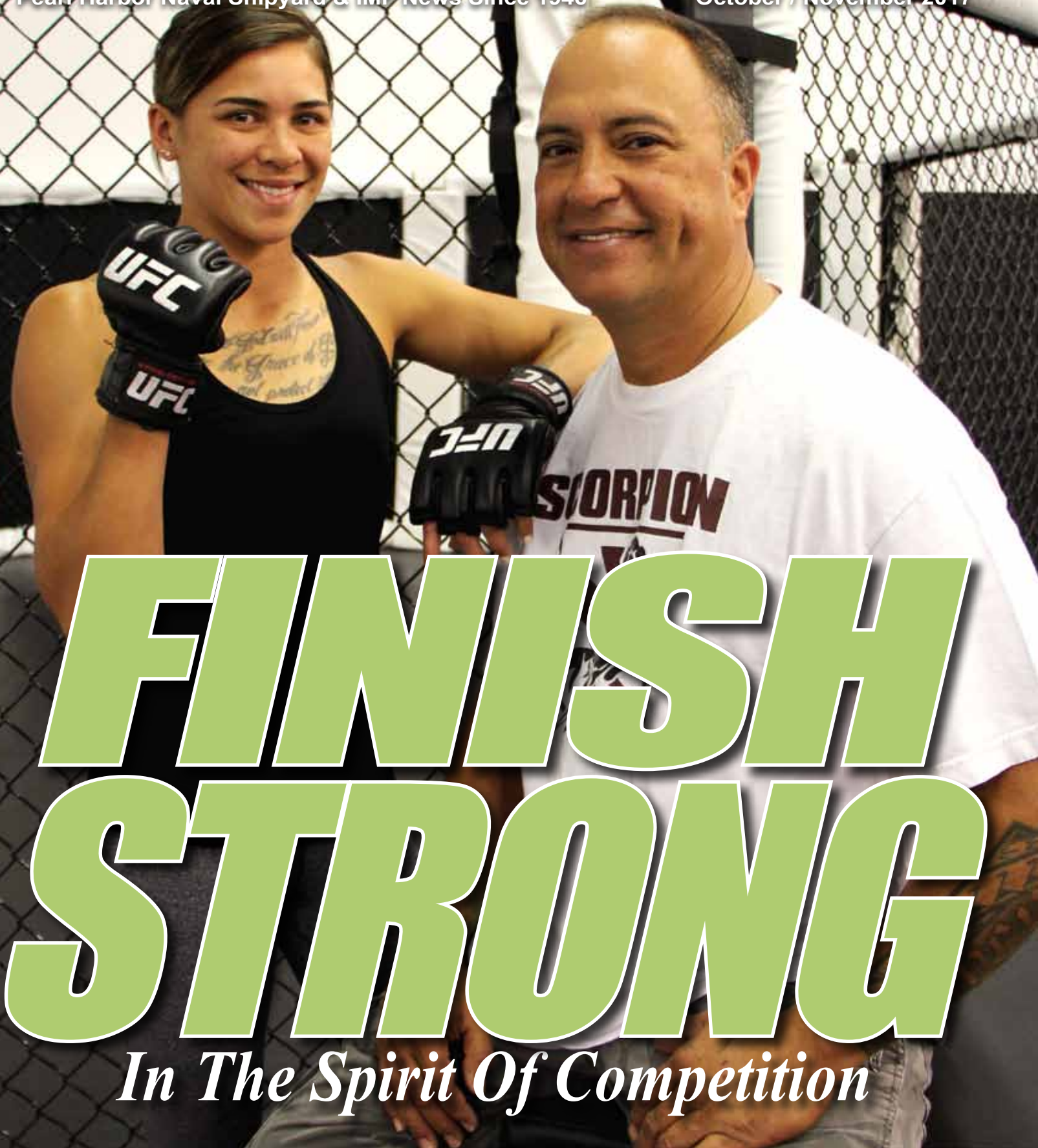


2nd Annual Sports Edition

# SHIPYARD LOG

Pearl Harbor Naval Shipyard & IMF News Since 1946

October / November 2017



# FINISH STRONG

*In The Spirit Of Competition*

# M.A.H.A.L.O. means more than thank you

Aloha, Team Pearl!

It has been an honor serving as your Shipyard Commander for three months now. I have observed the highly technical skills that you all put to use day in and day out while maintaining the focus on returning submarines and surface combatants to the Fleet that are "Fit to Fight." Everyone in this strategically vital shipyard plays a vital role in accomplishing complex work that is so critical to our nation. I thank each of you for your integrity, your accountability, your initiative and your toughness. We will need to draw on these core attributes as we continuously improve our productive capacity to accomplish our assigned workload.

I have been out to speak to most of you, but I wanted to capture my command philosophy in my Commander's Corner for your reference. In speaking with many of you, I shared my excitement of being selected as your Shipyard Commander and wanted to tie my command philosophy to that gratitude. So I decided to use the letters in the word mahalo (an expression of gratitude) to share my philosophy.

replacements completed 13 days early, emergent Main Reduction Gear bearing repairs on USS O'Kane (DDG 77), and on-time undocking of USS William P. Lawrence (DDG 110).

**Focus Area:** We all need to be focused on getting our depot-level submarines completed on time. This is where we will spend most of our time making improvement in our strategic focus area: Predictive Planning, Workforce Development, Innovation, and Capabilities. I will discuss our efforts in these areas in future issues.

**Accountability.** We must be accountable to ourselves first, and then hold those around us accountable also. Holding oneself accountable is part of our individual quest for self-mastery. As we learn to hold ourselves accountable, we will be better able to extend that accountability to those that lead us, to our peers, and to our direct reports. Let's also remember the CNO's other core attributes of Integrity, Initiative and Toughness.

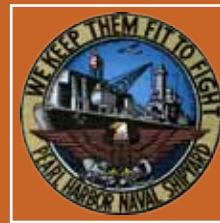
**Humility.** I expect each of us to use humility in our leadership, in our coaching, and in our mentoring. We are all leaders, from the first year apprentice, to senior leaders in the shipyard. I expect us to have tough conversations, to challenge requirements, to learn something each day, but to do it in a way that shows respect. With a humble approach in our leadership, continuous learning will flourish and a safe-to-fail environment will foster continued learning.

**Aloha Spirit.** The spirit of aloha is what makes this shipyard unique. I encourage all of us to treat each other with love and respect. This aloha spirit also means that we should look for the good in each person and use that good to form the best teams to accomplish work using the most efficient means.

**Leadership, Learning Organization, Lean.** I've mentioned above that we are all leaders. As each of us executes our responsibilities at the right level, our capacity to accomplish work grows. We need to ensure that authority accompanies responsibility so that each one of us can properly function in our stewardship. We are in the process of revitalizing our Learning Organization and Lean principles and practices. Improving our discipline in these areas will increase our productive capacity.

**'Ohana.** The honu is symbolic in Polynesian culture of 'ohana. I have two large photographs of honu in my office. One reminds me of my immediate family, and the other, my shipyard family. Both are important. As we work together and are aware of and take care of specific needs of our shipmates, our teamwork and camaraderie will grow and develop; our performance will improve. Let's take care of our 'ohana.

MAHALO.



October & November 2017  
Vol. 70, Number 10

<https://www.flickr.com/photos/phnsy/>

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**ON THE COVER:** Shop 71R4 Hazardous Waste Supervisor Denny Sebala pictured with his daughter, professional UFC fighter, Kailin Curran.

Photo by: Justice Vannatta



On October 6th, PHNSY & IMF Commander Capt. Greg Burton joined USS Greenville (SSN 772) project leaders for a Yelling Tree planting ceremony.

**Mission focus.** We must accomplish our mission, but we need to do our work safely and with first-time quality. The readiness of the Pacific Fleet depends on our ability to safely complete scheduled intermediate and depot level maintenance availabilities, voyage repairs and Fly Away Team repairs on submarines and surface combatants with first-time quality. This aligns directly to NAVSEA's #1 priority of delivering ships and submarines on-time.

**Successes:** 82 on-time intermediate maintenance submarine availability certifications at FMB. This includes USS Bremerton (SSN 698) Docking CMAV that completed 45 days early, USS Greenville (SSN 772) Docking CMAV that completed 21 days early, USS Topeka (SSN 754) complex nuclear valve replacement in Guam completing one week early, nuclear work on USS Charlotte (SSN 766) extended CMAV completed ahead of schedule in support of its on-time completion, USS San Francisco (SSN 711) complex valve and elbow

# Career Fair Fares Well

Story and photo by Mike Andrews  
Deputy Public Affairs Officer



The number of job seekers attending the WorkForce Career Fair on Sept. 19 nearly doubled attendance at the February job fair, thanks in large part to the introduction of Direct Hiring Authority (DHA) for select positions being offered by Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF.)

“DHA is a win-win proposition,” explained Maurice Honeywood, PHNSY & IMF’s Administrative Officer. “For people interested in a Shipyard career, they can apply for some jobs without using the USAJobs website. It’s a win for the Shipyard that allows us to streamline the hiring process by 60 to 90 days.”

“The Shipyard always draws a big crowd to the fairs,” said Audra Dinell, Vice President of Account Services for Success Advertising Hawaii, organizers of the fair. “The fact that the Shipyard was able to offer direct hiring opportunities was a huge win for the event!”

More than 250 members of Team Pearl collected 3,000 resumes, screening 108 for possible direct hires and conducting 55 on-the-spot interviews. Job Fair organizers estimated 3,700 attended the event, held in the Neal Blaisdell Center in Honolulu.



Shop 11 Shipfitter General Foreman Kanoa Andrade explains to one of the 3,700 people attending the Workforce Career Fair, about the benefits of working at PHNSY & IMF.



Shop 17 Sheetmetal General Foreman Jamie Correa showcases the many processes that Code 920 contributes to the overall mission.

## Capt. Burton Inspires at JLV Lunch and Learn



On 7 September, shipyarders spent their lunch developing their leadership skills and learning about what they can do to help the shipyard at the Learning Organization Steering Group (LOSG) Joint Leadership Venture (JLV) Lunch and Learn. Delivering an energetic, inspiring and thought provoking presentation, guest speaker Capt. Greg Burton, shared his perspective on what makes PHNSY & IMF Nō Ka ‘Oi.

By practicing the principles of “MAHALO” (Mission Focus, Accountability, Humble leadership, Aloha, Learning Organization and LEAN and ‘Ohana), each one of us as proud shipyard employees can do our part in ensuring our shipyard’s success. Dialogue and candid knowledge sharing occurred in the forum which facilitated rapid sharing of information and learning to occur.

“When I reflected on what was shared in the event about our command values (Honor, Courage, Commitment and Aloha), I realized that it’s our ability as shipyarders to live, share and embed the Aloha spirit wherever we go - that enables us to be Nō Ka ‘Oi,” said Justiny Alimoot; Shop 56 Nuclear Pipefitter.

Internalizing the disciplines of a Learning Organization to be Nō Ka ‘Oi ensures our ability to continue to provide not just for ourselves, but also for the future of our great Nation!

Photos by Justice Varnatta

Story by Melissa Lamerson  
Code 100PI.2 LOSG Chair



# USS Greenville Win

Story by Lt. Michael Fortiner  
Code 305 Deputy Project Superintendent

**P**earl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) celebrated another victory with the early completion of the Docking Continuous Maintenance Availability (DCMAV) for USS Greenville (SSN 772) on Aug. 31.

Originally scheduled to complete on Sept. 21, the hard work of the project team, ship's force and contractors paid off, providing 21 valuable operational days back to the fleet. With 47,500 man-days of work, including a significant combat systems modernization, propulsion shaft replacement, equipment upgrades, and numerous refurbishments of ship's components, the scope of work proved to be challenging, with many opportunities for learning.

The quantity of work planned for this availability was equivalent to a normal Docking Selected Restricted Availability (DSRA), which allows up to 24 months for planning. Because it was a DCMAV, the planning timeline was condensed into a 50-day period, with the project team assigned only 75 days before the start of the availability. This abbreviated planning timeline, along with a new work cutoff date only 30 days prior to the start of the availability, also made development of an accurate project schedule a challenging task.

The Greenville project faced significant schedule challenges due to conflicting sail work by Alteration Installation Team (AIT) contractors and ventilation system valve restoration by PHNSY & IMF. AIT modernization work was critical to project completion, but the ventilation valve work was also high risk, based on historical data. To mitigate risk, the project integrated all AIT work into the project schedule and held frequent coordination meetings to minimize overlap of sail schedules. Even with delays in valve restoration, sail work was completed two days prior to availability certification.

To ensure the success of the project, the Greenville team leveraged the expertise and energy of the young project team. Four of eight assigned zone managers were first time ZMs, who made up for their lack of experience with strong initiative. The team was empowered to make decisions and resolve problems at the lowest level, instilling a sense of ownership and pride. That empowerment also aided in rapid problem resolution, preventing critical jobs from coming to a standstill while developing a plan of action to proceed.

Based on the expected length of the availability, two weeks of unencumbered crew training and one week for an engineering examination were included in the schedule. By accomplishing undocking two weeks early, the crew training and engineering exam did not count against the project's completion timeline, and the project positioned the ship to accomplish all required maintenance and training to start up the

engine room less than six months after the start of the availability. This allowed the project to finish three weeks ahead of the original completion date. Further, the ship undocked with zero cannibalizations, which helped ensure the ship's material condition would support testing and opened the team's bandwidth to "swarm" any test failure.

The key to Greenville successful availability is rooted in the team. No one person, shop, technical code, or division could make it succeed alone. Lt. Cdr. Mark Stanley, Squadron 1 Material Officer, played a vital role in brokering work and resolving squadron related matters. The Ship's Force Engineer, Lt. Cdr. Cuddy Brown, set the tone for the availability by coordinating ships work. Lt Chase Cummings, the Ship's DCMAV Coordinator and 3M George Chang, the Ship's 3M Coordinator, were instrumental in maintaining clear and direct communication between the crew and shipyard project team. MMAC Dakota Martinez, the Auxiliary Division Leading Chief Petty Officer, supported a significant amount of work to the ship's diesel generator and external hydraulic systems, while supporting numerous other jobs throughout the ship.

Finally, we cannot say thank you enough to the mechanics and apprentices that did the true wrench turning on Greenville. Your sweat equity and expertise are seen in every space and system on the ship. You are sending the most capable, modernized ship back to the fleet!

Photos by Justice Vannatta

P

earl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) experts recently played a key role in completing complex work required to prepare a former attack submarine for a new role as a moored training ship (MTS) for the U.S. Navy's submarine force.

USS San Francisco (SSN 711) was decommissioned on Nov. 4, 2016, after 35 years of service and was subsequently re-designated as a training platform for future submarine crew members at the Nuclear Power Training Unit (NPTU) in Charleston, S.C.

From mid-July to mid-August, an 88-member Shipyard team completed a valve and elbow replacement on the San Francisco at Norfolk Naval Shipyard (NNSY). Although completion of this Special Emphasis Job (SEJ) was scheduled for 38 days, Code 361 (a division and project team from the Shipyard's Nuclear Production Department (Code 300N)) set a targeted completion for 32 days. The Pearl Harbor team took up the challenge, completing the job in just 25 days -- 13 days ahead of the original schedule.

Pearl Harbor's support was essential to ensure the maintenance of key system component integrity for San Francisco's new duties as a moored training ship. SEJ's involve critical and complex work deemed to be outside of routine shipyard capabilities and functions.

PHNSY & IMF Commander Capt. Greg Burton said the collaboration between the two shipyards proved the importance of the services both organizations provide. "Our country has

four public and two private nuclear-capable shipyards, and, individually, we can't always do what is assigned to us," said Burton. "Sometimes one yard has a specific skill the other does not possess. So when the shipyards share, we learn faster. High velocity learning is critical -- not only because it's a Chief of Naval Operations' priority, but also because we've set up communities of practice so we can share knowledge. Being able to share these teams allows us to get the nation's work done."

Jantzen Nishikawa, Code 361 Project Superintendent, also emphasized how critical cooperation between Pearl Harbor and Norfolk was to successful completion of this complex job. "Working with Norfolk, we were able to execute this job with a 'One Shipyard' mindset," said Nishikawa.

"Special Emphasis Jobs require high intensity, complex planning, complex training systems and formal qualification training," Nishikawa continued. "Our team took ownership of the process and developed the specialized skill sets needed to get the job done."

The sharing and implementation of best practices and experiences from NNSY and the other public shipyards empowered Pearl Harbor Shipyarders to anticipate and engage problems and challenges before they were encountered.

Many PHNSY & IMF shops supported the work on USS San Francisco. In addition to Code 361, workers come from the Produc-



Capt. Greg Burton, commanding officer of Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility, congratulates Duane Hiromasa, a welder assigned to Shop 26N and a member of the valve replacement team assigned to special work on USS San Francisco (SSN 711), at Norfolk Naval Shipyard. The team was able to complete its work thirteen days ahead of schedule.

tion Resources Department (Code 900), including pipefitters from Shop 56N, machinists from Shops 38N and 31N, ship-fitters from the Shop 11N, technicians from Shop 56N (FARO), skilled laborers from Shop 64 (Sail Loft), welders from Shop 26N, and riggers representing Shop 72. Other Shipyard employees supporting this team came from the Special Project Branch (Code 2320.9), and the many divisions of the Quality Assurance Department, including the Radiological Monitoring Division (Code 105.3), the Radiological Engineering Division (Code 105.2), the Nuclear Inspection Division (Code 139), the Welding Engineering and Non-Destructive Testing (NDT) Test Examiner Division (Code 138), and the Non-Destructive Test Division (Code 135).

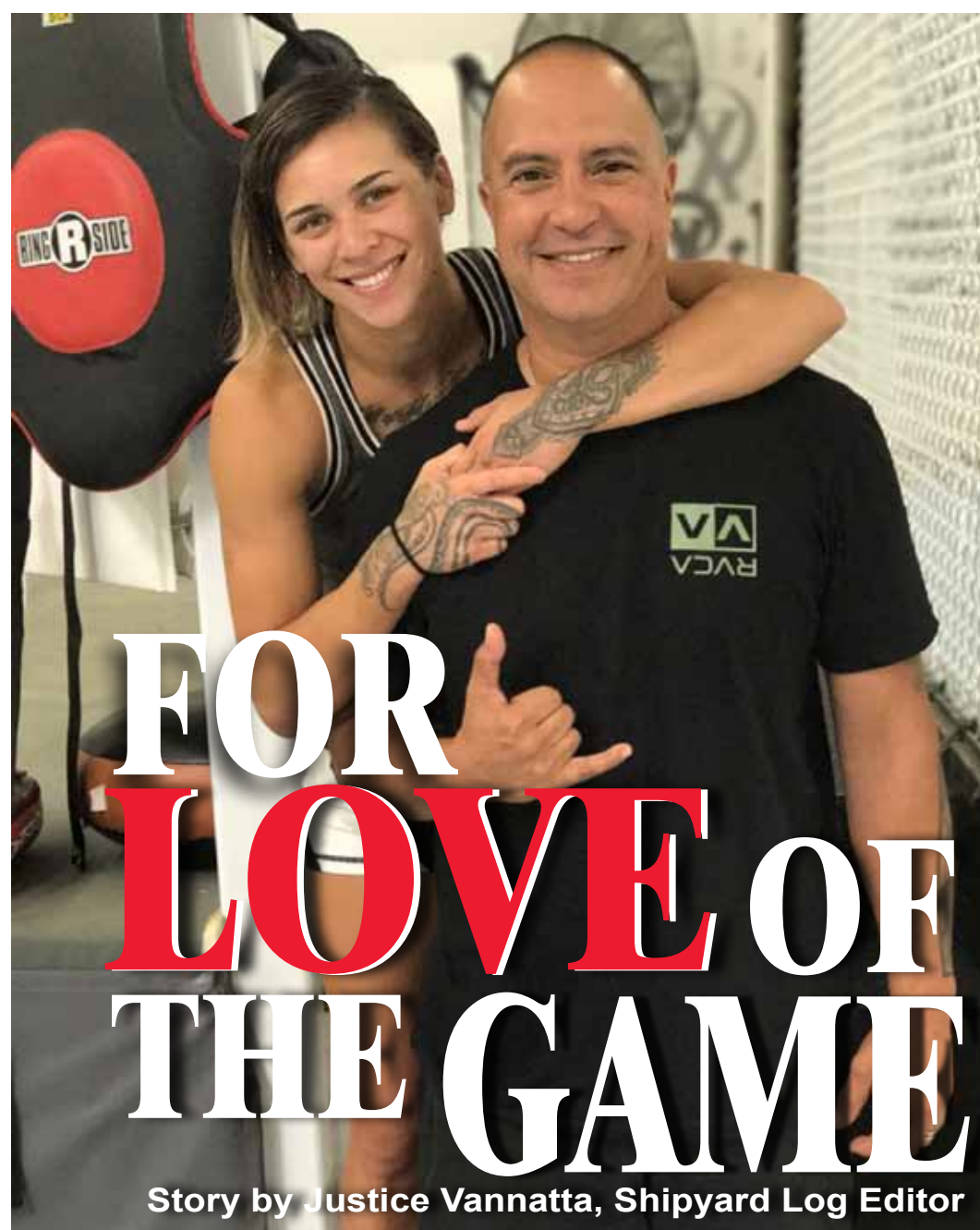
Capt. Scott Brown, NNSY Commander, praised the work completed by the PHNSY & IMF team. "Outstanding professionals with first time quality on a very difficult job," said Brown. "NNSY and the MTS program thank you for a job well done!"

**Story by MA2 Dale Smotherman  
PHNSY & IMF Public Affairs**

# USS San Francisco Win



Photo by Shayne Hensley



# FOR LOVE OF THE GAME

Story by Justice Vannatta, Shipyard Log Editor

cooler” increases exponentially. You may have heard the murmurs of a prideful story of one such Shipyard Ohana that is beginning to make its ascent into Hawaii hearts. Here’s where we introduce Ms. Kailin Curran -- an American mixed martial artist signed by the Ultimate Fighting Championship (UFC) to fight in the strawweight division -- the daughter of Shop 71R4 Supervisor Denny Sebala.

## ***How did you get started in MMA and fighting? (Kailin)***

My dad put me and my brothers in wrestling. From there, I started doing some kickboxing with my friends, had some amateur kickboxing fights, and, when I turned 18, I was able to have my first MMA fight.

## ***Was she always a fighter? (Denny)***

That’s a big yes! I knew after watching her break her collar bone at a wrestling tournament then she ran off the mat to go outside, I ran out to comfort her and tell her it’s all right you did so good. Her first words to me we’re, “Dad I wanted to win.” Then she tells me, “I want to challenge her again.” I said, “Not with your collar bone sticking out like that.” The rest was history.

## ***At what age did you know for certain that this is what you wanted to do? (Kailin)***

I don’t quite remember what age I was when I knew for certain that MMA was what I wanted to do. I do know it was a part of my life and that if there was any way I could continue to fight, I would. It was when the UFC announced that there was going to be a straw weight (115lbs) weight class added to the UFC. To be a part of the UFC was my goal and dream. I went on to be 3-0 in an organization called PXC, based in Guam. They showed me a lot of love there and provided a great platform for me to show my skill before getting signed with the UFC.

## ***How do you feel when you see your daughter get hit, especially in the face? (Denny)***

I will never get used to it. Me and especially my wife, Robin Sebala. Ever since Kailin was little, she was tough and spunky. Each time Kailin gets in the

**W**hy are we so drawn to sports and competition? Is it because we love winning -- or hate losing? Is it because society conveniently defines us that way? Maybe sports are a way to escape reality for a few hours, or maybe our love for them is based on our yearning to be a part of something bigger than ourselves. Whatever it is, whatever our reasons, sports have infiltrated popular culture and have become a way of life for many people.

As sports fans, we promote ourselves onto our favorite sports organization as if we were playing alongside ‘our’ teammates. There is no better feeling then to follow our team throughout a winning season and watch them ascend to the ‘Big Game’—we vicariously enjoy their thrill of victory! Of course, the antithesis is watching our team suffer through a

losing season – and sharing the agony of their defeat.

Recently, Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility has been producing some big ‘wins’ for our mission and has applied this ‘winning’ mentality to new submarine availabilities. Our work culture is evolving and now, more than ever, our people feel the personal pride of being a part of a winning team.

We all feel it off-Yard as well. Any time a local person from Hawaii gets recognition on a national or international stage, we fans in Hawaii rally together and root for our hometown heroes. This undying support is what makes Hawaii, Hawaii.

So when the heroes in the headlines are the children of our own “Team Pearl” families, the impact hits closer to home and talk “around the water

Photos courtesy of Sebala 'Ohana

cage and starts fighting, she tells me, she has to get punched in the face to turn on that button to fight. Go figure. I told her you're crazy. I hate to say this, but my daughter likes getting hit in her face. That's something you can't teach. You just got to have it if you want to be a fighter. I'm so proud of her because she worked hard and stayed on the straight and narrow path of life to make her dream become a reality.

**You were the first female fighter from Hawaii to sign to the UFC, how does it feel to represent Hawaii? (Kailin)**

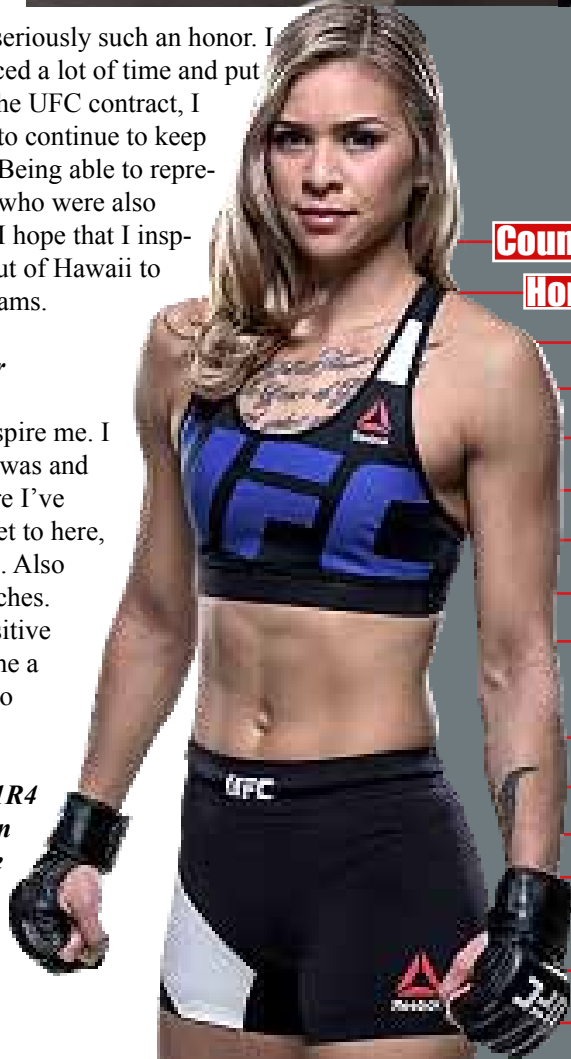
To know that I am the first female fighter from Hawaii to get signed to the UFC was seriously such an honor. I worked so hard and my family and I sacrificed a lot of time and put a lot of dedication into MMA. When I got the UFC contract, I knew that was just the beginning and I had to continue to keep my head down, work hard, and be humble. Being able to represent Hawaii in the UFC alongside the guys who were also doing the same makes me feel really good. I hope that I inspire the next generation of fighters coming out of Hawaii to work hard and to never give up on their dreams.

**What drives you? What are some of your inspirations? (Kailin)**

There are a lot of things that drive and inspire me. I think first it's gratefulness towards where I was and where I am now. When I look back on where I've been in my life and how hard I worked to get to here, it reminds and inspires me to keep on going. Also the support of my family, husband, and coaches. They inspire me by giving me hope and positive feedback. Lastly I feel like God has given me a talent and it would be a waste not to use it to glorify His name in everything I do.

**Denny, you are a Supervisor for Shop 71R4 with 14 years of experience, have you given Kailin some of the same advice that you've given to your workers? If so, how so?**

To respect others, work hard and don't worry about what others think about you. You can't make everyone happy. Just give 'em Aloha with a smile!



## Tale Of The Tape

**Country** United States of America

**Hometown** Honolulu, Hawaii

**Record** 4-4-0

**Height** 64 in

**Weight** 115

**Reach** 65 in

**Leg Reach** 37 in

**Sub** 25%

**Dec** 75%

### Significant Strikes

**Landed Per Minute** 3.68

**Accuracy** 45.14%

**Absorbed P/M** 3.59

**Defense** 57.24%

### Grappling

**Takedown Average** 3.39

**Takedown Accuracy** 80%





# 2017 Captain's Cup Winner Code 2300

C. 2340 Sarah Pitts, Luke Pitts (Son), Benjamin Pitts (Son) C. 2340 Eric Pitts, C. 2340 Darrell Leroux, C. 2350 Kyle Uehara, PHNSY & IMF Commander Captain Burton, C 2390 Pua Pahukoa-Malia, C.2340 Adam Clark, C2340 Brandon Pannabecker, Kyle Pannabecker (Son), Emma Pannabecker (Daughter), Crystal Pannabecker (Wife), C. 2301 Bao Jun Lei, C. 2320 Joshua Takiguchi, C. 2320 Kailani Jurasek, C.2340 Alex Jurasek, C. 2340 Curtis Frifeldt, C. 2320 Julie Mishima, C. 2340 Jason Frifeldt, C. 2301 Lester Matsumoto, Pua Grandson, Maile Aaroe (wife) C. 2340 Rick Aaroe, C. 2309 Arana Kawakami, C. 2340 Quincy Crowell, C. 2340 Donald Bolton-Haughton, Capt. Jamie Kalowsky.



## Varsity Champs: Riggers

Front row: Daniel Peterson, Elia Akau, Joshua Costa Second row: Jaimie Rego Earl Anthony Nawatani, Kyle Tuumalo Manaolana Salvani and Johnny Gentry



## JV Champs: All Starz

Front row: Brett Okumara, Paul Vidad and Randal Marcos. Second row: Kaylen Tomas, Darrell Ayonon, Tony Liva, Luke Okihiro, Brian Akizaki and Al Tomas



## East/West Champs: Leftovers

Front row: George Repollo, AllainMarco Yamzon, Ryannejay Poblete, Clayton Bareng, Salvador Cabellero, Lyle Bronson Lucrisia. Second row: Lindsey Brandon Lucrisia, Mark Anthony Marquez



## 2016 Majors Champs x56

Front row: Kai Higa, Jacob Manutai, Daylen Hale, David Parrow, Daniel Kawahakui, Ian Sato, Abraham Lobetos  
Second row: Scott Shimizu, Alika Pruet, Allan Quiocho, Sean Lorenzo, Thomas Carvalho, Tracey Takamiya, Zachary Santos



## 2016 American Champs x64

Front row: Kyle Kawaguchi, Kaylen Hayashi, Jason Ragmat, Troy Otake  
Second row: Rodney Nono, Lee Nouchi, Ryan Candilasa, Alika Shaw, Chase Masuda, Dwayne Butay, Rob Rhea, Frank (Pancho) DeAnda, Val Candilasa, Tylor Pavao, Darin Muromoto, Brandon Fernandez, Kip Masuda



## 2016 Minors Champs x52

Front row: Rylan Morihara, Warren Ganigan, Craig Campbell, Chris Goya  
Second row: Nathan Oki, Erin (Le'o) Sing-Chow, Jonathan Spencer, Krystal Kiyuna, Fidel Osorio, Nicolas Wong, Chad Sing-Chow, David Hirasuna, Jerrold Roque

Front row: MMCM(SW) C. Phelps C930, MMNC(SS) B. Love C300N, MMNCS(SW) M. Mette C300N, MMNCS(SS) S. Johnson, ICC(SW) R. Villanueva.  
Second row: EMNC(SS) M. Ball C305, CIV C. Herman C210, MMA1(SS) C. Skoog, ETN1(SS) A. Spera C300N, EMNC(SS) A. Abad, CAPT N. Blas, LCDR P. Murch C103, ETN1(SS) W. Surratt, LCDR R. Johnston C300.

## 2nd place JBPHH MWR Spring Intramural Softball League



Code 2330  
Control  
Engineering  
Division Sean  
Hamada,  
Chad Ka'anoi  
and John  
Tamanaha.



## 2016 Pearl Harbor Golfing Tournament Champs C. 2330



## Coed Division 2 Champs C109 Team: Dig IT

Kyle Matsuyama, Jason Okumura, Alyson Okumura, Missy Takahashi, Laarni Endozo, Dan Endozo, Stacey Tsuji, Ryan Kemp, Shannon Covington, Linda Hue



## Open Division Champs C920 Team Kapakahi

Bradley Bugado, Dwight Roxas, Ronson Olaso, Kaiki Ragragola, Dennis Fuentes, Tyler Hue, Chad Yawata, Melvin Faylogna, Colin Inong, Ryan Campos, David Morgan, John Chinen-Zablan



## Coed Division 1 Champs C100 Team: Strikers

Jessica Benito, Theresa Benito, Reid Nebrija, Kurstin Chun, Fathima Lau, Curtis Chong, Conrad C, Jordan T, Jason H, Brett I



## Winners PHNSY Fishing Tournament: Team Kolohe K Fish: Au 422 lbs.

## Pearl Harbor Fishing Tournament Hits 25 Year Mark

Story by **Wayne Wilcox**  
Retired Code 300  
Assistant Project Superintendent

Who would have thought that we could sustain this annual event for such a long time? This was never in the minds of the original planners. The founding fathers -- like myself, J.D. Okamura, Dexter Hirayasu, Trooper Morris, my dad Edward Wilcox, Norman Hladik, Jimmy Kobashigawa and Johnny Cazinha -- certainly did not recognize the true potential of this annual event. Our Pearl Harbor Fishing Tournament is 25 years old now, and is an event that has touched the lives of so many as it grew to become the third largest fishing tournament in the entire State of Hawaii!

How do we sustain this worthy event for the enjoyment of future generations? First, we will need a well-seasoned manager to serve as on-going champion. I am talking about a five-year commitment for someone who knows his way around the block and is capable of successful interface with State of Hawaii officials, U.S. Coast Guard representatives, the Shipyard counsel, the media, and all our sponsors.

For the past five years, that someone has been Kimo McClellan, who picked up where I left off when I retired in 2012. He has managed to keep the tournament going -- not alone, but with the help of many "lieutenants" who have served to lead the various committees that make an event of this size run flawlessly. Curtis Chong managed T-Shirt sales and door prizes for many years. Owen Okumura, Lloyd Fujimoto and Alan Couture took on the critical task of scoring each fish that is weighed. Alan also generates a synopsis of the day's events for the Shipyard Log and Hawaii Fishing News. Mike Pia has organized and handled the task of getting all the fish to the weigh master's scale. I have briefly covered only a small portion of the tasks that are handled by the sixty non-paid volunteers who make each tournament a success.

I would also like to mention the many sponsors who are working behind the scenes to assist. Folks like the Federal Managers Association (FMA), the National Association of Superintendents (NAS), and Pearl Harbor Federal Credit Union have consistently served as major sponsors of this annual event. Code 950 Zone Manager Thomas Chow is currently being groomed to take over the reigns from Kimo McClellan. Happy fishing!



# In Focus: Code 900 Coaching and Mentoring Program

Left to right: C970 Lead Coach, Donald Lopes; C960 Lead Coach, Keith Sato; C920 Lead Coach, Tevin Kobashigawa; C900 Continuous Training Development and Coaching Program Manager, Richard Saucedo; C950 Lead Coach, Andrew Pang; C990 Lead Coach, Earl Danielson.

Story by Richard Saucedo  
C900 Continuous Training Development  
and Coaching Program Manager

**T**he Shipyard’s Code 900 Production Supervisor Coaching (PSC) Program is comprised of a dedicated group of individuals that have “been there and done that” in terms of what is being coached to our First Level production supervisors.

These dedicated individuals, who were once supervisors themselves, are known as “Lead Coaches” and are Shop General Foreman- and Zone Manager-qualified. Being Lead Coaches means that if they do not have the knowledge or experience to answer every question, they know how to find the advice or answer that will best help our supervisors to succeed. The Lead Coaches also work laterally with the other General Foremen to coach the coaches in an effort to expand the outreach the Coaching Program provides to our First Level supervisors.

The Lead Coaches employ many tools in the building of profi-

ciencies for First Level supervisors, but the method of one-on-one coaching has proven to be the most impactful. Direct feed-


back from the supervisors, trends in their assessment ratings, performance indicators and surveillances are all used by the Lead Coaches as input into what is coached for each supervisor. Each supervisor receives individualized (one-on-one) attention.

Crewboards are a supervisor’s tool for communicating

and visually managing their work, for themselves and their workers. Periodically, the supervisor and his/her workers briefs the crewboard to project/shop management at what is known as the “Boardwalk.” Depending on the experience level of the supervisor, the crewboard data can be a daunting task to explain to their team and to management, especially at the Boardwalk, which is open to all Shipyard management. The use of crewboards and supervisor presentations at the Boardwalks allows for a multitude of coaching opportunities -- not just by our Lead Coaches, but by all levels of project and shop management. Engagement at all levels is one of the

keys to our success. Small-scale or large-scale, coaching always makes a positive impact.





# OVERHAULING SUPERVISOR TRAINING

**Story by Jennifer Braden  
Code 1180 Leadership  
Development Division Head**

Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) is taking its supervisor training to the next level with a complete overhaul. The new First Level Supervisor (1LS) and Second Level Supervisor (2LS) programs are designed to deliver senior leadership engagement, peer learning and experiential learning opportunities.

“We looked at student feedback, no-show and reschedule rates, and what other shipyards are doing, and understood that something needed to change,” said Andrea McClendon, program manager for both 1LS and 2LS.

In Fiscal Year (FY) 17, the average no-show/reschedule rate for both classes was at 40% and, of those still needing to attend the class, approximately 30% have

not attended within the one-year requirement.

With the current 1LS program taking first line supervisors off the waterfront for nine days, trimming the fat was a must to getting them into class. The nine-day schedule was cut to six days, but that was just the rip-out. Putting it back together took a lot more thought.

“The new course will take place over a three-month period,” said McClendon. “It’s in smaller chunks so they can go back, reflect on what they learned and come back to class in a month to discuss it with their peers.”

Students will attend classes two consecutive days each month for the three-month period. McClendon added there will be some pre-work and homework during the time away from the classroom, but not so much that it cannot be accomplished in the time given. In addition, Shipyard leaders will be presenting some

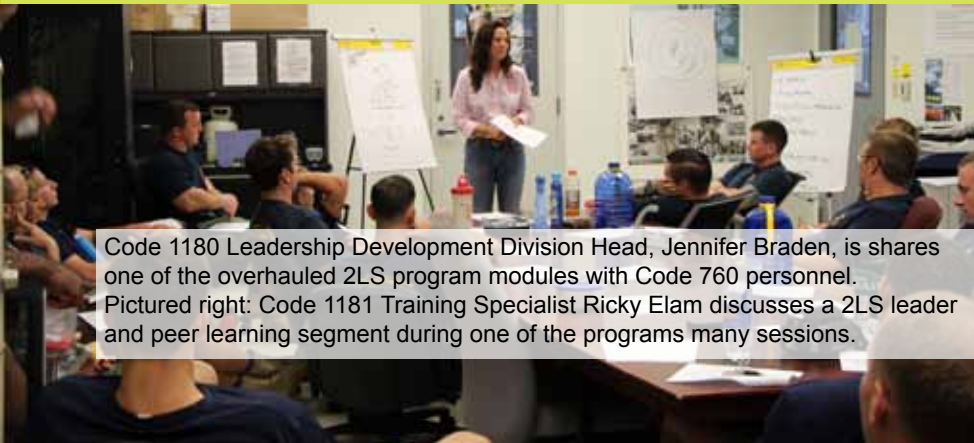
of the content, providing their experiences to the learning.

It’s all part of the 70/20/10 model, in which 10% of learning comes from the classroom and the rest is experiential or on-the-job-training (OJT).

“This is a great opportunity to get all the great leadership and experience that’s in the yard into the classroom,” stated Maurice Honeywood, the Shipyard’s Administrative Officer (Code 1140). “We have a lot of good info to pass on to our middle managers, and I’m excited to see how this goes.”

The 2LS course will maintain its five-day schedule, but will focus more on leader and peer learning with some tools-of-the-trade delivered by Leadership Development (Code 1181) staff members.

These two new supervisor programs are scheduled for undocking this fall.



Code 1180 Leadership Development Division Head, Jennifer Braden, is shares one of the overhauled 2LS program modules with Code 760 personnel. Pictured right: Code 1181 Training Specialist Ricky Elam discusses a 2LS leader and peer learning segment during one of the programs many sessions.

# WINNING!!



**7th win in a row!! Shop 06 Safe Shop of the month Unprecedented!**

**Story by Dexter Magno  
C960 Superintendent (Acting)**

Winning Safe Shop of the Month is a successful collaboration between management and employees. Our employees are our greatest assets. Everyone in the Shop has taken ownership, responsibility, and accountability for their own safety and the

safety of their co-workers. Safety has become a value and not just a priority. It is reflected daily through each and every employee watching out for others safety proactively rather than being forced to implement safety requirements and initiatives. In Shop 06, this has become the standard.

Mahalo and congratulations to everyone in Shop 06 on their seventh consecutive win. We appreciate your hard work, dedication, and discipline. Aloha.

Photo by Justice Vannatta

## August Civilian Newcomers

Jeremy Izutsu, C930  
Samuel Kai, C930  
Max Kalahale, C920  
Aaron Kikkawa, C930  
Daniel Kim, C960  
Eli Kinney, C930  
Ai Kobashigawa, C920  
Kelsey Kokubun, C920  
Nolan Kugiya, C950  
Dean Kurozumi, C270  
Timothy Kutara, C950  
Michael Leong, C270  
Ric Lorenzo, C960  
Zhen Luo, C950  
Marte Martinez, C2380  
Petro Mataia, C740  
Justin Matsumura, C920  
Chisato Minamoto, C920  
Troy Morikawa, C950  
Renneile Nakagawa, C930  
Jillian Nakamura, C290  
Winston Ng, C930  
Nhon Nguyen, C1032  
Jay Oshita, C246  
Kory Oyama, C920  
Neill Pablo-Clint, C920  
Greg Padua, C2105  
Keanu Paikai, C246  
Jennifer Park, C920  
Joon Park, C2305  
Vinh Pham, C930  
Amber Piena, C960

## August Civilian Newcomers Cont'd

Ryan Pierce, C246  
Kurt Poentis, C960  
Michael Poon, C246  
Jerald Ramos, C920  
Nicholas Respicio, C730  
Sarah Riordan, C960  
Phillip Ruan, C920  
Tyler Santos, C740  
Kenton Sato, C920  
Ross Sekiya, C960  
Roy Sele, C730  
George Seymour, C930  
Bobby Shiowaki, C740  
Christine Smith, C1061  
William Spotkaeff, C920  
Bronson Tabios, C930  
Marcus Takahashi, C920  
Kekoauhane Thomas, C960  
Tammy Unten, C930  
Dareen Villanueva, C930  
Vathana Vongsaphay, C960  
Brandy West-Bey, C410  
Miles Whelan, C270  
Joel Wolfe, C960  
Darren Wong, C2340  
Elson Wong, C960  
Jared Wong, C270  
Jason Yasuda, C920  
Daniel Yoshiura, C920  
Ciana Aiwohi, C950  
Kevin Akiyama, C930  
Brian Araki, C930

## August Service Awards

**10 years**  
Glenda Buendia, C2204  
Marco Mesa, C242  
Stacie Koga, C1141  
Bronson Ledward, C930  
Gary Martinez, C970  
Steve Salvanera, C2101  
Justin Vellalos, C1053  
Orlando Vivas, C950

**25 years**  
Gregory Andreoni, C103  
Abel Texaria, C300

**30 years**  
Theresa Benito, C950  
Michael Carnes, C1031  
Mikela Mckeown, C23053  
Cathy Pahukoamalia, C2301  
Kathleen Zane, C1130

**35 years**  
Robin Auyong, C23801  
Ryan Hee Wai, C1055  
Dale Kuroda, C741  
Laura Mcmillan, C1125  
Gareth Tanaka, C23802  
Thomas Tyler, C2201  
Miles Yamabe, C981  
Sandra Yim, C400

## August Service Awards cont'd

**40 years**  
James Flynn, C981  
George Kaiwi, C950  
Cheryl Kamihara, C220  
Dean Reghi, C300  
James Sposato, C990

**50 years**  
Allyn Lai

## August Military Newcomers

FC2 Zachery Brandvold  
IC2 Roxanne Byers  
HT2 James Elliot  
LCDR Samuel Fromile  
MMN1 Ahmed Hassan  
DC3 Jordan Kaohu  
ET2 Renae King  
ET2 Erik Ledyard  
MMW2 Daley Marcus  
BM2 Karen Navarro  
DC3 Surmeeka Nwachimere  
IS3 Dana O'Brien

Fair winds & following seas to  
**August Retiree**

Robin Gusichbatara

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