

Enterprise Transformation: How Do We Build A Transformation Culture?

Video Transcript

Bryan Caccavale, Vice President, Supply Chain Management, Newport News Shipbuilding: “I think in order for the business to embrace transformation, leadership has to embrace it, and they have to make time for it—carve out parts of the day and parts of your interface with the workforce to talk about transformation.”

Melanie Anderson, Vice President, Human Resources, Technical Solutions: “Everybody has to recognize that where they are in their current position today, there are improvements that could be made along the way. They shouldn’t wait for an external force to suggest something needs to change or improve or a customer wants something different. I think we could help people by teaching them simple skills to look at where they are today, where they want to be, what things can change, create plans around that.”

Dave Belanger, Vice President, Quality and Engineering, Ingalls Shipbuilding: “To really drive this as a part of our culture, we’ve got to start with a solid comms plan, and that comms plan includes celebrating our victories, learning from those things that might not have gone so well, and then setting that course toward the future based on those results.”

Xavier Beale, Vice President, Trades, Newport News Shipbuilding: “I think the first step is, leaders and employees have to recognize that each and every employee is motivated differently. And by knowing that, it’s imperative that we actually engage each and every employee early on—understanding what motivates them—get them involved in the process.”