



Aloha Chapter Naval Civilian Managers Association

2014-2015 Officers:

President: Terry Quapaw
Vice President: Chad Nakamoto
Treasurer: Kip Brumm
Recorder: Yvette Flynn
Past President: Yvette Flynn

National Chapters:

Tidewater
Lakehurst
Norfolk Naval Shipyard
Portsmouth Naval Shipyard
Puget Sound NSY & IMF
Aloha (PHNSY)

Website: www.ncmaonline.org

And find us on **Facebook!**

Get involved:

Working groups await your input!
Quality of Life
Leadership
Membership
Outreach

Got involved:

The Aloha Chapter generously donated to the Wounded Warrior Project through the Combined Federal Campaign. Thank you all for your generosity and continued support of our military!

Stay involved:

We are still accepting donations of [trial size toiletries](#) (to donate to women's shelters) and [shoebboxes and towels](#) (to donate to the Hawaiian Humane Society)

Arana Kawakami recently received the Alaka'i Leader of the Quarter Award from the Aloha Chapter, Naval Civilian Managers Association. Alaka'i is the value of leadership and the Award is presented to someone who exemplifies the traits and characteristics of a leader in a learning Shipyard including our values, systems thinking, creating a shared vision, and helping to build trust. In fulfilling the role of "connector" in NEPD, Arana demonstrates the traits of an Alaka'i leader who pursues shipyard success through a systems thinking approach. She's worked tirelessly to eliminate

3rd Quarter Alaka'i Leader



Arana Kawakami, Alaka'i Leader of the Quarter, received her certificate from Chad Nakamoto and CAPT Kalomsky at the October Expanded Staff Meeting.

burdensome tasks and improve quality and throughout. She creates trust and a safe learning environment, ensuring all points of view are heard and considered and still finds time to participate in many shipyard-wide activities that build partnerships and strengthen relationships throughout the Yard. In doing so, Arana helps us on our journey to become a learning organization and to meet our mission of keeping Pacific Fleet Ships Fit to Fight.

4th Quarter Alaka'i Award

Nominations for the 4th
Quarter Alaka'i Award are due
17 Dec 14



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As we celebrate our 5th anniversary, we pause to reflect on the last year's accomplishments and find significant improvement in having revived general membership meetings and our increased membership, hitting the milestone 50th member...and hope to reach the century mark in 2015.

For the first time in our history, we developed and approved an annual budget, allowing us to

5th year

support several project appreciation events. We restarted newsletters and established the Alaka'i Leader of the Quarter and Scholarship Programs.



2015 promises to be another banner year as we start up our Quality of Life and Business Quality committees. Engagement with National will continue to grow (See pg 3).

We close this year with a reminder of our

Vision: We are the engine for creating more capable, more caring, and more courageous leaders.

and

Mission: ...to improve the quality of work life for employees taking into account the whole person and recognizing, appreciating, and leveraging diversity. Thank you for all you've done to make this year so successful – have a safe and happy holiday season



Keeping our Promise in Uncertain Times

Aloha To our newest members:

Fred Ikeler
April Miller
**Current membership roster
(in order of induction)**

Yvette	Flynn
Randy	Sawyer
Lauren	Thompson
Dennis	Fong
Raphael	Hong
Traci	Hanlon
Terry	Quapaw
Melissa	Lamerson
Donald	May
Suzan	Wagatsuma
David	Wong
Theresa	Dunnington
Mark	Tetreault
Kaiki	Ragragola
Shayla	Deitch
Melvin	Ibale
Lewe	Stanaland
Creighton	Chang
Chad	Nakamoto
Warren	Dang
Drew	Koahou
Eric	Hansen
Kipling	Brumm
Jodi	Shimazu
Reginald	Custard
Russell	Kong
Greg	Reyes
Mike	Wong
John	Kasaoka
William	Simonson
Lik Chee	Kwong
Kevin	Alford
Roxanne	Bataya
Greg	Leong
Lincoln	Loo
Mike	Oasay
Pedro	Quintal
James	Mileur
Renee	Uehara
Dara	Watanabe
Dave	Felton
Sean	Hughes
Sarah	Liborio
Travis	Nishino
Sal	StGermain
Val	Nipp
Levon	Kahele
Kimo	Ellesfon
Kaipo	Crowell

We are coming to the end of another calendar year and oh, what a year it has been. Workloads shifted, end-strength targets changed and budgets were developed and revised so often that it seemed like the only thing certain about the future was its uncertainty. And as if that wasn't enough, there is the looming specter of the National Budget that is still left unanswered. The constant pressure to perform with less time, less funding and less overall resources can create decision points for us as managers that often test our personal standards.

As leaders in our respective areas in PHNSY it is only natural to feel a personal commitment to ensure the successful completion of our goals and objectives. For some, this comes in the form of an on-time completion of a CNO Availability. For others it comes in the form of audit schedules, surveillance completion, training, or even memo issuance. Each comes with its own required set of expertise and each comes with its own set of deadline pressures because they all play a role in the bigger picture of our grander mission.

Many times reports from other Government Agencies regarding impropriety or out and out illegality seem like things that would or could not ever "happen to me." Keep in mind that in each of those reports you hear about there are two common themes: 1) Schedule Pressure in the face of less resources and 2) a degradation of personal standards. At the heart of each of those reports is a program or process manager that was faced with a decision point. While we cannot always influence budgets, schedules and resources we can influence our personal standards.

It is important to remember that every civil servant, regardless of position, takes the same oath of office upon employment:

"I, [name], do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God." 5 U.S.C. §3331

This oath is the very same oath taken by members of Congress, and with minor changes, the same oath taken by all Military Officers. Indeed, there is a certain "calling" associated with

the words, "I will well and faithfully discharge the duties of the office on which I am about to enter." As Naval Managers we must hold ourselves to the same standards that Naval Officers are held to, not because of rule of law or regulation, but rather, because WE promised WE would. It is a promise we made "without any mental reservation, or purpose of evasion." We are officers of the Constitution by virtue of this oath. Therefore we cannot allow schedule pressures, fiscal uncertainties or general negligence to degrade our personal ability to faithfully discharge our duties.

So as we prepare to enter the holidays, take time reaffirm your promise. Cut out this oath and place it somewhere you can see it on a regular basis. You can rest assured that schedules and budgets will continue to remain variables in your day to day formula for success. However it is your set of personal standards as a Naval Civilian Manager that will be the constant upon which you can "faithfully discharge the duties of the office," in which you hold.

"I will well and faithfully discharge the duties of the office on which I am about to enter."

Mahalo - from scholarship recipient:

Dear Aloha Chapter, Naval Civilian Manager's Association,
Thank you for providing me the opportunity to continue my education at the University of Nevada, Las Vegas to major in Computer Science and Business. I am truly honored to be the first recipient of the NCMA college scholarship. My first weeks of college has been an amazing adventure. I have had to opportunity to be challenged with interesting courses, new experiences and meeting new people.
I really appreciate your generous contribution to my education and I will work hard to honor your scholarship committment.
Aloha,
Mitchell Garcia



NCMA National Board of

Trustees:

President: Kevin Brigham

Vice President: Bret Lee

Treasurer: Yvette Flynn

Secretary: Grant Bosshardt

Trustee-at-large: Jimmy Broom

Past President: Scott Butcher

What's Happening At National?

Minutes of 68th National Conference Published

The minutes of the 68th National Conference held in Old Town Alexandria in May of this year have been published. This year's convention featured some outstanding guest speakers. Speakers included: **Dr. John Fischer** - Director of Laboratory Programs; **Mr. Jon Nelson** - Inspector General, Naval Sea Systems Command; **Mr. Richard Gilpin** - Deputy Assistant Secretary of the Navy (Air Programs); **Mr. William Deligne** - Executive Director, Naval Sea Systems Command; **Ms. Robin White** - Director for Surface Ship Design and Systems Engineering, Naval Sea Systems Command. The keynote speaker was **RADM Mark Whitney** (Deputy Commander Logistics, Maintenance and Industrial Operations NAVSEA). The minutes can be found on the Tidewater NCMA web page.

Updating National Action Plan

The National Board of Directors has continued to update the strategic plan and implement some of the plans to reach their top three goals of:

1. Strengthen Influence with Command, Local/State/National Officials & business leaders
2. Increase our Outreach – Help those around us
3. Chapter Development

It will be on the National web site in the near future.

Revamped Web Page

If you have not visited the National NCMA web site in a while, take some time to look at the revamped site. Though it is still a work in progress, it contains a wealth of information. It can be found at www.ncmaonline.org. The Tidewater NCMA web site is located on the MARMC Share Point web site under "Committees" and thanks to Ross Vierra it too has been revamped and has all our updated information.

<https://navsea.portal.navy.mil/field/cnrmc-nssa/Committees/NCMA/Pages/Home.aspx>

Trying to Establish On line links for NCMA Shirts and Coins

With the updated web site, National is trying to establish an online store with direct links to vendors for NCMA shirts, coins and other items.

The National Chapter is Looking to Expand

Activities under consideration to try and expand NCMA into include: NAS Dam Neck Annex / CDSA Dam Neck, NUWC Keyport, Washington Navy Yard, NSWC Port Hueneme and, NSWC Corona. If you know employees at those commands, tell them about NCMA and encourage them to look into starting a chapter in their area.