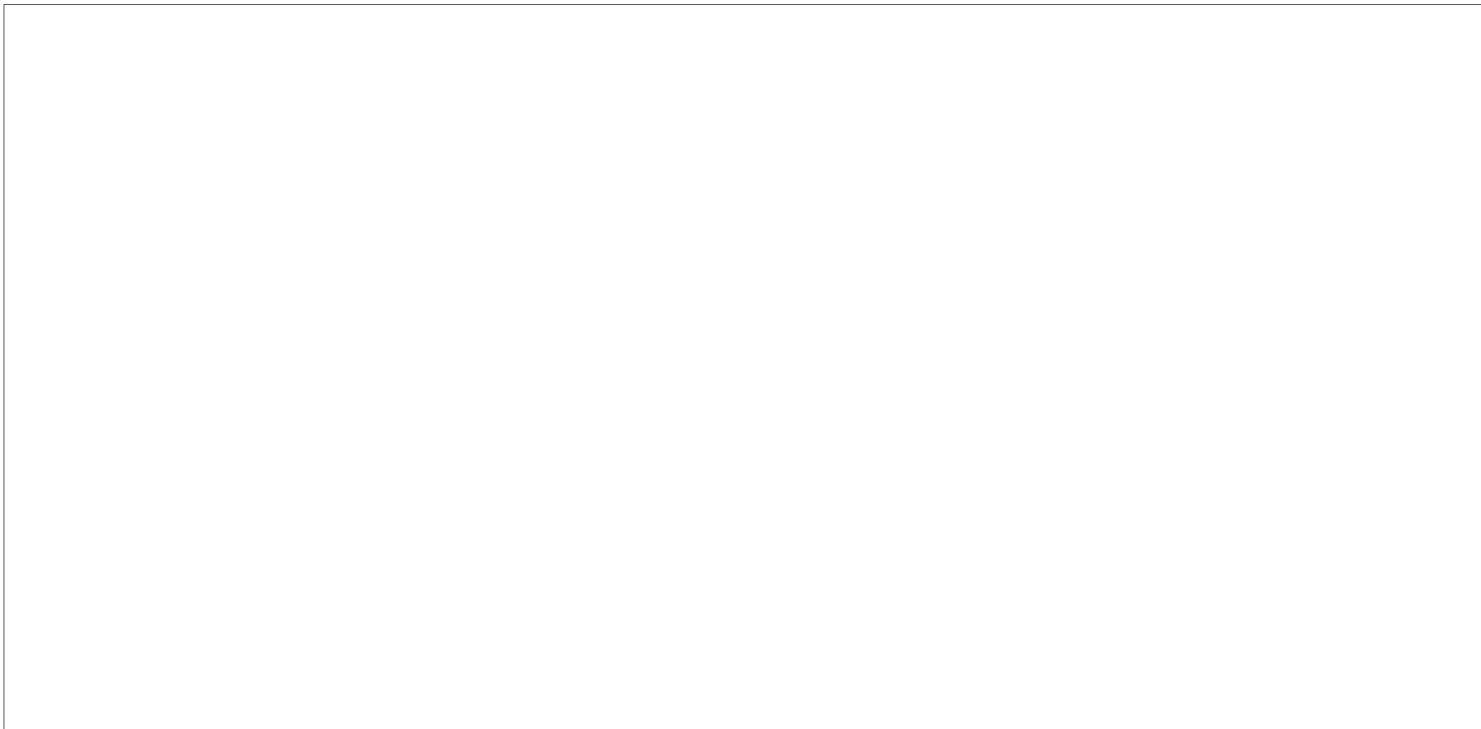


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1st Professional Development Course



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(b)(6)

Front Row:

Second Row:

Back Row:

Not Pictured:

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(b)(3)

On April 10-14, 1995, the Office of Logistics held its first "Professional Development Course" (formerly known as the "OL Mid-Career Course"). (b)(3) logistics officers were in attendance representing numerous components within OL, as well as course coordinators (b)(3) (b)(6)

[Redacted]

The first phase of the two week odyssey comprised of five days [Redacted] where it was kicked off with an address by the Director of Logistics. [Redacted] outlined the office's reorganization and direction, and the importance of our value, vision, and culture transferring into the new offices. Throughout the course's two week period, the theme was OL's value, vision, and culture. It became the foundation of all the guest speakers' topics. The participants' conversations echoed this theme throughout the course. (b)(1) (b)(3) (b)(3) (b)(6) (b)(3)

As with any professional gathering of OL's caliber, hard questions were asked and creative insights were presented, compelling all participants to look beyond the classroom—whether it was discovering the various character types each individual possesses via the "Meyers-Briggs Type Indicator Analysis" or acquisition streamlining methods now being pursued. Presentations on multicultural issues, CLAS, the wizardry of electronic imaging, and stress management all served as stimulants for the class. The OL

[Redacted]

Executive Officer, [Redacted] kicked off a forum of senior officers which included [Redacted] (b)(3) [Redacted], C/P&PG; [Redacted] (b)(6) [Redacted] DD/EEO to address each office's mission and goals. The final day of phase one ended (b)(3) midday after an exclusive tour [Redacted] (b)(3) (b)(6) [Redacted] (b)(6) (b)(3) (b)(6)

Phase two began on Easter Sunday at 4p.m. at Dulles International Airport, where all 27 participants flew via commercial air to Dallas, Texas where they were invited to tour the corporate headquarters of Southwest Airlines (SWA), the premier air-carrier for three years running.

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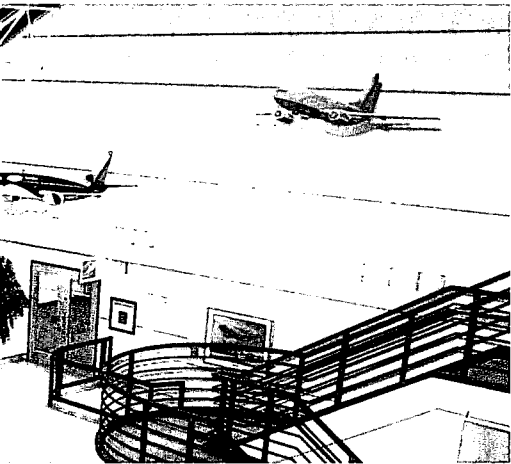
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The focus of the visit was on the quality attributes which provide them with their success. Throughout the class' tour of SWA it became apparent to everyone that the level of pride and ownership was very high among employees, from the flight line to the front office. SWA places an emphasis on their people and their ideas—"asset management" as it was referred to. This was illustrated graphically by renaming the Human Resource Department to the People Department and the establishment of the corporate training facility known as the Employee Development University for People. Interestingly enough, the question of how the company

deals with the issue of low morale is answered by the concerted and constant historical reflection of how the organization gave birth and has overcome adversity to distinguish itself as the best airline in the business. On 18 April the participants enjoyed first-hand the professionalism of SWA as they flew out of Dallas' Love Field to San Antonio, where they checked into the Palacio Del Rio Hilton Hotel, located in the heart of historic San Antonio, overlooking the beautiful riverwalk with all its shopping, restaurants and entertainment.



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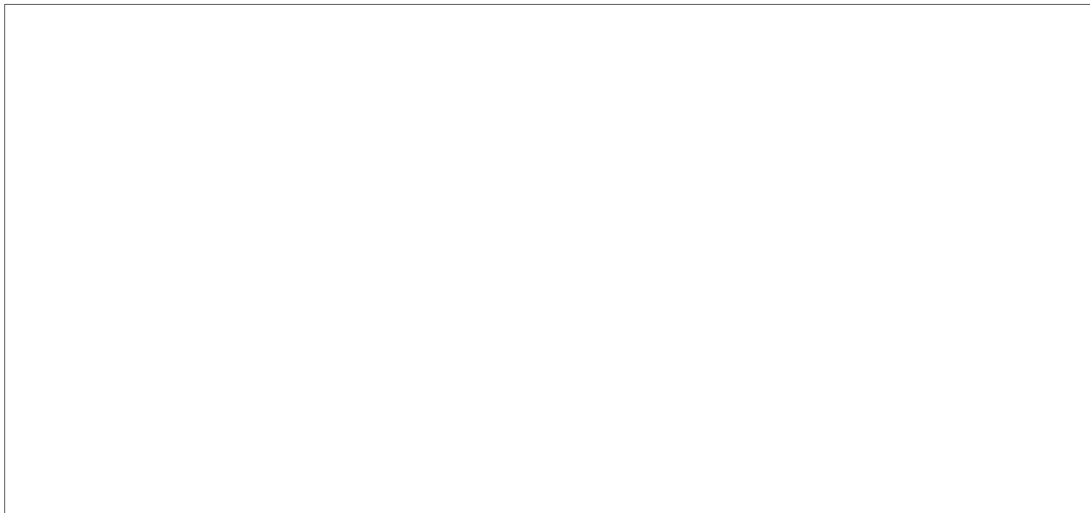
By the tour's end, all the participants were sunburned by the Texas sun and could only focus on their last night of activities in San Antonio with a bit of reluctance of having to leave.

On the final day of the course the participants went to the Naval Warfare Center, Carderock Division in Bethesda, Maryland, where tremendously large model basins and towing carriages

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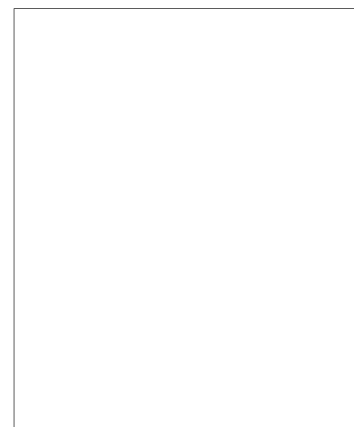


(b)(3)
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operate to satisfy a wide variety of hydrodynamic experimental requirements. The Center supports maritime agencies such as the U.S. Navy, U.S. Coast Guard, as well as private ship design organizations. Here the group was given insights into the most modern, state-of-the-art evaluation systems in use. The Center employs a wide range of personnel, from electrical and mechanical engineers, to computer and physical scientists, with over forty different disciplines.

At the conclusion of the two week course, all the participants shared in a class exercise illustrating "Teamwork in OL". Certificates were then presented by Mr. Frank Ruocco, DDA, followed by a wine and cheese reception.

The reorganization of OL will certainly mean some changes; the Agency now has employees who are ready to handle those changes.



(b)(3)

Last Professional Development Course

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