Naval Surface Warfare Center

PORT HUENEME DIVISION

LCL ELE High Velocity Learning – iNFUSION Kanban Tool

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LCL Career Field Manager

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The Navy’s 2016 Design for Maritime Superiority mandates High Velocity Learning at every level. We must apply the best concepts, techniques, and technologies to accelerate learning not just as individuals, but as teams and organizations.
Our Role in Expanding the Advantage

- We deliver weapons and combat systems that are lethal and ready!
- We are responsible for fleet readiness for ships afloat.
- We grow and support our talented teams to perform.
- We collaborate and exploit all opportunities to excel that matter to our stakeholders.
- We Expand the Advantage.
High Velocity Learning

“The high velocity learning piece is probably the most key element to eventually getting to the vision of Expanding the Advantage.”

- Vice Adm. Thomas Moore, NAVSEA Commander

HVL is disciplined learning through use of 4 capabilities:

• **See** – ability to detect problems

• **Swarm** – quickly applying resources and solving problems

• **Share** – sharing new knowledge throughout the organization and embedding knowledge in work processes

• **Sustain** – leading by developing previous capabilities and making continuous process improvement part of daily routine
High Velocity Learning - See

- What are you doing?
- Why are you doing it?
- How are you doing it?
- What is not working?
- Why is it difficult?
- What changes should be made and why?
- How do we see what changes work?
High Velocity Learning - Swarm

- Questions are asked in reference to the procedure, identifying problems quickly
- Research gathers the facts and best available knowledge in a blame-free environment
- Hypotheses are constructed with all participants contributing and respected
- Tests are proposed based on what happened and theorizing about why and how it happened
- Test data is analyzed by task leaders to gain deeper knowledge of the system
- Knowledge gained about changes is shared
High Velocity Learning - Share

• Knowledge and best practices are distributed and incorporated among the workforce.

• Sharing outside of the immediate working group is critical to sustaining our improvements and must become part of the way we perform work!

• Tools are already available to share.

**NAVSEA INFUSION is the collaborative tool of choice for NSWC PHD’s ELE program.**
High Velocity Learning - Sustain

- Constant reexamination of what we are doing
- Using the scientific method of critique - both the good and the bad
- Sharing the lessons learned using examples
- Encouraging the workforce to bring up issues/ideas for improvements
  - Leadership willingness to accept ideas and change
- Ideas for improvement are well thought out and funded correctly

“In high-velocity organizations, people do not learn only for themselves. They learn for their colleagues as well . . . The experiences of an individual contribute to the expertise of the many.”
iNFUSION – NAVSEA’s Collaborative Tool of Choice

Video: iNFUSION and High Velocity Learning
iINFUSION – NAVSEA’s Collaborative Tool of Choice

- [https://wiki.navsea.navy.mil/display/NEA/High+Velocity+Learning+and+iINFUSION](https://wiki.navsea.navy.mil/display/NEA/High+Velocity+Learning+and+iINFUSION)

iINFUSION is a suite of internal social network-based communication and collaboration tools developed by SPAWAR and available for use by employees across NAVSEA. (NAVAIR and ONR have signed up for their own versions as well).

- A Common Access Card (CAC) and NMCI or RDT&E seat is needed to get started.
Screenshot: Amber Haugh’s LCL ELE CFM main Wiki page. The Navigation Panel on the left displays page trees while the main page displays important information. Tabs sort information into meaningful sections.

https://wiki.navsea.navy.mil/display/CFM/LCL+ELE+CFM+Home
Wiki and Jira Learning Objective Integration – ELE “Child” Pages

Screenshot: Template for ‘Child Pages’ provide standardized transparency to supervisors and leadership and ensure compliance with NACC requirements (IDP, reports, MDP, Senior Project). All child pages utilize the same template: https://wiki.navsea.navy.mil/display/CFM/ELE+Sample+Home+Page
• Transparency with NACC Requirements: IDP, Monthly Reports, MDP, Senior Project
• Standardized Template: https://wiki.navsea.navy.mil/display/CFM/ELE+Sample+Home+Page
Competency alignment with LCL MDP/IDP

- Adapted NACC IDP Summary Requirements and MDP Competencies to develop Learning Objectives in Workflow in Kanban Board
### MDP Life Cycle Logistics (LCL)

#### III. LOGISTICS

<table>
<thead>
<tr>
<th>j. Knowledge of the relationship of logistics elements to each other, to the hardware product, to the acquisition and sustainment, and to related functions such as standardization</th>
<th>X</th>
<th>Y</th>
<th>Y</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Product Support Management</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>2. Design Interface</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>3. Sustaining Engineering</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>4. Supply Support</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>5. Maintenance Planning &amp; Management</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>6. Packaging, Handling, Storage &amp; Transportation (PHS&amp;T)</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>7. Technical Data</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>8. Support Equipment</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>9. Training &amp; Training Support</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>10. Manpower &amp; Personnel</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>11. Facilities &amp; Infrastructure</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>12. Computer Resources</td>
<td>X</td>
<td>Y</td>
<td>Y</td>
</tr>
</tbody>
</table>

#### II. FUNCTIONAL ENVIRONMENT

<table>
<thead>
<tr>
<th>a. Understand roles/responsibilities of DOD/Military Depts/Defense Agencies</th>
<th>X</th>
</tr>
</thead>
<tbody>
<tr>
<td>b. Understand structure of DON W/emphasis on roles responsibilities of Navy/USMC</td>
<td>X</td>
</tr>
<tr>
<td>c. Understand DOD/DON acquisition Structure</td>
<td>X</td>
</tr>
</tbody>
</table>

| t. UPSEC Training (annual online via WMS) | X | Y | Y |
| u. Travel Card Program (Travel 101) (annual online via TWMS) | X | Y | Y |
Identifying Learning Objectives for LCL

1. **Product Support Management**

**INTRODUCTION**

Product Support Management (PSM) is the development and implementation of product support strategies to ensure supportability is considered throughout the system life cycle. This is accomplished by balancing the performance outcomes of reliability, availability, maintainability, and reduced total ownership costs. The scope of product support management planning and execution includes the enterprise level integration of all twelve product support elements throughout the lifecycle commensurate with the roles and responsibilities of the PSM position.

**LEARNING OBJECTIVES**

With reference or aid, describe and be prepared to discuss the following:

1.) The purpose of the DoD 5000 series instructions.
2.) Describe the functional roles of the PSM, Product Support Integrator (PSI), and Product Support Provider (PSP) and how they relate to one another.
3.) Understand the associated Performance Based Agreements that are required between the PSMs, PSIs, and PSPs and describe the performance requirements and metrics that can be used to measure performance.
4.) The contract development and management process – to include contractor/government relationships; the relationship between the Contract, Contract Data Requirements Lists (CDRLs), and Data Item Descriptions (DIDs), acceptable practices for contractor tasking.
5.) Describe the purpose of the Joint Capabilities Integration and Development System (JCIDS), Initial Capability Definition Document (ICDD), Key Performance Parameters (KPPs).
6.) Describe the Planning, Programming, Budgeting, and Execution (PPBE) process and how program/Fleet requirements are identified, resourced, and executed (i.e. Design for suitability, human system integration; standardization; KPPs and Key System Attributes).
7.) Describe the Working Capital Fund (WCF), the different Appropriations of Funding, and the various uses.
8.) Describe Future Years Defense Programs (FYDP), the different Appropriations of Funding, and the various uses.
9.) The Better Buying Power concept and how it affects the work we do at NSWC PHD?
10.) Describe the various Acquisition Milestone Decisions, program technical reviews (i.e. Systems Requirement Review, Preliminary Design Review, Critical Design Review, etc.), and the purpose of each.
11.) The purpose and programmatic requirements for conducting an Independent Logistics Assessment.
12.) The various logistics elements and the inter-relationships which are necessary to meet logistics objectives of a system/equipment through all phases of its life cycle.
14.) The DoD Acquisition process – Describe the PSM considerations and activities that take place as a program moves through the Acquisition process and lifecycle. Explain the major deliverables and milestones as they pertain to PSM.
Learning Objectives and the Kanban

What is a Kanban Board?

Kanban, the Japanese word for ‘signboard’, is a process invented by Toyota to eliminate backlogs and bottlenecks. In its most basic form, a kanban is a physical board with Post-it notes or cards to represent the work items which are sorted into vertical columns representing work status.

JIRA Software has virtual kanban boards that contain all the details for each work item, while only displaying the most pertinent information on the board itself.

Kanban boards give your team full visibility into what’s next, so when one work item is completed, the team can quickly move on.
Learning Objectives and Kanban

Screenshot: Logistics ELE backlog showing epics with Supportability & Maintainability selected. In Progress and Backlog are board headers.
Learning Objectives and Kanban

Video: How To Assign Learning Objectives From The Backlog
Navigating Learning Objective Stories on a Kanban Board

Screenshot: The main view of the Kanban board; no story selected. Vertical Columns show progress toward story completion, while horizontal swim lanes show individual responsibility for tasking.
Navigating Learning Objective Stories on a Kanban Board

Screenshot: Clicking a story will open the “Issue Detail View” panel, which provides additional details about the story.
Navigating Learning Objective Stories on a Kanban Board

Screenshot: Clicking the link will take you to the details page for the story, which provides you even more options for your Learning Objective.

Description:
1. How the introduction of CBM+, system diagnostics/prognostics and health management systems are transforming the maintenance concepts and PMS considerations.

Activity:
- Raymond Nassar added a comment - 41 minutes ago
  My current rotation focuses on the topic of CBM+
- Raymond Nassar added a comment - Just now
  The attached pdf is a certificate for the "Intro to Ship Self Defense System" online course. As a logistician working in Code 326, I will apply Condition Based Maintenance Plus to support the operational availability of the SSDS System.
  Condition Based Maintenance Plus (CBM+) is the application and integration of appropriate processes, technologies, and knowledge-based capabilities to improve the reliability and maintenance effectiveness of DoD systems and components. At its core, CBM is maintenance performed based on evidence of need provided by Reliability Centered Maintenance (RCM) analysis and other enabling processes and technologies.
  CBM+ uses a systems engineering approach to collect data, enable analysis, and support the decision-making processes.
Navigating Learning Objective Stories on a Kanban Board

Screenshot: All of an individual’s tasking across multiple projects can be tracked via the Dashboard, with filters to quickly find stories.

### PSO Learning Objectives / My Assigned Issues (Details)

<table>
<thead>
<tr>
<th>Key</th>
<th>Summary</th>
<th>Requester</th>
<th>Status</th>
<th>Epic Link</th>
<th>Start date</th>
<th>End date</th>
<th>Approvers</th>
<th>All Comments</th>
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</thead>
<tbody>
<tr>
<td>PSLO-147</td>
<td>Complete DPMP Training</td>
<td>Raymond Nassar</td>
<td>IN PROGRESS</td>
<td><img src="icon" alt="Epic Link" /></td>
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<td>PSLO-143</td>
<td>Performance Based Agreements</td>
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<td>PSLO-29</td>
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<td></td>
<td></td>
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</tr>
</tbody>
</table>

**Notes:**
- PSLO-147: Hi Amber,
  This "Story" captures all of what I learned during my current rotation.
  The attachments are sample presentations that I worked on.
  Yr,
  Raymond Nassar
- PSLO-29: I completed this learning objective.
- PSLO-17: It's a me @learning cool stuff.
Dashboard

- Full Visibility
- Metrics

PSO Learning Objectives / Rich Filter Pie Chart

Total Issue Count: 537

Assignee:
- Phillip Domínguez
- Manisa Meneses
- Danielle Ruiz
- Kibby Harris
- John Shaikour
- Christine Scorson

537 total issues

Issue Count by Assignee

PSO Learning Objectives / Rich Filter Smart Gauges Gadget

Total Issue Count: 537

537 total issues

Issue Count by Start/End

Activity Stream

August 15
Marisa Meneses changed the status to To Do on PSLO-534 - Provisioning

Marisa Meneses created PSLO-612 - Provisioning
The purpose of provisioning and the overarching provisioning process.

Marisa Meneses updated the Rank of PSLO-534 - Provisioning

Marisa Meneses updated the Rank of PSLO-534 - Provisioning

August 13
Kibby Harris changed the status to Final Review on PSLO-478 - DLA/NAVSUP/WSS
How to Articles

• Link to Articles/Videos: https://wiki.navsea.navy.mil/display/CFM/How-to+articles
Questions?
High Velocity Learning (HVL) and iNFUSION

- [https://wiki.navsea.navy.mil/display/NEA/High+Velocity+Learning+and+iNFUSION](https://wiki.navsea.navy.mil/display/NEA/High+Velocity+Learning+and+iNFUSION)

- NFUSION is a suite of internal social network-based communication and collaboration tools developed and used by SPAWAR and available for use by employees across NAVSEA. (NAVAIR and ONR have signed up for their own versions as well.)

- What do you need to get started? A Common Access Card (CAC) and an NMCI or (in most places) RDT&E seat.

- How to get started? Request an account on Fusion ([https://fusion.navsea.navy.mil/](https://fusion.navsea.navy.mil/)) which typically only takes minutes (not days) to process. From there, you can access the other tools via links at the top right corner of the home page (click on the three lines for a dropdown menu).

- Each tool has a different function and serves a different purpose, but they can be used together to share information within and across commands. There's also a hierarchy of data: Fusion is bite-sized observations (a la Facebook and Twitter); Wiki is a documentation tool that shares and preserves team wisdom for the ages; blogs provide a venue to share individual wisdom (i.e., stories that are too long for Fusion as well as leadership messages); and Chat provides a less formal and structured forum for dialogue and file-sharing. JIRA is a state-of-the-art issue tracking system and spork is a NAVSEA Git repository for version control, code collaboration and continuous integration/deployment.

- Switchboard, just like its name suggests, is the "front door" to iNFUSION, employing a Google search mechanism to crawl NAVSEA Fusion, Wiki and blogs for people and topics. It still is being built out, but the search function is working. Click on the 'Switchboard' tab above to test it out.
The HVL Summit meeting was held at Naval Surface Warfare Center (NSWC), Carderock Division in West Bethesda, Maryland, May 15-16.

Link: https://wiki.navsea.navy.mil/display/NHS/NAVSEA+HVL+Summit+Home

The main theme for this year was HVL as a pillar of the NAVSEA Campaign Plan to Expand the Advantage.

Leadership Present:

- Vice Admiral Thomas J. Moore
- Mr. James Smerchansky
- Mr. Donald McCormack
- Rear Admiral Doug Small
- Dr. Brett A. Seidle
"The high velocity learning piece is probably the most key element to eventually getting to the vision of Expanding the Advantage."

– NAVSEA Commander, Vice Adm. Thomas Moore

"High-velocity learning is about mission accomplishment," Smerchansky said. "Our obligation, our mission to the Navy and the nation is to deliver and provide warfighting systems and ships to the men and women of the country to never allow them to be in a fair fight. Our obligation to our workforce is to provide meaningful work and the right tools they need to be successful."

– Mr. Smerchansky Executive Director, Naval Sea Systems Command

"If you can't spend a little bit of time doing strategic planning, high-velocity planning on what the future workforce needs to look like, then we are kind of doomed to do what we've been doing over and over again," said

– Don McCormack, executive director NSWC and Naval Undersea Warfare Center.