

“I would now like to address the DDNV workforce,” CAPT Howard said, “for the last time, in the same traditional manner as I did at the All Hands, truck stops, and Captain’s Calls, ‘Hey, how ya doin’? Can you hear me in the back row? Got a couple of things we need to discuss:

“I think you are true professionals and when it comes to your accomplishments you are a proud group, but you simply move on to the next task and take it on” CAPT Howard said. “When I look at the roster of names I see things such as Dedicated, Industrious, Caring, Responsive, Talented, Skillful, and Patriotic.

“As I leave, I ask of you a few things: Do not quit. Challenge the hurdles. Maintain your desire. Energize your drive. Do your best to take care of the kids who are flying airplanes off of that hot-steel deck in 145 degree heat or wearing that helmet or flak vest as they engage the enemy on his soil.



*BG Lally pins on CAPT Howard's Defense Superior Service Medal.*

They deserve only the best from you and I trust you will provide no less.”

With that, the DDNV workforce in attendance gave CAPT Howard a standing ovation.

After symbolically relinquishing command by passing the DDC flag to BG Lally, CAPT Howard announced, “I stand relieved.”

CAPT Qua accepted the flag from BG Lally and stated, “Sir, I assume the duties and responsibilities of Commander, Defense Distribution Depot Norfolk, Virginia.”

Judy Qua, CAPT Qua’s wife, then pinned the Command Ashore Insignia to CAPT Qua’s uniform.

“Our noble mission is to reduce the risk for our Sailors and Soldiers at the pointy end of the sword all over the world,” CAPT Qua said. “We reduce their risk by



*CAPT Howard passes the DDC flag to BG Lally, symbolically relinquishing command of DDNV.*

expeditiously providing them the materials necessary to keep vital equipment up and running. The parts we deliver keep aircraft flying, ships steaming, and vehicles running safely, allowing our Sailors and Soldiers to complete their missions.”

“John comes to DDNV after having served as Chief, Acquisition Division at the Defense Logistics Agency Headquarters,” BG Lally said. Where he provided policy direction and oversight and ensured the integrity of DLA procurement systems and operations for Defense Supply Centers, Defense National Stockpile, Defense Reutilization and Marketing Service, and DDC.



*Judy Qua pins on CAPT Qua's Command Ashore pin.*

## Mother Nature Doesn't Stop DDYJ's Change of Command

*By Stacy L. Umstead, DDC Command Affairs Office*

As United States Navy Supply Corps CDR F. Kent Vredenburgh was relinquishing command of the Defense Distribution Depot Yokosuka, Japan (DDYJ), an uninvited guest, typhoon “Banyan,” was racing toward the Fleet Activities at Yokosuka.

The change of command between CDR Vredenburgh and CDR Will A. Clarke, SC, USN, took place on Tuesday, July 26, 2005, at the Fleet Activities Theater on the Naval Base at Yokosuka. Phyllis C. Campbell, SES, Deputy Commander, Defense Distribution Center (DDC), presided over the ceremony.

Addressing the more than 100 attendees who braved the potential



*U.S. Naval Hospital, Yokosuka, Japan Color Guard presents the National and Japanese Flags at the DDYJ Change of Command Ceremony.*

bad weather to attend the ceremony, Campbell praised CDR Vredenburgh and his DDYJ workforce for the work they accomplished during his two-year tenure, “Kent established a powerhouse inventory management team consisting of the Accountable Officer and Division Chiefs. Process improvements, more effective cross-division communication and cooperation and increased employee involvement and empowerment were the cornerstones of this effort. This resulted in significant improvements in inventory integrity... in a program which was already one of DDC’s best!”

Campbell continued, “DDYJ exceeded goal in all four categories of the semi-annual statistical sample inventory, in all four inventories conducted during his tenure.”

Campbell gave additional accolades to CDR Vredenburg for DDYJ's performance, "Kent implemented organizational, process and facilities enhancements in DDYJ's Receiving Division which resulted in dramatic performance improvements. New procurement processing time has reduced by 44 percent."

After her remarks, Campbell presented CDR Vredenburg with the Defense Meritorious Service Medal for his service at DDYJ from July 2003 to July 2005.

CDR Vredenburg accepted the medal on behalf of the DDYJ workforce, and addressed each component to include his 375 Japanese employees, "In a business that requires close attention to detail, our inventory accuracy numbers are remarkable; the speed in which we process orders is twice as fast as the Defense Logistics Agency's goal. Performance like this takes an all hands commitment to excellence, on that our workforce displays daily. To them I say 'Subarashii Oshigoto Arigato Gozaimasu!'"

Upon conclusion of his remarks, CDR Vredenburg bowed one final bow before reading his orders and relinquishing command.

CDR Vredenburg will continue to serve within the DDC organization as he reports to the DDC Headquarters in New Cumberland, Pa. in late August.

CDR. Clark, upon receiving the DDC's organization flag and the command ashore insignia, addressed his workforce and customers for the first time, "To the military, the United States Civil Service employees, and the Japanese MLC of DDYJ, as you know, you have a fine reputation. I am impressed with your expertise and unparalleled professionalism. I am humbled to be your new commander. I know that we will further find ways of improving our already great combat support operation. I look forward to becoming DLA's 'Flagship Distribution Depot.'"

That afternoon, the base was locked down in anticipation of a hard hit from the typhoon, but luckily it weakened and there was no damage or injuries.



*Ms. Phyllis C. Campbell, SES, DDC's Deputy Commander charges Cmdr. Will Clarke with responsibility of command of DDYJ.*

## August 2005 Leadership Conference included 11 new depot commanders

The August 2005 Leadership Conference, hosted at the Defense Distribution Center (DDC) headquarters, included 11 new DDC depot commanders and was held Monday, August 22 to Thursday, August 25, 2005.

After an introduction by DDC Command Affairs Jackie Noble, DDC Inventory Integrity Program Manager Chris Lubic recognized nine commanders for their Inventory records. Seven distribution centers were recognized for inventory excellence – Albany, GA (DDAG); Barstow, CA (DDBC); Corpus Christi, TX (DDCT); Jacksonville, FL (DDJF); Pearl Harbor, HI (DDPH); Yokosuka, Japan (DDYJ); and Gernersheim, Germany (DDDE) — all received an award for "All Goals Met." Commanders from the distribution centers in San Diego, CA (DDDC) and Guam Marianas (DDGM) accepted awards for "Accuracy Goals Met."

After Lubic presented the awards to the nine commanders for their organization's inventory achievements, DDC Commander

BG Mike Lally, USA, gave a Climate/Culture Update speaking on "what we have done, what we are doing, and what lies ahead."

"The biggest opportunity for improvement involves empowerment, team orientation, and capability development," BG Lally said. He said that communication was key to the success toward improvement. Using all the tools—After-Action Review, Business Planning System, Communication System, Leadership System, Organizational Performance Review System, Plan-Do-Study-Act, and Supplier-Input-Process-Output-Customer—would help toward that goal, BG Lally said.

Several distribution center commanders—DDJC, Susquehanna, PA (DDSP), Norfolk, VA (DDNV), and Oklahoma City, OK (DDOO)—spoke on their climate culture—what is working and what is not. DDSP CAPT Jim Naber, SC, USN, spoke about the Denison led focus groups and the issues within DDSP. Among those issues were a disconnect with the customer and a lack of trust and a perceived lack of fairness among employees. DDSP is currently focusing its efforts on improving processes through an Employee Appreciation Day, training and promotional opportunities, and accountability measures, CAPT Naber said.

On the second day of the conference, after Review and Analysis briefs from DDJF, DDOO, DDJC, and DDSP providing insight to their organization's performance and cost, the group then received information from a DLA Enterprise perspective. A Defense Reutilization and Marketing Service (DRMS) A-76 Update by DRMS Deputy Commander Nancy Rheaume brought lively discussion on the soon to be implemented DRMS structure and the customer relationships. The conference attendees were then honored by a session with outgoing DLA Vice Director Maj Gen Mary Saunders, USAF. She spoke with the attendees on the critical importance of effective leadership across the organization. BG Lally then recognized and thanked Maj Gen Saunders for her outstanding support during her tenure at Defense Logistics Agency with a crystal globe.

After lunch, the commanders headed back for a briefing by DLA J-4 Deputy