

DDC Commander's Column

By Brigadier General Michael J. Lally, United States Army

I continue to be impressed with the Defense Distribution Center and our people. Our ability to provide timely and quality distribution services to the Warfighter is fantastic and greatly appreciated!

People are the heart of the Defense Distribution Center. We routinely provide top quality support to our external customers, our Warfighters.

However, as confirmed by our recent Denison Climate/Culture Survey results, internally we have friction between personnel and sections (our internal customers) and need to improve our internal activities. To create change and maintain a climate/culture that promotes trust, workplace excellence and diversity, we must improve three main areas: Leadership, Communication and Teamwork. Interwoven through these three interest areas is the concept of Trust.

I am starting several Command-wide initiatives to improve Leadership. The first is a new policy on hiring supervisors. The policy was recently signed and distributed. The policy requires that a selecting official be part of a panel that will review files and interview applicants. The top contenders will then participate in a second interview with the selecting official and his supervisor. Both interviews will consist of questions about technical skills as well as leadership and management skills. At the conclusion of the second interview, the selecting official will make the selection. The goal is to select the best qualified individual and ensure there is equity and trust in the selection process.

Secondly, as part of our efforts to train personnel and grow leaders, DDC, in conjunction with DLA, is standing up a Leadership Academy. We are finalizing the curriculum and identifying a contractor to run the academy. The goal is to have all DDC supervisors attend the Leadership Academy in the next 18 months. More information will follow as the schedule of classes and curriculum are established.

We must work climate and culture issues together and we must improve. Everyone's involvement and support are critical to achieve success!

As part of the DLA efforts to transform and improve information management, DLA continues to roll out the Business Systems Modernization

(BSM) program. The 18-month BSM rollout started in January 2005 is going well. In conjunction with the BSM rollout, DDC is repositioning inventory to better situate us for our Hub and Spoke operations. DDC depots will experience a temporary increase in redistribution orders (RDOs) over the next 14 to 18 months.

Within DDC, we are improving our information management systems by expanding the use of the Distribution Planning and Management System (DPMS). We currently have over 500 vendors using DPMS and DSS Vendor Module. Additionally, we are training personnel on the DPMS model so that we can improve the way we manage transportation and distribution across all of DLA. As many of you know, we recently completed expanding our transportation mission and are now the Enterprise Transportation capability for all of DLA. DPMS is critical to our ability to provide world-class transportation support.

This summer we have 11 new commanders joining the DDC team: five from the Army, four from the Navy, and two from the Air Force. I look forward to visiting each of these distribution depots and conducting the changes of command. This will be a busy and interesting summer.

To maintain a safe and healthy work environment, I need everyone's help in reducing accidents. At the current rate of

accidents, DDC will not meet the Secretary of Defense's goal to reduce accidents in Fiscal Year 2005 by 50 percent from Fiscal Year 2002. Get involved, pay attention, watch out for your co-workers, and ensure we maintain a safe work environment. Safety is everyone's business!

In closing, DDC is an interesting and rewarding organization - I know I'm happy to be here! I encourage each of you to look around your section, area or depot for opportunities to improve processes and relationships and then share your ideas for change with your supervisor and co-workers. To remain an organization of value to our Warfighters, we must stay focused on achieving world-class status through continuous improvement.

Thank you for your hard work and dedication!



5 DDC Commander promoted to Brigadier General



5 New distribution center processes first MRO



6 DDC supports tsunami relief efforts