

## DDC leader development program seeks ideal results

By Jessica Walter, APR, DDC Public Affairs

A small group of the Defense Distribution Center's senior leaders were among the first to enter the second phase of DDC's performance-focused Leadership Academy in November.

According to Kevin Cummings, chief of DDC's Transformation Office, the course focused on the leadership competencies needed for creating and maintaining a high performing work culture.

Concepts explored by the students included building a shared vision, managing change and conflict, and using effective communication to motivate employees.

"Embracing a culture of continuous improvement has been prevalent during my Army career," said Lt. Col. Steve Toft, commander of Defense Distribution Depot Red River, Texas, "I'm glad DDC recognizes the importance of allocating time and resources to assist commanders and their personnel in developing that culture."

Marine Corps Maj. Kent Wheeler, commander of Defense Distribution Depot Albany, Ga., found the training useful in meeting customer needs. "It provided the roots to grow the leadership within the enterprise to become a high performing organization in order to meet and exceed the war fighter's requirements today and in the future."

Wheeler's deputy commander, Rita Varner, said the class was rich in culture-building techniques: "This training lays a basic foundation of respect for others and a team concept for DDC's leaders to follow."

Cummings says this three-day training session is a critical component



Course instructor Joyce Crouch discusses leadership concepts with Ed Visker, deputy commander of Defense Distribution Depot Susquehanna, Pa. Visker is also the former Chief of Staff of the Defense Distribution Center headquarters where he played a key role in the implementation of leader development initiatives including the Leadership Academy.

of the new "DDC System" – an integrated initiative that aligns the organization's internal processes, training efforts, and continuous improvement culture in order to accomplish supply chain objectives and drive competitive advantage.

For Ed Visker, deputy commander of Defense Distribution Depot Susquehanna, Pa., the course was both timely and relevant. "The contemporary leadership information presented fits perfectly with the DDC leadership philosophy," Visker said.

Effective leadership is the foundation of the DDC System, and ideal

performance is incorporated throughout the system's framework. For example, the DDC System seeks perfect customer satisfaction and quality at the lowest cost while maintaining perfect safety standards.

"In the DDC System, we set goals according to what we should do, not what we think we can do," explained Cummings.

Over the next year, about 75 percent of DDC's senior leaders and supervisors will participate in the second phase of DDC Leadership Academy.