



DDC Commander Army Brig. Gen. Lynn Collyar passes the organizational flag to Navy Cmdr. Paul Bourgeois to symbolize the passage of authority for the command of DDYJ.

Saint Joseph's University in Philadelphia, Pa., where he received a bachelor of science degree in Financial Management and a 2002 graduate of the Naval Postgraduate School in Monterey, Calif., where he received his master's degree in Systems Management (Financial Management).

Bourgeois was commissioned from the Officer Candidate School in Newport, R.I., in 1989 and completed the Basic Qualification Course at the Naval Supply School Athens, Ga. in 1990. His first tour was onboard USS Kittyhawk where he was the Wardroom Officer and Sales Officer. A Naval Acquisition Contracting Officer shore tour at Naval Regional Contracting Center Philadelphia, Pa., followed before he was assigned as the Supply Officer onboard the USS Michigan. After Michigan Gold, he was assigned to the Military Traffic Management Command Oakland, Calif., as the Chief of the Freight Traffic Division. He then reported to the Fleet and Industrial Supply Center/Shore Intermediate Maintenance Activity site San Diego, Calif., as the Assistant Supply Officer.

Following SIMA, he attended the Naval Postgraduate School where he distinguished himself as a Conrad Scholar for Excellence in Financial Management. After NPS, he was the Supply Officer onboard the Sixth Fleet Flagship USS LaSalle in Gaeta, Italy. Upon reporting to the Naval Air Systems Command in Patuxent River, Md., he assumed duties as the lead Business and Financial Management position for the Program Management, Air 261 responsible for the CH/MH-53 helicopters. His most recent

assignment was as the deputy BFM for PMA-290 responsible for the P-3, EP-3, S-3 and the P-8A Multi-Mission Maritime Aircraft (MMA) programs.

Bourgeois' personal decorations include the Meritorious Service Medal with one gold star, the Navy Commendation Medal with four gold stars, and the Navy Achievement Medal with two gold stars. He is a qualified Surface Warfare Supply Corps Officer, Submarine Warfare Supply Corps Officer, and is a member of the Navy Acquisition Professional Community.

DDYJ embraces team building

By Navy Storekeeper Ivy Cristobal, DDYJ Public Affairs

Defense Distribution Depot Yokosuka, Japan, recently held a High Performance Team-building Workshop.

Enlisting the help of team-building experts, 34 members of the DDYJ management team, along with the newly established DDYJ Climate Culture Advisory Group, got their first opportunity to learn team-building concepts.

Workshop participants took part in an on-line assessment that was used to determine why it was easier to lead, connect, and communicate with some people than others.

Using this insight, the participants developed synergy within the team structure by allowing those with differing views to build on others' strengths and

weaknesses. "Where one individual is strong in logic or organizational skills, another individual may have strength in interpersonal or long-term visionary skills," said Tanya Maclay, DDYJ Training Coordinator. "This leads to better team synergy based on valuing the diversity and decision making capability of the whole team."

With this new insight, the workshop participants were placed in small groups and given exercises that required interdependence to apply and develop strategic solutions for apparently simple situations that effect the organization.

Many of the exercises during the workshop focused on the value of diversity for the development of effective group synergy to order and identify problems and for strategic decision-making skills needed in today's ever-changing competitive environment.

Many class members felt positive about their experience. "I thought it was interesting that even though the composition of the class was multicultural, the participants had some common concerns about the environment they worked in—language barriers, communication, understanding and respecting each other's culture," said Armando Rodriguez, a material examiner and identifier at DDYJ.

Navy Cmdr. Will A. Clarke, DDYJ commander, commented further on his desire to take the organization to the next level. "There will be changes and process improvements that get established in our organization over the next 12 to 18 months

that will cement our direction for the next two to six years and beyond. Our future is bright—and will become even more so, based on our ability to be a high performing leadership team that drives results and consistently exceeds both internal and external expectations."



In this scenario, Rick Atchley, DDYJ motor vehicle support director, shows what his team has observed about the work environment and identifies obstacles and distractions from the organization's goals.