

SEMINAR FACILITATION AND TRAINING Over 30 years experience  
coordinating, writing, delivering, and analyzing training on:

- Leadership – I've studied leadership under the US Army and US Navy, as well as many civilian sources including college coursework in Social Behavior and Communications. My seminars are well-received, raise morale, and retain supervisors and those whom they lead.

- Communication – If we could learn to communicate, we could end wars, divorce, abusive relationships, and cat juggling. I'm working on this.

- Training programs – Beginning as a 15-year-old with a talent for welding and a class of Iron Workers in my dad's night school classes, I have practiced technical training for three decades. I tutored welding in High School and Vocational School; trained my squad members in anti-armor and basic soldiering skills in the Army; and taught electronics throughout my Navy career. I revolutionized the way the US Navy trains and qualifies technicians for Maintenance Materials Management, the system under which planned and corrective maintenance are done and documented, turning a 3-month On-The-Job program into a 2-day seminar (and most students didn't need the second afternoon), that raised standards and quality of maintenance and documentation and improved morale due to the crewmembers feeling more proficient and conversant in their jobs.

- High technology electronic systems – Over 20 years devising and delivering training on electronics including but not limited to basic and advanced theory, manufacturing and repair processes, data communications, and systems and systems-of-systems integration

- Personal finance – I developed and delivered four-hour-long seminars (or 1-hour segments) on Checkbook Management, Interest and How Money Works, Insurance (without a sales pitch!), and Investments and Savings. I believe these seminars, more than any other training or mentoring I did with my people, led to their retention in the service. I taught folks how to retire with a million dollars, how that was not enough to retire on, and how to retire with enough – based on their own desires and abilities; all without curbing their ability to live a full life in the mean-time – on a sailor's salary!

- Personal rights and responsibilities – I was on every Command Training Team at each of my commands, and considered a senior member after the first. We trained Indoctrination classes with full Rights-And-Responsibilities curricula to new command members, emphasizing members' role as sailors, command members, leaders, and community members.

- Sexual Harassment – Since the Navy self-identified this problem in our ranks in the context of the Tailhook scandal and determined to make the situation better, we led the military branches and commercial industry in establishing and holding standards, and training those standards to our members.

- Safety – As a qualified Safety Petty Officer and supervisor of up to 35 personnel in high-risk environments, I am familiar with NAVOSH, OSHA, and the full gamut of HAZMAT guidelines. I wrote the Working Aloft and Over The Side instruction for my last ship and held frequent briefings on point-of-work safety issues as well as provided lectures and served as an answer panelist for Question-And-Answer sessions during Safety Stand-Downs.

- Quality Assurance (TQL/TQM) – Trained in the Plan-Do-Check-Act cycle of process improvement early in my career, I was qualified under the Total Quality Management/Total Quality Leadership program to Supervisor level, and as a Quality Craftsman and Quality Supervisor for SubSafe Level 1 submarine work. As a supervisor, these were part of my regular training curriculum.

- Standards, Compliance, and contract language – Trained as a Contracting Officer's Technical Representative and managing work packages with yard workers on ships and submarines, I have become very comfortable with answering, and authoring Standards, Compliance Requirements, Statements of Work, Requests for Quotes, Proposals, etc. This is often a bit of drudgery in development or discovery, but becomes entertaining in that there is a lot of training to do with many standards, compliance requirements, and contractual agreements. I have been successfully writing, interpreting and training these subjects for over 10 years, receiving frequent praise from young sailors who didn't grasp the reasons for requirements and standards, and customers and contractors who did not understand scopes of work or their required contributions.