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OLD DOMINION STRATEGIES HIGHLIGHTS

I am pleased to announce that Old Dominion Strategies was a member of the Harkcon Team that was awarded a CISA contract under the PACTS II FC 1 IDIQ Contract. Initially, we expect to be adding and/or promoting four new members to our team providing executive support to CISA leadership. We have also added several new members to our FPS HQ contract supporting the Financial Management Division (FMD). Well done to all who

helped us either win the new work or grow our existing contract! Your efforts to grow our ranks will provide promotion opportunities as we add more positions to our company. Thank you all.

CEO'S CORNER



President and CEO,
Pat Philbin

As we continue to adjust to a “COVID-19” environment, and the rapidly changing policies and procedures that we must respond to from our clients and government leaders, I believe it is important to seek as much information from multiple credible sources as possible. Studies of pandemics and how affected populations address them have been documented in previous events worldwide. As is usually the case, often actions have unintended consequences—and it is important that leaders and supervisors consider them in their decisions. What does this have to do with us you may wonder?

One of our most important responsibilities as leaders is to help our people make sound decisions. Sound decisions require the ability to listen well. As defined in our recently updated Vivid Vision 2025, our Core Values & Culture address the critical need to **“pursue truth rather than advocacy.”** We should all challenge our assumptions and biases before we instinctively embrace a particular perspective. Critical thinking skills are needed more today than ever because while the sources of information may have exponentially exploded because of the internet, our “humanness” can lead us to conclusions that may be inconsistent with the facts. In other words, our emotions influence judgments. If we isolate the issue from the ego (or person), we can disagree without being disagreeable because discussions avoid becoming personal.

As leaders and managers, we must be not only willing—but eager—to listen to others’ perspectives and pursue facts as we are able to ascertain them. This isn’t always easy! Empathy can be a wonderful skill to encourage radical candor, which is another important characteristic of the organization that we are building. Although we draw different conclusions with the same set of circumstances and/or facts, as long as we can articulate the logic that was used to arrive at the decision in a coherent manner, the higher the probability of an optimal, lower risk outcome.

I wish everyone and their families and loved ones good health. Please be safe and smart.

V/r

Pat

PROGRAM MANAGEMENT CONFERENCE

“...organizations are desperate for people from an array of backgrounds who can formulate a compelling vision and inspire others to help make that vision a reality.”

Recently, our Program Managers participated in the bi-annual Program Management (PM) Conference. This important workshop allows for our company to come together and contemplate how we can ignite growth by improving leadership skills at every level, encouraging our staff to be in continual pursuit of personal and professional acceleration, and providing a work environment that supports that intention. Given the enormous social and economic challenges we face, organizations are desperate for people from an array of backgrounds who can formulate a compelling vision and inspire others to help make that vision a reality. Our Vivid Vision's view of leadership largely aligns with the perspectives of Ron Williams and Karl Weber in their book “Learning to Lead,” which is designed to inspire individuals to cultivate their leadership through reframing one's way of thinking. Three of these ways that promote leadership skills include:

Reject Stereotypical Thinking

At all levels, Weber and Williams affirm the importance of rejecting stereotypical thinking, as it limits progress for both yourself and others. Refraining from letting others define who you are and refraining from categorizing others maintains a collaborative environment that facilitates new ideas and better business practices. It also allows you to discard previous notions you had about what you “think” a business leader must look like, so you can organically become the leader that your team needs you to be.

Take Calculated Risk

Leadership skills are cultivated from experience, and experience is gained through the healthy tension of learning how to handle new situations. Being able to think quickly and thoroughly comes from putting yourself in unprecedented areas of calculated risk where mistakes and learning can happen.

Open Up to New Perspectives

When you intentionally network with individuals outside of your own organization, you open yourself up to new perspectives from people who come from different walks of life, have faced different opportunities, and have different approaches to



accomplishing goals. Leaders with open minds can oftentimes find interesting and unconventional solutions that would never have been considered or brainstormed had they narrowed their original frame of thinking.

While our Program Managers are expected to embody the previously mentioned traits when managing their contracts, individuals at all levels can hone-in their leadership skills to sharpen their unique abilities and grow within their position. Our Vivid Vision Plan desires to propel individuals into a better version of themselves; focusing on refining your leadership skills cultivates the confidence and collaborative ability to take your unique abilities to the next level.

VIVID VISION CORNER

As we prepare to release our Vivid Vision 2025 Plan, our central themes remain the same: cultivating our employees into true assets by creating a support system that encourages completion of both professional and personal goals. As our Program Managers gathered this past June to discuss growth plans for the company, the importance of the 5 Pillars of the Vivid Vision rang clearer than ever before. **People. Values & Culture. Teamwork. Knowledge & Imagination. Leadership.** These are the fundamentals of our organizational vision, as well as our roadmap to growth. When a company prides itself on culture and people first, it produces the best leaders that can lead teams into progress and development. Vivid Vision 2025 focuses on setting clear, attainable goals, achieving extraordinary aspirations one step at a time. It is a company goal that every individual continues on a path of upward mobility and growth through their own initiative and the support of their leaders. Where do you see yourself in one year? What are you doing now to make sure you get there?

EMPLOYEE SPOTLIGHT



Anthony "Tony" Burley

Anthony "Tony" Burley joined ODS in October 2020 after serving 9.5 years in the United States Coast Guard (USCG) to include Commanding Officer of USCGC KATMAI BAY, a 140' icebreaker homeported in Sault Ste. Marie, MI. Upon joining ODS, Tony assumed the Subject Matter Expert role on the Domestic Icebreaking contract in support of the USCG's Office of Cutter Forces (CG-751). Tony's positive impact on the team was immediate as most of the team members had little to no experience working with the Coast Guard or the USCG's Domestic Icebreaking mission that supports the flow of maritime commerce in the Great Lakes Region and the Northeast and Mid-Atlantic Coast; Tony always maintains an attitude of collaboration and

enthusiasm when contributing the team effort. Tony's operational experience and mastery of the Department of Homeland Security's Joint Requirements Integration Management System have been instrumental in raising the team's knowledge and comfort level. What makes Tony an invaluable talent to ODS and the DOMICE Team is his ability to collaborate and mentor junior team members to understand new information and concepts, consider alternative ways to think about and analyze problems, and ultimately how to maximize client satisfaction.

NEW HIRES

LEO DEJESUS



JAMES GARRIS



VICTOR MOLTER



KYLE MOORE



CHRISTOPHER SMITH





CALENDAR

A few dates to remember ...

Please wish these fellow employees a "Happy Birthday" when you see them in the halls or give them a shout out via email.

AUG
1

Robert Wynter's
Birthday

SEP
25

Ravyn Wright's
Birthday

AUG
10

Matthew Logue's
Birthday

OCT
12

Columbus Day
(Federal Holiday Observed)

AUG
18

Tonya Asmar's
Birthday

OCT
16

Jan Chambers's
Birthday

AUG
28

Carson Romine's
Birthday

OCT
29

Christopher Smith's
Birthday

SEP
4

Gary Luethke's
Birthday

SEP
7

Labor Day
(Federal Holiday Observed)

SEP
14

Lytracia Philson's
Birthday

SEP
15

Larry Gaffey's
Birthday

SEP
21

Tarek Edelbi's
Birthday