

Isakowitz Unveils Five New Initiatives for 2017

by Wendy O'Dea
December 14, 2016

In his second all-hands address to Aerospace employees, President and CEO Steve Isakowitz was joined on stage in the Titan IV meeting center by incoming Executive Vice President Wayne Goodman to discuss their vision for the company, recapping the four strategic imperatives and introducing five new corporate initiatives for 2017.

Kicking off the meeting, Isakowitz thanked Executive Vice President Dave Gorney, who retires this month after 37 years, and announced that Malina Hills has been promoted to senior vice president overseeing the Space Systems Group. He also recognized the contributions of Sam Tennant, CEO of Aerospace from 1987 to 1991, who recently passed away.

After dubbing the Dec. 13 gathering as the second episode in the “Steve and Wayne Show,” Isakowitz reviewed some of the accomplishments from 2016, including the fact that Aerospace scored 99.2 percent on the most recent government report card. “The Aerospace ship is strong and it’s important that we continue to build on our foundation and keep the recipe—doing what we do best,” Isakowitz said.

He also announced two new board of trustees members: Charles Elatchi, the recently retired director of the Jet Propulsion Laboratory; and John Tracy, retired chief technology officer at The Boeing Company.

After showing an entertaining “Man on the Street” video compilation in which Isakowitz asked random employees whether they could name the four imperatives or even one of them, Isakowitz reminded everyone of the four strategic imperatives introduced in October:

1. Shaping the future: allowing Aerospace to lead the way;
2. Innovation: bringing forth of new ideas;
3. Growth: Vaeros and beyond;
4. Velocity: responding to customers more quickly and streamlining Human Resources and business processes.

He added that things are good but not standing still, which is why the four strategic imperatives were established. “We live in an environment where things are changing all around us and we need to respond and evolve with that,” he said.

“It’s important that we come up with a set of actions we can execute,” Isakowitz added. After input from a variety of sources, both internal and external, he outlined the five actions that have been identified for 2017, known as the corporate initiatives.



Wayne Goodman, left, and Steve Isakowitz, share a laugh at the second CEO corporate all-hands meeting in El Segundo on Dec. 13. (Photo: Walter Sturrock)

Corporate Initiatives for 2017

1. **Space Policy and Strategy:** Elevate our role in developing space policy and strategy to strengthen our engagement with national decision makers and bring the unique capabilities from throughout Aerospace to bear on complex problems in new areas. The initiative will be led by Ed Bolton.
2. **iLab:** Create an innovation laboratory (known as iLab) to address the growing need for rapid insertion of innovative solutions to tough problems, and to raise the company profile as an innovator and problem solver at a national level. This will be led by Chuck Gustafson with Randy Villahermosa as acting executive director. Innovation will also be added to the Aerospace corporate values with the subheading of “shaping the future in a time of unprecedented change.”
3. **Agile Mission Assurance:** Introduce more innovative and efficient processes across launch, space, and ground sections to address the changing environment and reach different desired risk levels depending on customer needs. This initiative will be led by both Malina Hills and Randy Kendall.
4. **New FFRDC:** Create a new federally funded research and development center that complements core Aerospace activities, allowing the company to create and close on at least one contract in the next two years. The initiative will be led by Ed Swallow.
5. **Mach One:** Increase the speed of business processes under the Velocity imperative and empower the workforce. Mach One will be led by Willie Krenz, who will act as Chief Velocity Officer—a new position being created—with participation from Heather Laychack, Ellen Beatty, Malissia Clinton, and Sabrina Steele.

Isakowitz encouraged employees to speak to their managers if they are interested in getting involved with any of the new initiatives, many of which will work across multiple groups.

“We will take risks. Not everything will work, in fact things might even fail but that’s how we learn and innovate.” Isakowitz said. “We’ll be focusing on action, delivering results, and building on our foundation of customer mission success.”

The Ping Pong Initiative and Quick Wins

While the five corporate initiatives are the main focus for the coming year, Goodman stated that there are many quick hits, or quick wins. One of these is the “ping pong initiative.” Employees in El Segundo, Chantilly, and Colorado Springs will soon see ping pong tables set up on campus to help create a relaxed, creative space to share ideas while having some fun.

Goodman highlighted some of the quick wins already accomplished including streamlined processes for hiring approvals and travel, and the introduction of WorkSpace, to name a few.

Other Board of Trustees Actions

Merit raises in the form of salary increases and/or bonus in lieu of merit (lump sum payments) will be awarded in February.

The board approved Chief People Officer Heather Laychak’s plan for employee goal setting, performance and rewards aligned to corporate and organizational initiatives and results. More information on this process will be shared in the coming weeks.

Organizational Changes

As the presentation drew to a close, Goodman announced a variety of organizational changes. These include:

The Corporate Chief Engineers Office will now report to the executive vice president;
Systems Planning, Engineering, and Quality is being renamed Defense Systems Group and will elevate its focus on space policy and strategy;
Missile Defense Agency work is being moved to the Space Systems Group;
The services in Operations and Support Group (OSG) are being restructured in the following ways: The Aerospace Institute and Diversity and Inclusion Office (formerly Inclusion and Equal Opportunity Office) are now part of Human Resources; Facilities is part of the Office of the Chief Financial Officer. The position of senior vice president for OSG has been eliminated and is being replaced with the Chief Velocity Officer (CVO). The CVO position is being established to focus on companywide change management and Velocity initiatives with the aim of generally improving corporate processes and procedures. Until the position is filled, Willie Krenz will be acting in that role, and will continue as the chief information officer.

Goodman acknowledged that change can be challenging and he and Isakowitz will be traveling to various offices to share details about the changes and initiatives underway. At any time, employees can also submit questions through the “Ask the CEO” link on the Inside Aerospace website.

Happy Holiday and Thanks

Bringing the “Steve and Wayne Show” to an end, Isakowitz thanked employees for their dedication, wished them happy holidays, and offered everyone a Circle A logo lapel pin to wear proudly. He also reflected briefly on the changes happening in Washington. “These are interesting times,” Isakowitz said, referencing the recent presidential election. “But I’m very upbeat and feel good about the people I’ve spoken with in Washington.”

“We are still the same company, with an excellent track record and a great set of employees and a great foundation to build on,” he said. “I really feel that our future is bright.”

Aerospace Board of Trustees Watches WGS-8 Launch

December 08, 2016

A Delta IV rocket roared into the darkened Florida spacecoast sky Wednesday evening carrying the latest Wideband Global SATCOM satellite for the U.S. Air Force.

For the first time ever, the Aerospace board of trustees — in El Segundo for their quarterly meeting — was able to see the Aerospace launch team in action as they viewed the WGS-8 launch from the Stars Mission Operations Center gallery.

After a very smooth countdown and a flawless launch, the WGS-8 satellite was successfully placed in orbit 42 minutes after its launch at 3:53 p.m. Pacific time.

“It’s always fantastic to be able to deliver new capability to the warfighter, and it was even more special to have our board there to witness the great work of the team as well,” said Randy Kendall, Aerospace vice president of Space Launch Operations.

The rocket flew in the Medium Plus (5,4) configuration with a five-meter payload fairing and four solid rocket boosters to augment its liquid hydrogen-fueled RS-68A main engine. It is the sixth time this configuration of the Delta IV has flown, all of them WGS missions. It is the most powerful Delta IV, next to the Heavy, and is the fastest launcher of all the Delta IV and Atlas V versions, clocked at zero to 60 miles per hour in 3.6 seconds.

In the final seconds of the countdown, the main engine ignited at six seconds before liftoff, creating a large Delta IV signature fireball at the base of the rocket. As the main engine throttled up to full power, the four strap-on solid motors lit and four hold-down bolts were released at T-minus zero seconds, allowing the rocket to speed off of Cape Canaveral’s pad 37B.

The WGS satellite constellation is the communications backbone for the U.S. military and its allies. The satellite was built by Boeing at its Satellite Development Center in El Segundo, the world’s largest satellite factory.



The WGS-8 satellite, encapsulated in its payload fairing, is attached atop a Delta IV rocket at Cape Canaveral Air Force Station. (Photo: United Launch Alliance, LLC)

Awards and Recognitions, December 2016

by Gail Kellner

December 12, 2016

Aerospace employees frequently earn recognition for their professional accomplishments. This Orbiter feature acknowledges those honors and awards, including the publication of books. To nominate someone for consideration in this section, send details of the award in a timely fashion to orbiter@aero.org, or contact Gail Kellner at gail.d.kellner@aero.org.

Blake Kimbrough

Blake Kimbrough, systems director, FBI Programs, received the 2016 Black Engineer of the Year Award (BEYA) in the category of Outstanding Technical Contribution.



Blake was recognized for his contributions to the development and deployment of Sentinel, the FBI's case management system, which has been praised by the U.S. Congress for its use of state-of-the-art information technology tools to provide the critical data that law enforcement needs to prevent or investigate criminal and terrorist activities across the nation. For his contributions to Sentinel, the FBI twice awarded Kimbrough with its prestigious Golden Wrench Award. (He is the only two-time winner of this award).

Ted Muelhaupt and Mark Mueller

The American Institute of Aeronautics and Astronautics (AIAA) recently announced that Ted Muelhaupt, associate principal director, Systems Analysis and Simulation Subdivision, and Mark Mueller, senior engineering specialist, Propulsion Dept., were nominated to its class of 2017 Associate Fellows. They will be formally honored and inducted at a recognition ceremony on Jan. 9 in Grapevine, Texas.

The grade of Associate Fellow recognizes individuals "who have accomplished or been in charge of important engineering or scientific work, or who have done original work of outstanding merit, or who have otherwise made outstanding contributions to the arts, sciences, or technology of aeronautics or astronautics."

Dr. Walter Buell

The Optical Society (OSA) Board of Directors recently elected Dr. Walter Buell, principal director, Electronics and Photonics Laboratory, to its newest class of 96 OSA fellows. He will be formally honored at OSA conferences and meetings throughout 2017.

Fellows are based on the following criteria: specific scientific engineering and technological contributions, a record of significant publications or patents related to optics, technical, or industry leadership in the field, and service to OSA and the global optics community.

Dr. Shant Kenderian

Dr. Shant Kenderian, director, Materials Processing Dept., received the NASA Engineering and Safety Center (NESC) Engineering Excellence Award in November by former NASA astronaut Nancy Currie-Gregg and NESC Director Timothy Wilson.

Kenderian was recognized for engineering excellence leading to the development of a novel nondestructive evaluation technique that provides previously unobtainable full inspection of the critical Orion heatshield bondline. This team effort

included Dr. Toby Case, member of the technical staff, and Dr. Yong Kim, senior scientist, both from Materials Processing Dept., who were included in a NESC Group Achievement Award.

Dr. Vinay Goyal

Dr. Vinay Goyal, senior engineering specialist, Structures Dept., received the NESC Engineering Excellence Award for exceptional engineering support to assess the integrity of the critical bond of Avcoat material on the Orion heatshield. He was presented the award last month by former NASA astronaut Nancy Currie-Gregg, NESC Director Timothy Wilson, and NESC Deputy Director Michael Kirsch.

Daniel Friedman, member of the technical staff and Dr. Stephanie Svetlik-Haley, engineering specialist, both in the Structures Dept. developed advanced models and test characterization methods of the heatshield, and the nondestructive evaluation (NDE) team developed innovative NDE techniques.

December 2016 Obituaries

by Elaine Young
December 01, 2016

Sincere sympathy is extended to the families of:

Oscar Barbosa, member of technical staff, hired Aug. 10, 1987, died Nov. 4, 2016.
Karen Carter, member of technical staff, hired Aug. 18, 1980, retired March 1, 2008, died Nov. 11, 2016.
Irwin Cohen, member of technical staff, hired Nov. 9, 1961, retired Feb. 1, 1988, died Nov. 5, 2016.
Herold Featherstone, member of technical staff, hired Sept. 26, 1966, retired June 1, 2012, died Nov. 12, 2016.
Richard Fling, member of technical staff, hired Dec. 12, 1960, retired Nov. 1, 1991, died Oct. 25, 2016.
Francisco Izaguirre, member of technical staff, hired Aug. 21, 1979, retired Sept. 1, 1995, died Oct. 30, 2016.
Arthur Mager, corporate officer, hired July 17, 1961, retired, Feb. 1, 1982, died Nov. 22, 2016.
Walter Myers, member of technical staff, hired Dec. 5, 1960, retired Feb. 1, 1994, died Nov. 1, 2016.
Joanne Risher, technical support, hired April 12, 1976, retired July 1, 1993, died Oct. 30, 2016.
Owen Refling, member of technical staff, hired Aug. 17, 1961, retired Nov. 1, 1991, died Nov. 7, 2016.

To notify Aerospace of a death and have it included in the Orbiter, please contact Human Resources at 310-336-5107.

December 2016 Notes

by Elaine Young
December 01, 2016

Notes of appreciation to fellow employees and Aerospace for thoughtfulness and sympathy have been received from:

The Risher Family, on the recent passing of mother-in-law and grandmother, Joanne Risher.

December 2016 Anniversaries

by Elaine Young

December 20, 2016

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Engineering and Technology Group

Christopher Landauer

30

Engineering and Technology Group

James Norwood, Lindsay Tilney, Lorraine Sinohui, Richard Welle

Space Systems Group

Margaret Sazani

Vaeros

Steven Cobb

20

Engineering and Technology Group

Dawn Coll, Timothy Thompson

Space Systems Group

Chen-Tsing Chen, David Hartnett

Systems Planning, Engineering, & Quality

James Morehart

15

Engineering and Technology Group

Josef Wicker, Rhonda Beech

National Systems Group

Daniel Newland

Operations and Support Group

Andrea Williams, George Drexinger

Space Systems Group

Daniel Dayton, Mark Simon

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Engineering and Technology Group

David Bernier, Ghanshyam Purohit, Steven Hogan

Operations and Support Group

Karl Brian Arcadio

www.aerospace.org

Space Systems Group

Leilani Wai, Peter Rosenberg, Robert Harry

Vaeros

William Munley Jr

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Operations and Support Group

Albert Duarte, Martin Carrilo

Space Systems Group

Jeffrey Laube

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2310 E. El Segundo Blvd.
El Segundo, CA 90245-4691

310-336-5000
www.aerospace.org

Orbiter Staff: orbiter@aero.org
Editor: Lindsay Chaney, 310-336-0961, lindsay.d.chaney@aero.org
Assistant Editor: Laura Johnson, 310-336-1179, laura.m.johnson@aero.org