

EMBRACING EXCELLENCE

# LEAN

CONFERENCE CANADA  
WINNIPEG | JUNE 6-9, 2022



PRESENTED BY

CANADIAN  
MANUFACTURERS  
& EXPORTERS

CANADA'S LARGEST LEAN  
EVENT IN 2022

[EMBRACINGEXCELLENCE.CA](http://EMBRACINGEXCELLENCE.CA)



# GROWING FAST AND STAYING LEAN

How Genoa Keeps a Lean Focus through High Growth



**GINA PECORE**

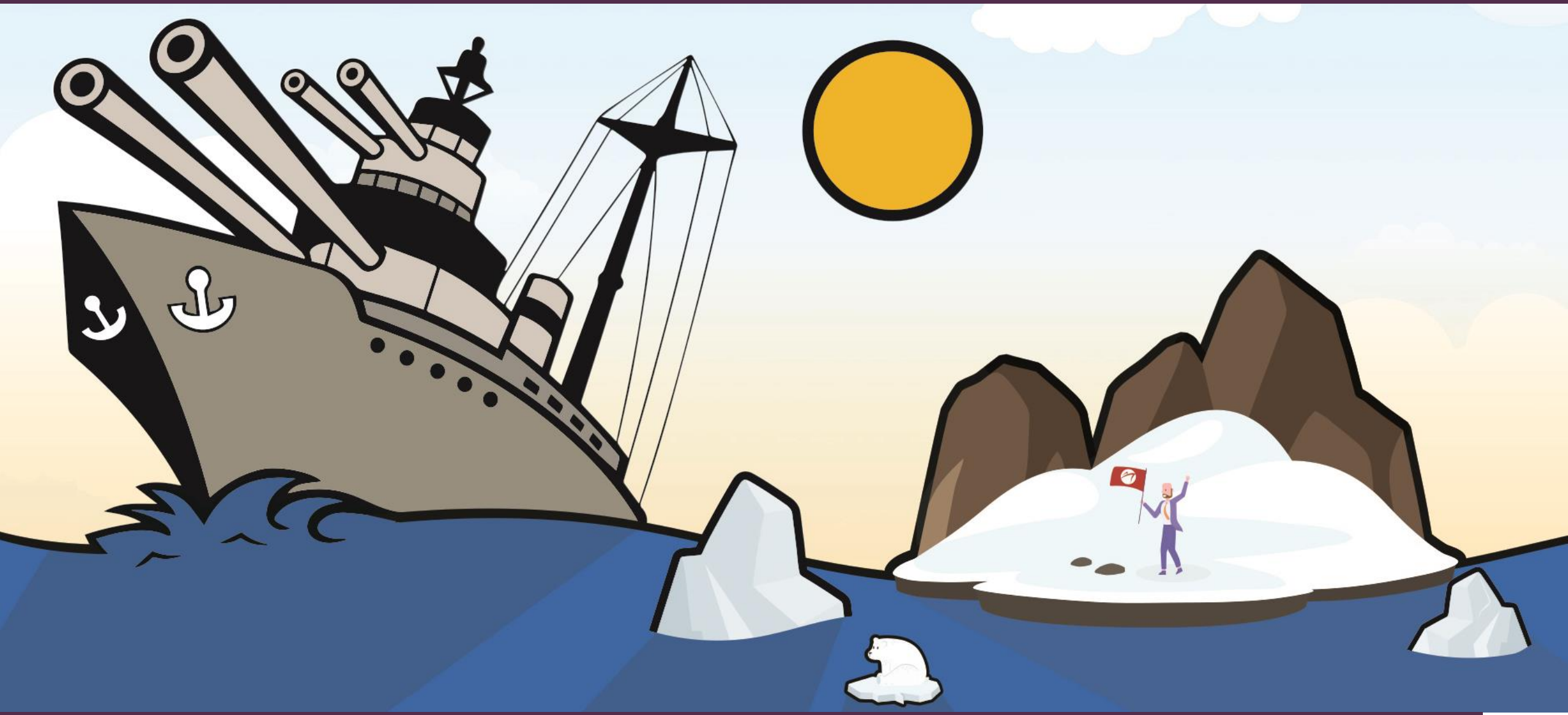
*Chief Executive Officer*  
Genoa Design



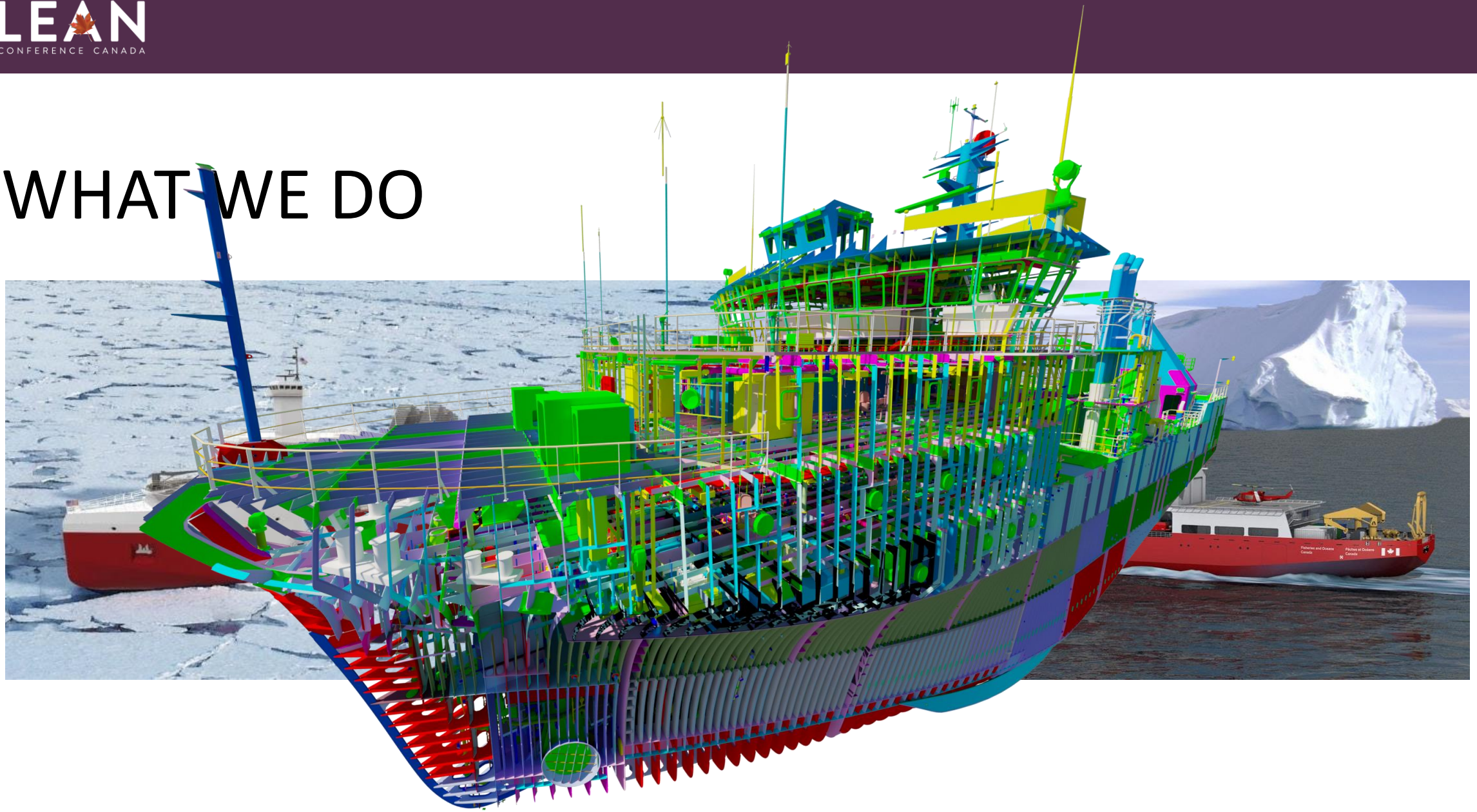
**BRIAN NEWHOOK**

*Technical Manager*  
Genoa Design

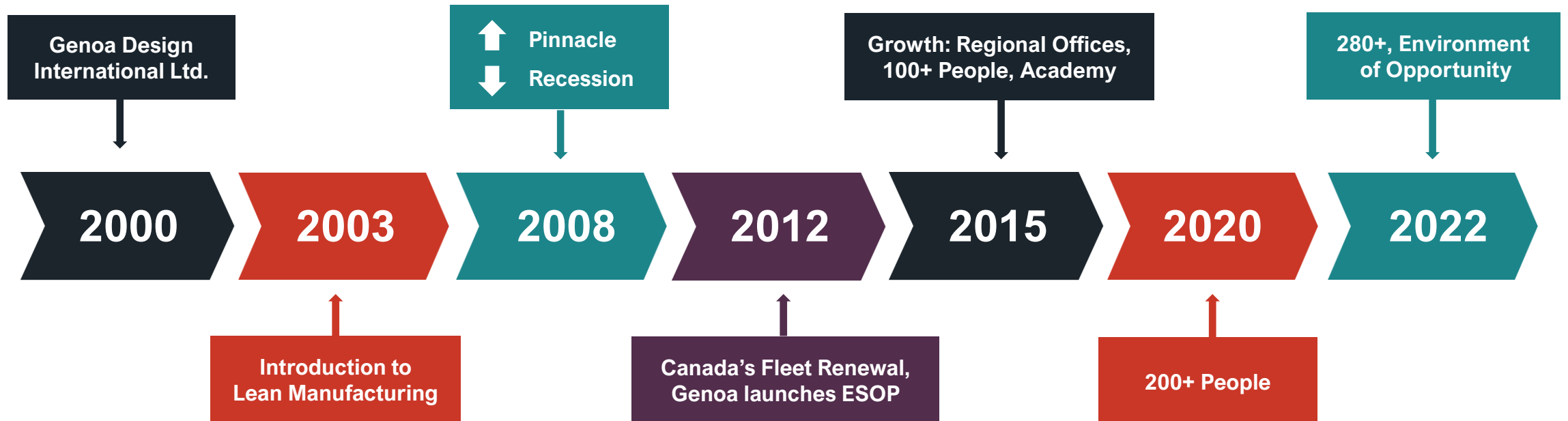


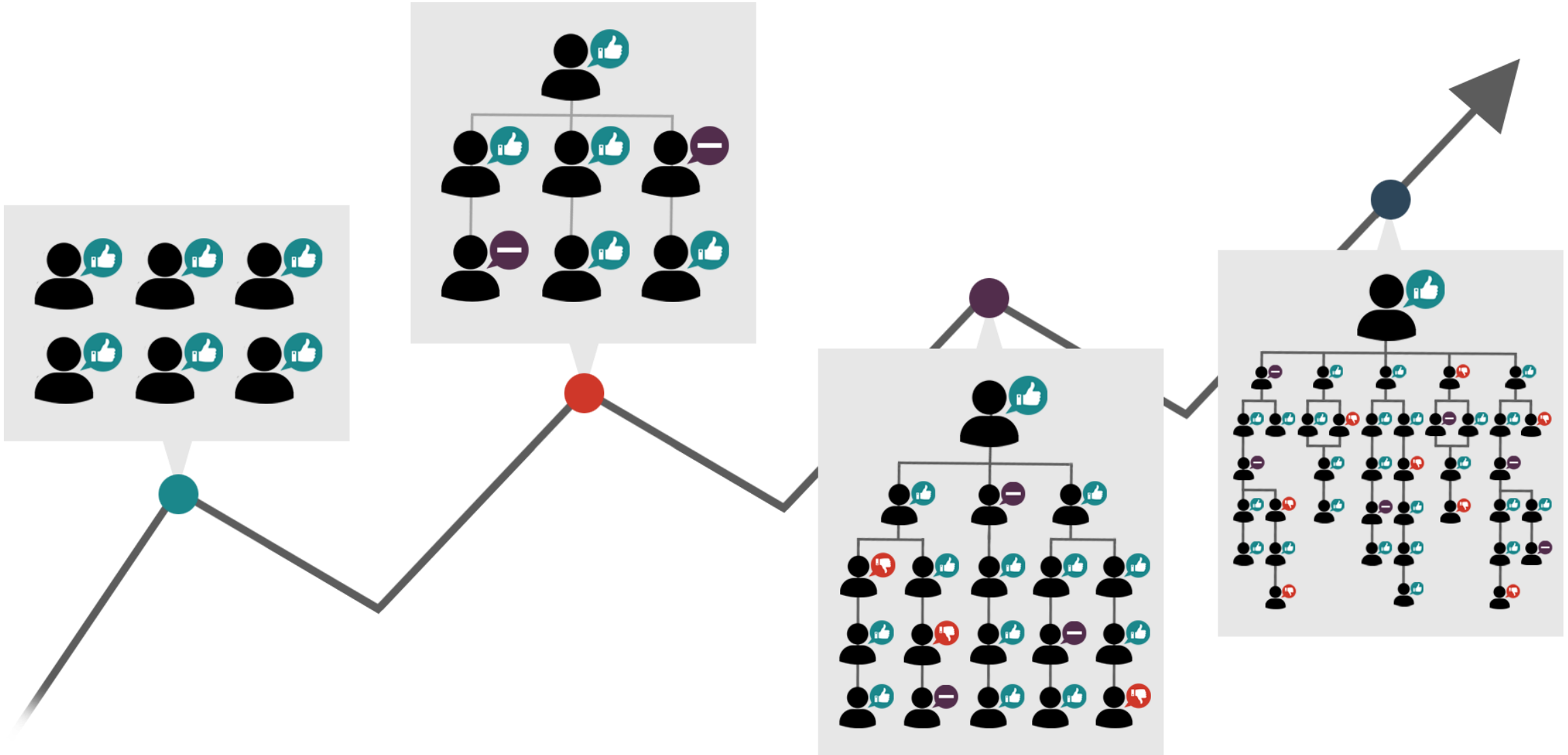


# WHAT WE DO



# OUR HISTORY





**VISION** To be the most sought-after partner in shipbuilding.

**CORE VALUES**

**Put People First**  
Make decisions and take actions that strengthen and support our team.

**Live Well**  
Find balance at work and at home by taking care of your mind, body and soul.

**Create Lasting Relationships**  
Offer our clients and business partners the same respect and friendship we offer each other.

**Make a Difference**  
Do the unexpected. Create WOW moments for your colleagues, clients and community.

**Own It**  
Go the extra mile. Take Responsibility.

**Never Stand Still**  
Welcome each other to a new opportunity to learn, grow and succeed.

**MISSION**  
We Build it First.

**2021-2025 STRATEGY**



**genoa INNOVATION** | **MISSION**

Enable Genoa to be the most sought-after partner in shipbuilding, by **UNLOCKING THE VALUE OF DIGITAL SHIP DATA**

**THE INNOVATION TEAM**

Dedicated technology innovators who collaborate across Genoa to generate new customer value



**KNOWLEDGABLE PARTNERS**  
Securing tech solutions that increase value on current projects and support Genoa's operational excellence goals



**ACCELERATORS**  
Piloting emerging technologies to propel Genoa's current and future ambitions



**VISIONARY LEADERS**  
Creating new and proprietary tech-based offerings to expand Genoa's reach

**VISIT HOMEPORT TO LEARN MORE.**

**GENOA'S GOAL**

On-demand data for lifecycle value



**PRE-LAUNCH DESIGN TECHNOLOGIES**

- 3D
- Detail design
- Configuration management
- Construction support
- Integration

**POST-LAUNCH DATA ACCESS TECHNOLOGIES**

On-demand access + new applications that extend data value into operations & in-service support

**STRATEGY DRIVERS**

- INCREASE** value proposition, market dominance with a focus on:
  - VR Solutions
  - Scalable Workforce
  - Rapid CAD
  - User-Friendly
- DECREASE** competitive dependency on:
  - Design Customization
  - Relationship-based
  - Software Focus
  - Shipbuilding Exclusive
- CONTINUOUSLY IMPROVE** capability of:
  - Project Management
  - Range of Services
  - Technical Expertise

**HOMEPORT** | Welcome, Adam Martin

**QUICK LINKS**

- REPLICATION
- DAYFORCE
- SERVICE DESK
- 2021-2025 STRATEGY
- JOB LISTINGS
- COVID-19 RESPONSE
- QUALITY IMPROVEMENTS
- QUALITY IMPROVEMENT LOG
- VALUES POINTS
- VOLUNTEER BULLETIN BOARD
- SAFETY MOMENT
- EMPLOYEE PROFILES
- SEARCH DOCUMENTS
- NEW DOCUMENT REQUEST

**ACROSS THE TEAM**

- Dayforce Performance...
- Continuous Improvement...
- Preparing for COVID-19 at Home

**IN THE KNOW**

- COVID-19 UPDATE: March 10, 2022
- Lunch and Learn: Earned Value
- Network Maintenance...

**MEET THE TEAM**

**IN THE INDUSTRY**

- Government of Canada Awards...
- USCG's First Polar Security Cutter to...

**IN THE COMMUNITY**

- The Return of Mardi Gras
- Furniture Fridays are Back!
- Help for Ukraine

**GENOA POLL**

What year would it be your ideal resolution for 2022?

- No
- Yes, new year, new me! I'm still working on my 2020 resolutions.
- Yes, but I probably won't follow through.

# AGENDA

**BUILD**

**COMMUNICATE**

**CELEBRATE**

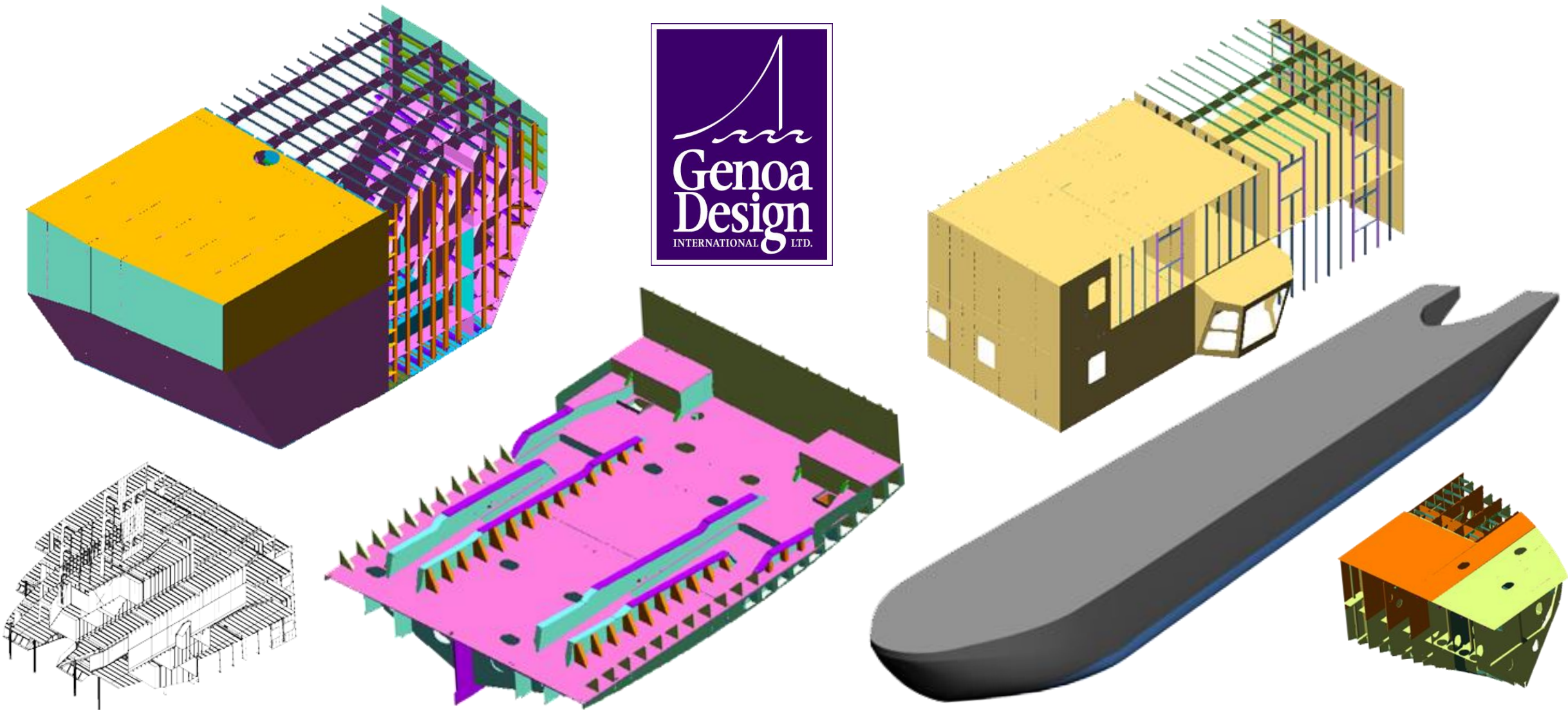


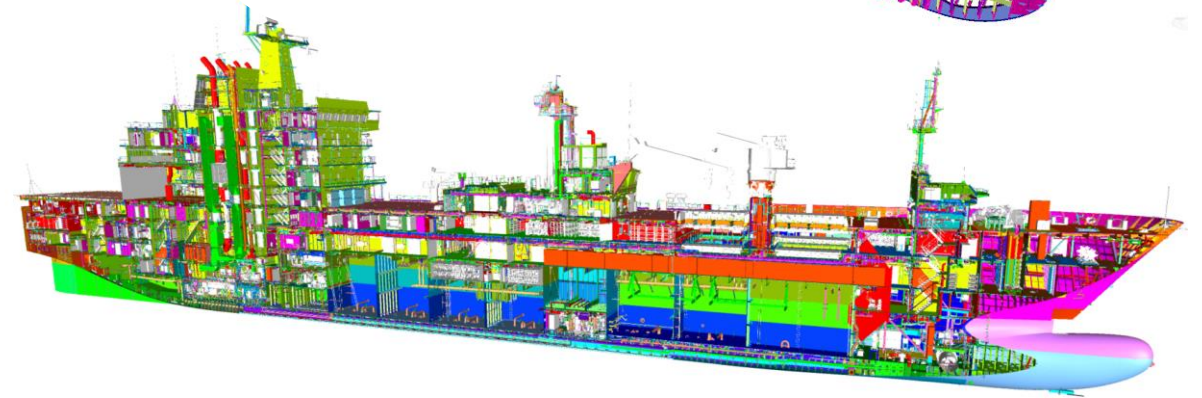
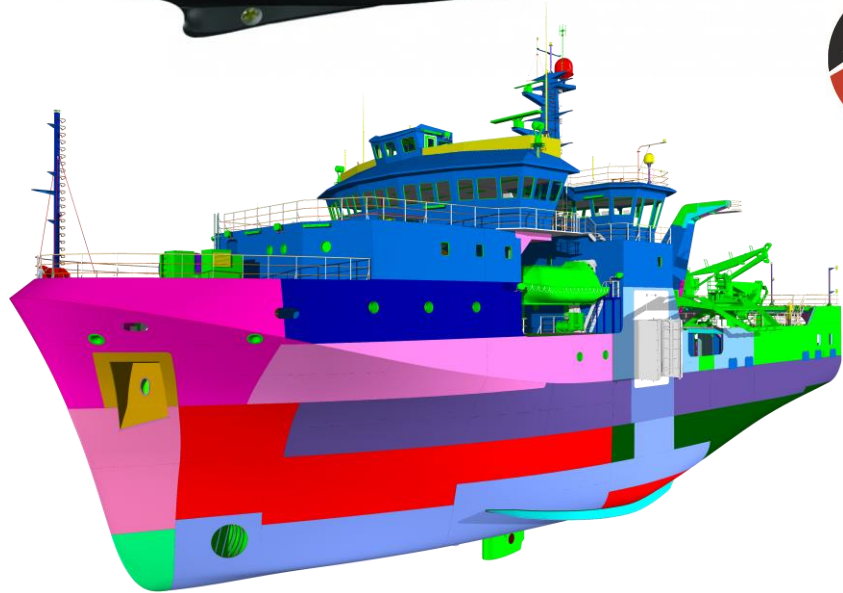
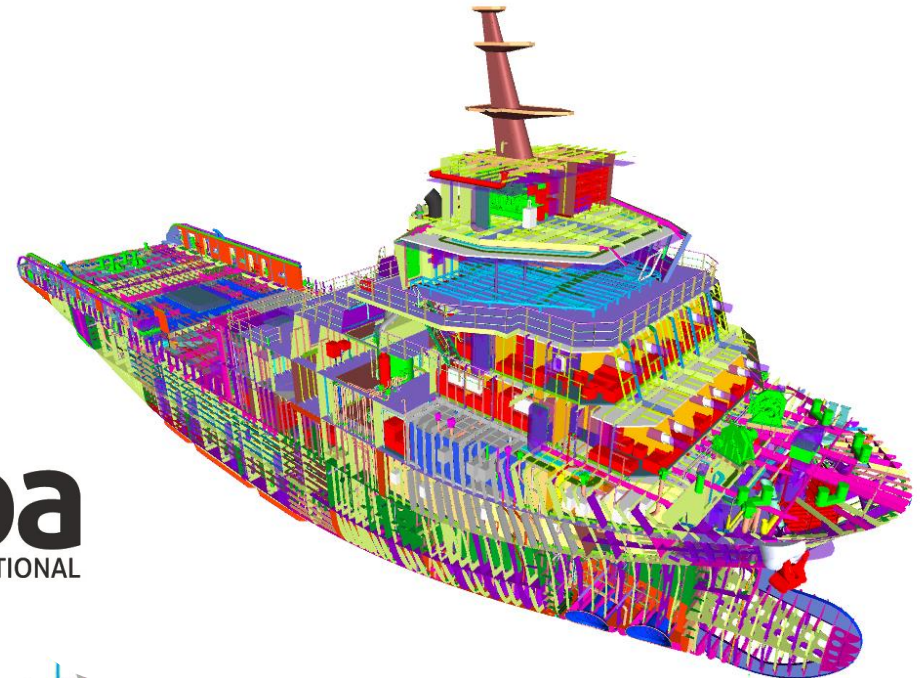
**BRIAN NEWHOOK**

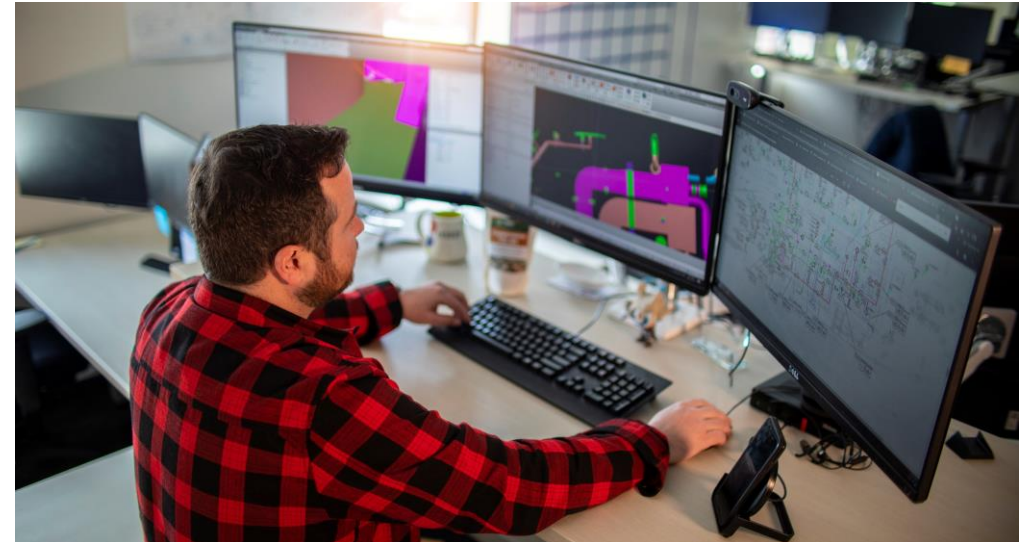
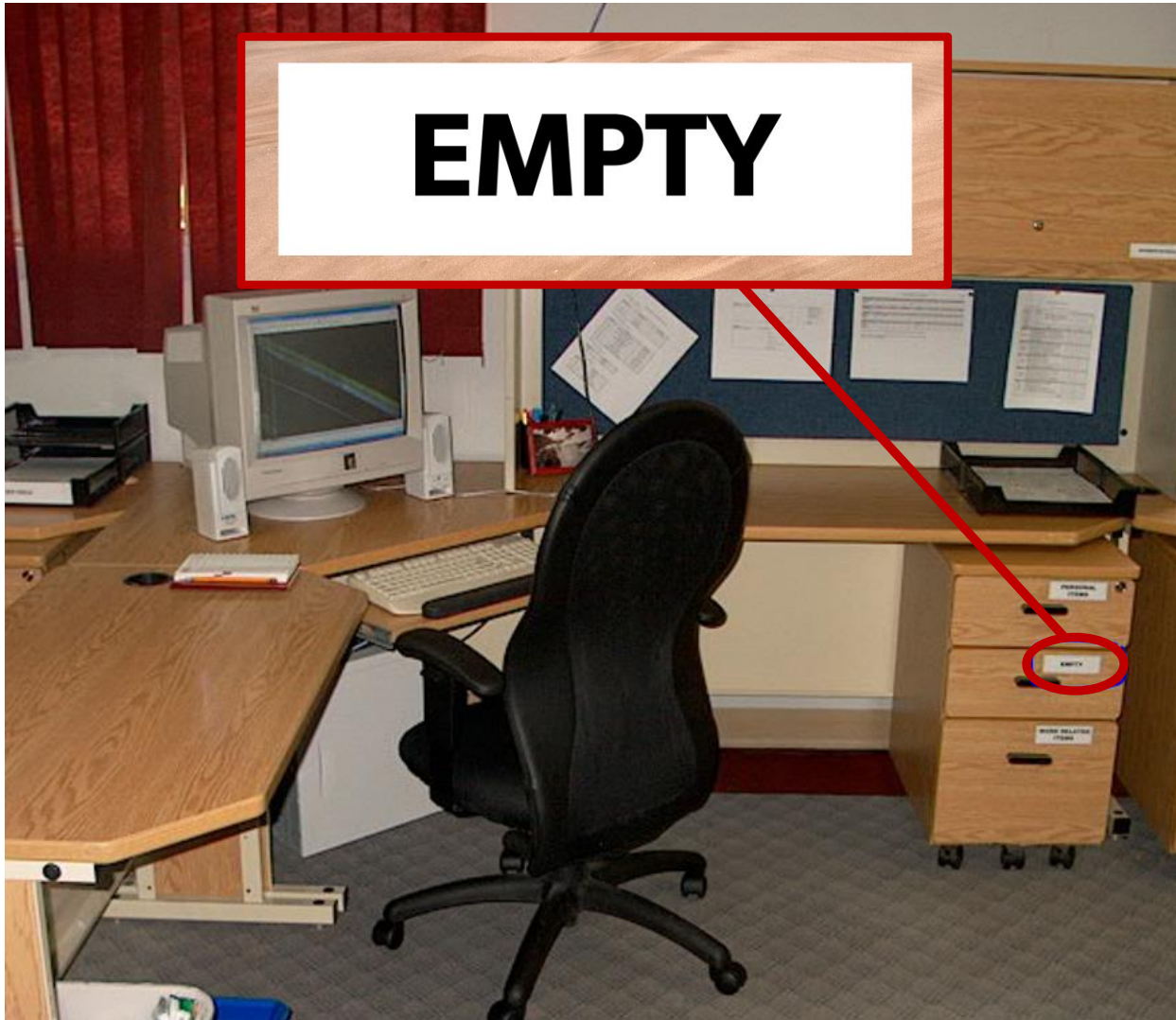
*Technical Manager*  
Genoa Design



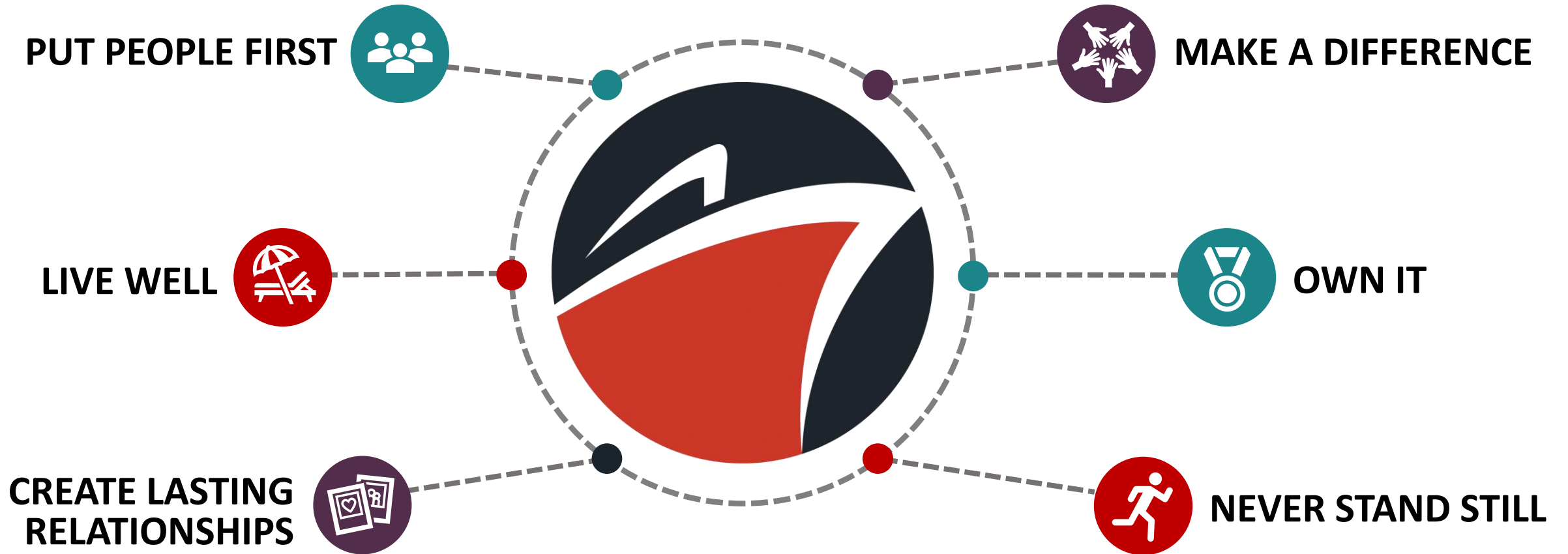
# BUILD







**WE  
BUILD  
IT FIRST.**






**VALUES POINTS**

**AWARDED TO:** Denis Holley

**FOR LIVING GENOA'S VALUES WHEN YOU:**  
 Denis always goes above and beyond to keep the PSC model organized and working. Without his hard work and dedication, I don't see how we could ever get the model untangled! Keep up the great work Denis!

**AWARDED BY:** Matthew Burry

- Put People First
- Create Lasting Relationships
- Make a Difference
- Never Stand Still
- Own It
- Live Well
- Create Lasting Relationships



**HOMEPOR** 2.0

Welcome, Adam Martin  
 Creative Designer

ABOUT GENOA ▾ PROJECTS ▾ TEAMS ▾ RESOURCES & BENEFITS ▾ NEWS & COMMUNITY ▾

**AWARD & REDEEM**

Use Genoa's new Values Points system below to easily award and redeem Values Points!

Awarded by:

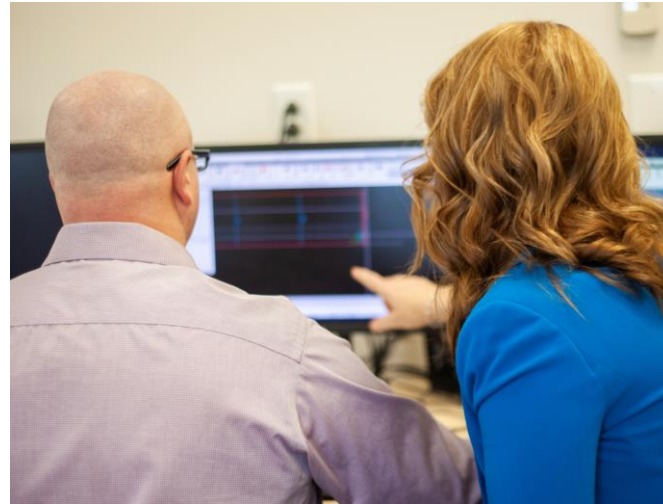
\* Awarded to:

\* Values Type:

Award Date:

\* Because you...

**SUBMIT** **CANCEL**



The screenshot shows the Dayforce Learning Bites website. At the top, there are logos for Genoa Academy and Dayforce. Below the navigation bar, the page is titled "Standard Page" and "Courses and Learning Plans". The main content area is divided into two sections: "Courses and Learning Plans" and "Calendar".

**Courses and Learning Plans:** This section displays a list of 9 items. The visible items are:

- Catalog for Personal Development in Soft Skills (Not Started)
- 2022 Respect in the Workplace (Completed)
- ITAR Course (Completed)
- Stages of Construction at VSY (Not Started)

**Calendar:** This section shows a weekly calendar for the week of March 27 to April 2, 2022. The date 30 Wednesday is highlighted.

# LEARNING BITES

## AT HOME DEVELOPMENT OPPORTUNITIES

The Academy is launching a series of Learning Bites to ensure everyone is getting the opportunity to further their development, promote wellness, and stay connected to teammates. The content will be varied and will focus on technical and non-technical, as well as physical and mental wellness. Sessions will be delivered by internal Genoa employees and by external providers as well, facilitated through Teams, Facebook Live and by a variety of other methods.



By **clicking here**, check out the Documents section of the Learning Bites SharePoint site for full details of what is available (on the Schedule tab) and to sign up (on the Sign Up tab).



## GET INVOLVED!

If you have an idea of something you'd like to learn, or if you would like to deliver a learning bite on a particular topic to your teammates, please let Holly Tocknell know!







**genoa**  
DESIGN IN THE PROFESSION

**LUNCH & LEARN**

**EARNED VALUE**  
WITH DEWI JONES, TONY SCOTT,  
AND BRIAN NOSEWORTHY

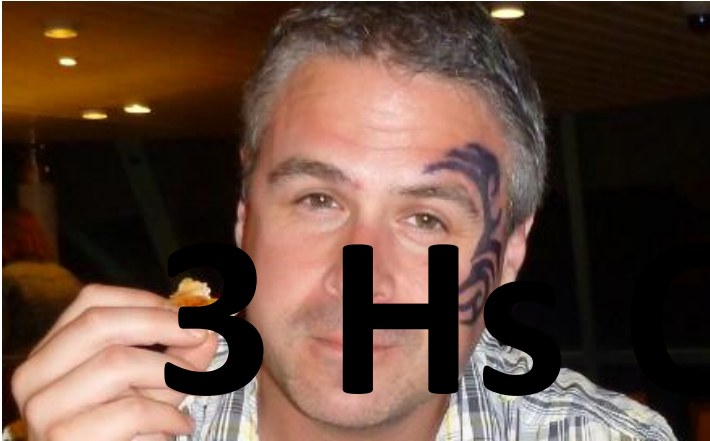
**WEDNESDAY,  
MARCH 30<sup>TH</sup>**

**VIRTUAL TEAMS MEETING  
(12:30 - 1:00 PM NDT)**

Contact Jacqui Coish to RSVP  
([jcoish@genoadesign.com](mailto:jcoish@genoadesign.com))

# COMMUNICATE

## HUMOUR



## HONESTY



## HUMILITY



**3 HS OF LEADERSHIP**

# REVERSE PERFORMANCE FEEDBACK

Q.

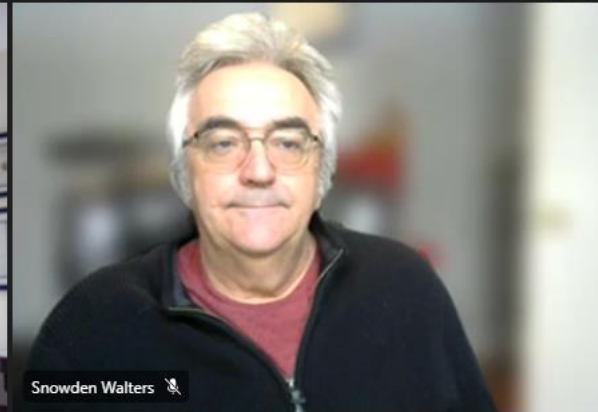
Please share some areas that I can improve on as a Technical Manager?

A.

Try to keep huddles under 15 minutes ;)

You are a damn good motivator and always in a cherry mood. Your missus must be pissed if she's cranky when she gets up... You're so damn cherry.





A grid of circular profile pictures for meeting participants. Some are labeled with names like Andrew Lewis, Gary Hanco..., Jason Stuck..., William Bur..., Kyran Pennell, Craig Barrett, Stephen Ha..., Larry Ghaney, Mark McGr..., Heather O'L..., Andrew Blake, Joshua Corc..., and Mark Andre... There are also icons for 'LG', 'HO', and '+28'.

< In this meeting (49) X

- Brian Newhook Organizer
- Adam Mercer
- Andrew Blake
- Andrew Lewis
- Bob Bouzane
- Brittany Nash
- Bryan Conway
- Chad Barbe
- Charlene Freake
- Chris Farewell
- Cory Tock
- Craig Barrett
- Curtis Button
- Daniel Thomas
- Dean Bartlett
- Denis Holley
- Dennis Boone

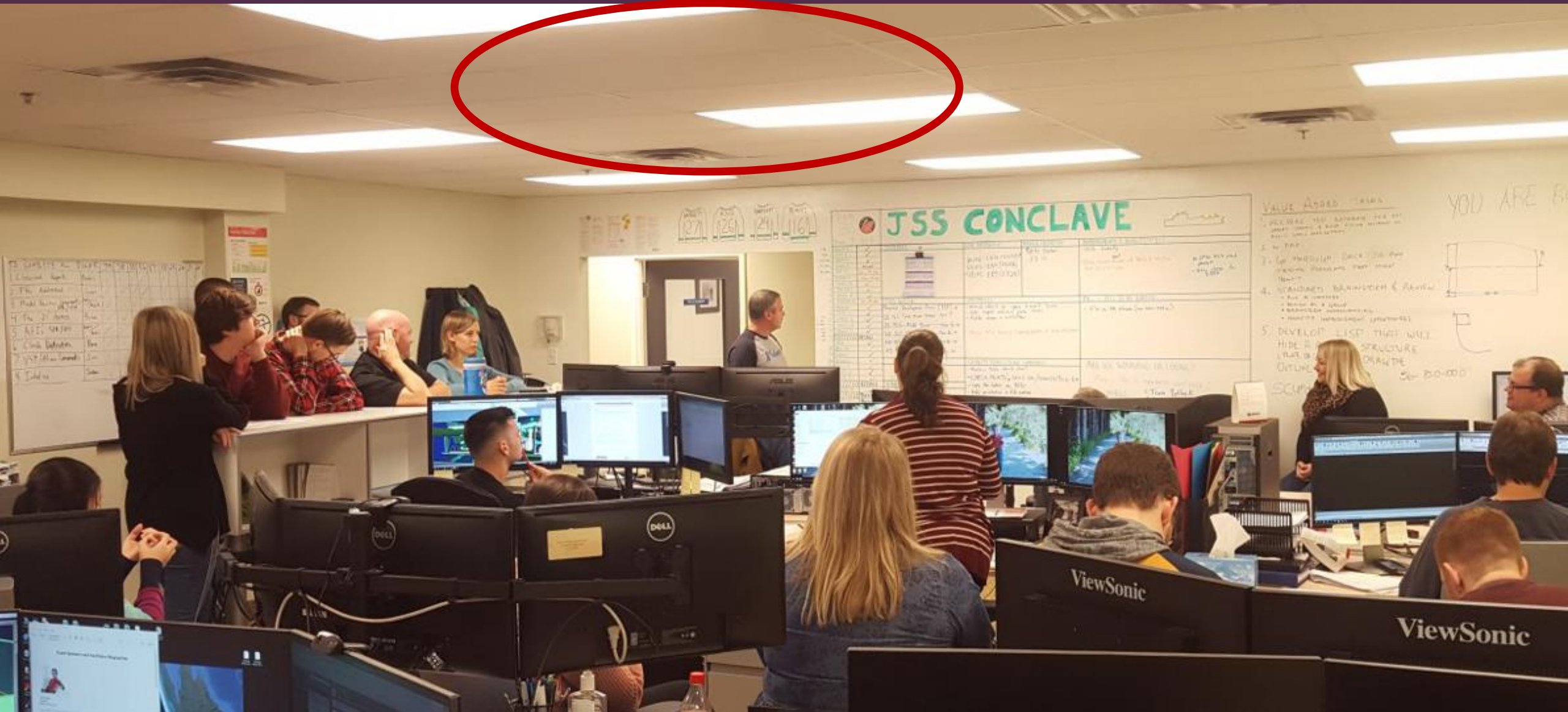
Search [ ] Genoa Design [ ] [ ] [ ] [ ]

Your status is set to do not disturb. You'll only get notifications for urgent messages and from your priority contacts. [Change settings.](#)

**PI General** Posts Files **Huddle Board** ProLT Board MRR Unit Approval HSI +

Group by Bucket Filter List **Board** Charts Schedule

Obstacles	Improvements	Other	ANDON
<input type="button" value="+ Add task"/>	<input type="button" value="+ Add task"/>	<input type="button" value="+ Add task"/>	<input type="button" value="+"/>
<input type="radio"/> Assistance needed for Production Drawing Readiness <input type="button" value="Due"/> [ ] [ ]	<input type="radio"/> 34' OCL Ice Strengthen Zone <input type="button" value="Due"/> [ ] [ ]	<input type="radio"/> News (Internal & Project) <input type="button" value="2/2"/>	<input type="radio"/> E T S I P
<input type="radio"/> Interface Workflow <input type="button" value="Due"/> [ ] [ ]	<input type="radio"/> Penetration Workflow with Pen Engineer <input type="button" value="Due"/> [ ] Snowden Wa...	<input type="radio"/> Value Moment - Shout Outs <input type="radio"/> Shoutout to Josh, thanks for help with Pens <input type="radio"/> Shoutout to Dean N for escape door layout <input type="radio"/> Shoutout to Kyran and Andrew B for helping <input type="radio"/> shoutout to the team for the access database <input type="radio"/> shoutout to Heather, helping with Electrical <input type="radio"/> shoutout to Dean B and Lou M for all the hel <input type="radio"/> shoutout to Lew for the yellow lines and diaç	
<input type="radio"/> TQs for RO sea chest <input type="button" value="Due"/> [ ] [ ]	<input type="radio"/> Use viewpoints for sending model comments/sketches <input type="radio"/> ALT+S to search for anything in Navis	<input type="button" value="0/7"/>	
<input type="radio"/> opening .neu files, followup with HM <input type="button" value="Due"/> [ ] Brian Newho...	<input type="button" value="Completed tasks 23"/>	<input type="radio"/> Today's Song <input type="radio"/> Money - Pink Floyd <input type="radio"/> Raise a Glass - Rolling Kings <input type="radio"/> Grace Too, - The Hip <input type="radio"/> Full Circle - Aerosmith <input type="radio"/> Superman Song - Crash Test Dummies <input type="radio"/> Simply the Best - Tina Turner	
<input type="radio"/> Navis loading slow			
<input type="radio"/> how to add tags/MEL # for fountains, ewewash stations, etc.			





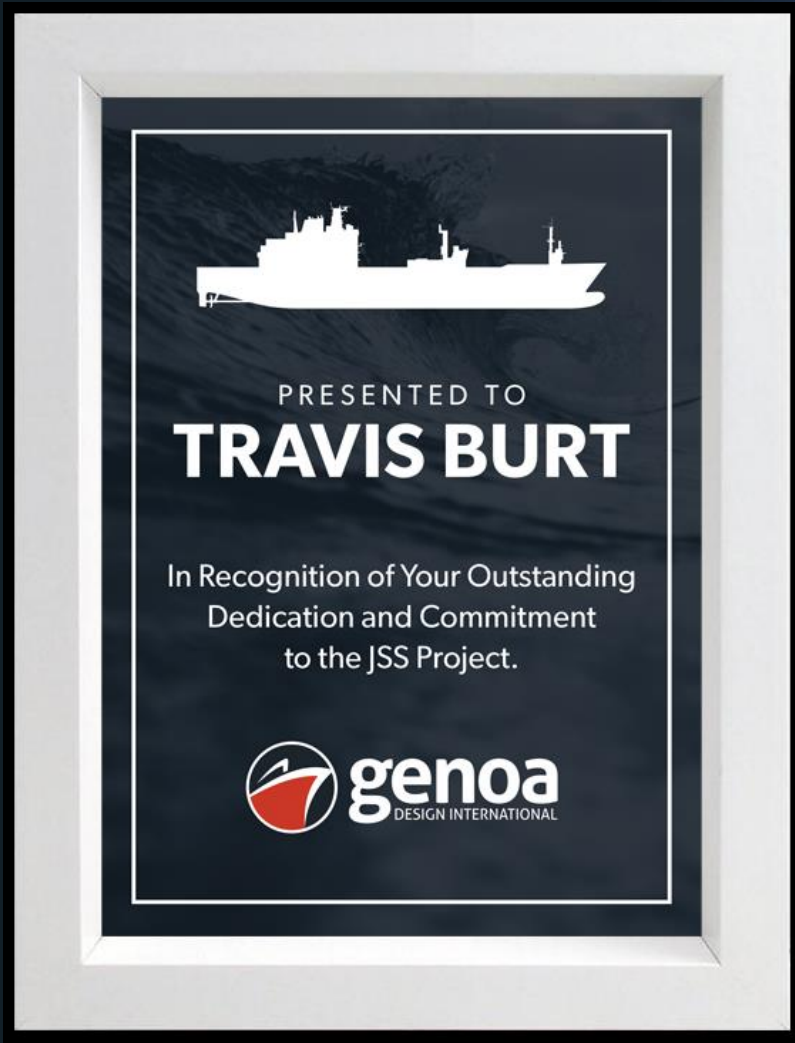
# CELEBRATE





...ywheel spinning  
...n 2020  
...ank you!!



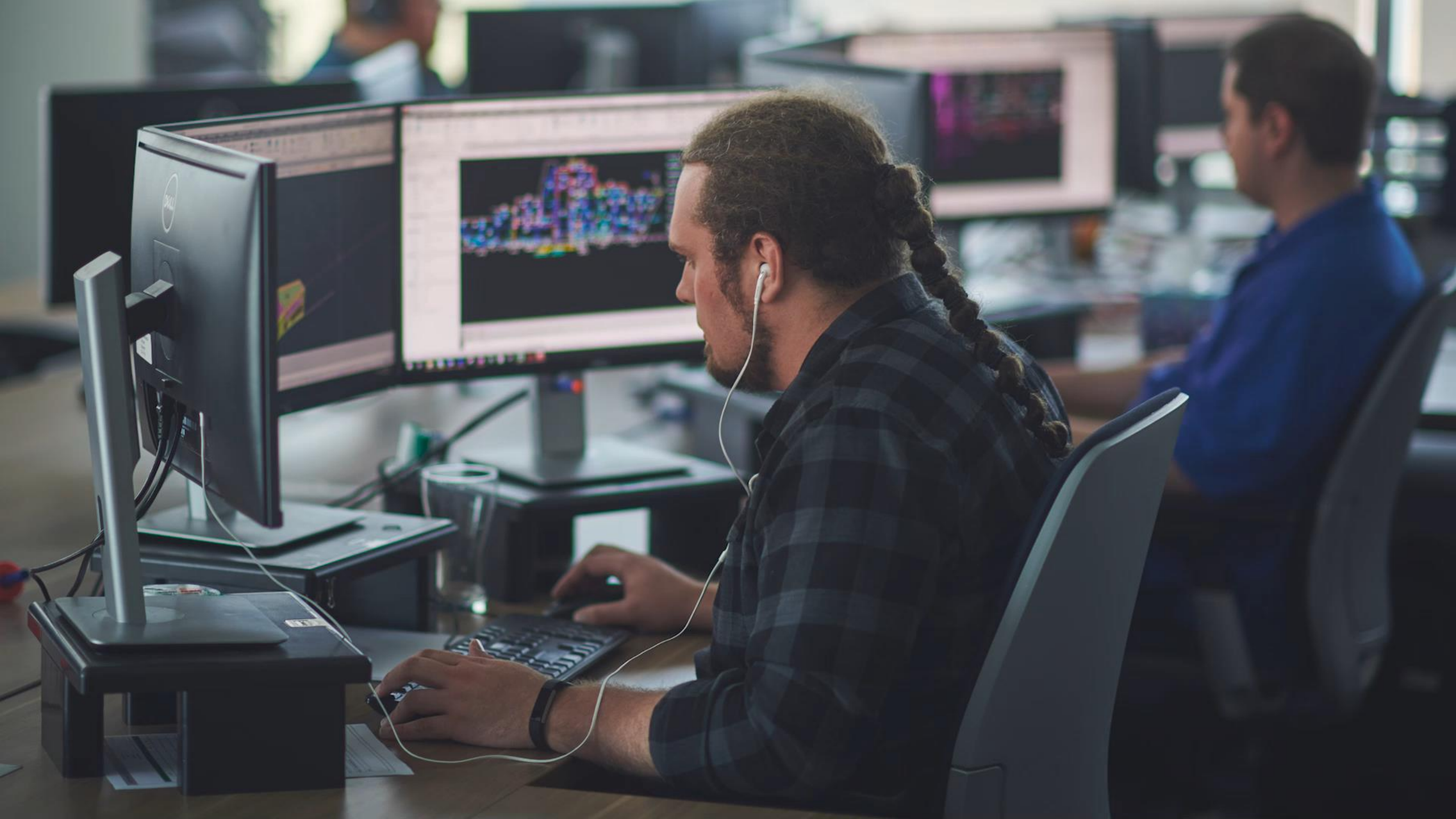






*“The conductor of an orchestra doesn't make a sound. He depends, for his power, on his ability to make other people powerful.”*

**- Benjamin Zander**



# THANK YOU!

## GROWING FAST AND STAYING LEAN



Brian Newhook

Genoa Design

*bnewhook@genoadesign.com*



Gina Pecore

Genoa Design

*gina@genoadesign.com*