

I believe that teamwork is an idea that requires a variety of skills advantageous for success. Some of these skills include:

- Respecting – treat others with respect and support their ideas.
- Sharing – share with the team and create an environment of teamwork.
- Listening – listen to other’s ideas
- Questioning – ask questions, network, and confer.
- Helping – it is vital to help out one another.
- Participating – all are encouraged to contribute (play a part).

I also believe that it is a vital part of all teamwork members to have a positive attitude and to always try to understand before wanting to be understood. However, if I were to put the secret of teamwork in a short phrase it would be “working together cooperatively.”

*David C. Palomo, DDGM
Distributions Facilities Specialist/
Quality Assurance Evaluator*

Respect for all members of your team and the willingness to listen to everyone’s opinion or suggestion. Just because you’ve been doing a job for a long time doesn’t mean that someone else can’t have “fresh eyes” and see a better or faster way to do something.

*Kay Lundin, DDBC
Management Analyst / Training Coordinator*

As a Supervisor I found over the years that building a FOUNDATION OF TRUST has been the secret to great teamwork in my organization. I believe “Trust is the key to Confidence.”

*James E. Rudolph, DDAA
Mobile Industrial Equipment Operator Spvr.*

Every team member knows and performs his assignment and has the knowledge and confidence in his fellow members to complete theirs.

*Rupel Perkins, DDKS
General Supply Specialist*

DDYJ leans forward by focusing on its people

Taking steps to improve climate and culture

By Jonathan R. Lontoc, DDYJ Public Affairs

Many people understand that the heart of any good organization is its people. The effectiveness of an organization is a measure of its management practices, culture, and actions put in place to ensure its success. However, knowing this is not enough – it has to be applied.

The Defense Distribution Depot Yokosuka, Japan (DDYJ), recognized that to remain a top-notch organization it needed to take steps to improve every facet of how it did business. Empowered by their mission to support the Warfighter, they looked to the people of DDYJ.

DDYJ formed DCCIT, a 19-person

DDYJ Culture/Climate Improvement Team, to create, develop and introduce an actionable plan to enhance the work environment and culture over the next two years and beyond. Their focus is on improvement in several key areas including communication, internal and external customer support, empowerment, core values, plus an awareness and understanding of DDYJ’s vision, mission, and goals.

In a series of town hall meetings in Yokosuka and Sasebo, DCCIT presented the plan to the more than 400 DDYJ employees. At the kickoff of the Yokosuka town hall meeting, DDYJ’s Commander, CDR Will Clarke, SC, USN, recognized the distribution center as a “fine, upstanding organization.” He further acknowledged that the difference between a “fine, upstanding organization and an outstanding organization is those that can look at areas that warrant improvement and then carry out an action plan in order to make things better.”



The DDYJ Culture/Climate Improvement Team presents their plan of action during a DDYJ Town Hall.