



ENGAGEMENT CATALOG



INGALLS
SHIPBUILDING
A Division of HII

HOW YOU CAN USE THIS

This Shipbuilder Engagement Catalog is a tool for you to reward team members, build morale in order to motivate productivity and retain an engaged workforce. This is not a one-size-fits-all document.

Some of the ideas listed may not work for your crew or department and may need to be adapted for your environment. Already have a great program you'd like to share? Contact us!

For assistance and approval for implementing these programs, see list of contacts for your department on the opposite page. Step one is to contact them and they can help you understand available resources including budget, contact information and possible restrictions. Utilize the Engagement Catalog to incentivize your team and create community within your department.

The ideas listed here have been created to assist with creating a connection to your team, mission and purpose. The work done at Ingalls is important and vital to national and global security. Expressing gratitude for the hard work and accomplishments of Ingalls shipbuilders will establish community and connection.

For questions on the engagement catalog, please contact your Shipbuilder Engagement Team at 935-5727 or at jakavious.pickett@hii-ingalls.com | rachael.kiesling@hii-ingalls.com.

SHIPBUILDER ENGAGEMENT TEAM



Kimberly Nastasi
Vice President, Integrated Communications & Stakeholder Engagement



Jakavious Pickett
Manager, Shipbuilder Engagement, Integrated Communications & Stakeholder Engagement



Rachael Kiesling
Project Manager, Shipbuilder Engagement, Integrated Communications & Stakeholder Engagement



Wendy Dickson
Anchor Apparel Lead, Shipbuilder Engagement, Integrated Communications & Stakeholder Engagement



Jaylon Morris
Engagement Specialist, Shipbuilder Engagement, Integrated Communications & Stakeholder Engagement

DEPARTMENT POINTS OF CONTACT

Business Management

Sondia Christian · 935-3718 · sondia.christian@hii-ingalls.com

Central Planning

Amanda Martin · 935-0949 · amanda.martin@hii-ingalls.com

Contracts & Pricing

Catina Evans · 935-4938 · catina.evans@hii-ingalls.com

Quality & Engineering

Tammy Childers · 935-8913 · tammy.childers@hii-ingalls.com

Human Resources & Administration

Tenesha Batiste · 935-0332 · tenesha.batiste@hii-ingalls.com

Information Technology

Christine Barron · 935-5362 · christine.barron@hii-ingalls.com

Infrastructure & Sustainability

Julie Kennedy · 935-5118 · julie.kennedy@hii-ingalls.com

Integrated Communications & Stakeholder Engagement

Lisa Bradley · 935-7068 · lisa.bradley@hii-ingalls.com

Legal

Kathlyn Van Buskirk · 935-8661 · kathlyn.vanbuskirk@hii-co.com

Operations

Amy Rowell · 935-0377 · amy.rowell@hii-ingalls.com

Cheryl Morrison · 935-6261 · cheryl.morrison@hii-ingalls.com

Program Management

John Fillmore · 935-7844 · john.fillmore@hii-ingalls.com

Supply Chain Management

Damita Caldwell · 935-8117 · damita.caldwell@hii-ingalls.com



MENTORING/TEAM BUILDING

Team-Building Development Sessions

150C
\$0

[Click Here For A List Of Icebreakers](#)

Take a moment monthly to push pause and bring your team together to grow the camaraderie of the group. Have them participate in ice breakers and exercises that will help them learn about each other while growing together.

Quarterly Wellness Day

150C
\$0

[Click Here To Schedule](#)

Partner with QuadMed to have them come in and provide insights, tips, and experiences on health and wellness. Provide a space within the department that will allow QuadMed to come in and set up wellness stations for stress management, nutritional management, mindfulness sessions, etc. This boosts mental health and promotes physical well-being.

QuadMed Coordinator: Joni Goodman, 228-835-4580 · joni.goodman@hii-ingalls.com

Team Connect

150C
\$0

[Click Here For A List Of Questions](#)

Bring your team together to generate conversation and fellowship. For example:

1. What do you enjoy doing on your time off?
2. What are you the most proud of personally or professionally?
3. If you were in my shoes, what would you change on our team?
4. What would you want our team to be known for 20 years from now?
5. Who do you rely on the most on this team and why?

Benefits Rundown

150C
\$0

Host a benefits day for your department to promote available benefits and perks for shipbuilders, like discount programs and resources to help with mental health and financial well-being. Invite HII Corporate Benefits to set up within the department to share information and pass out swag.

Benefits Coordinator: Michelle Murrell, michelle.murrell@hii-ingalls.com

Mentorship Moments

150C
\$0

[Click Here For How To Launch A Mentorship Program](#)

Mentoring programs encourage shipbuilders to develop new skills. Experienced team members get to support each other's growth and be recognized for mutual accomplishments. Don't think of mentoring as just for recent hires, younger shipbuilders or new team members, but mentoring is for your entire team. Consider it as an opportunity for shipbuilders to help each other achieve professional goals. Establish a mentorship program within your department that will increase the capacity of the department while helping retention. Establish a recognition program that will acknowledge mentors as well as mentees at the end of the programming period.



Stronger Together

COST \$0

Collecting input from shipbuilders is one thing, but actually listening to them requires changing the way you make decisions. Let your shipbuilders know you truly value their perspective by finding ways to include them in your decisions when possible and appropriate. You can do this by adding a rotation of individual contributors to teams that help set the direction for the department, and have them present proposals and solicit feedback before final decisions are made. This causes buy-in and increases retention while building leaders.



Team Attendance Competition

COST \$\$\$

[Click Here For Anchor Apparel Gift Certificate](#)

Acknowledge perfect attendance for a small period of time (i.e. one month). If a team member accomplishes this goal, reward them during staff/shift meetings. Award them with a gift certificate from Anchor Apparel or Chick-Fil-A.

Gift cards can be purchased through Anchor Apparel or Chick-Fil-A as a reward.

Coffee Chats

COST \$\$\$

[Click Here To Order A Coffee Setup](#)

Coffee chats are casual meetups that allow shipbuilders from different areas of the business to connect with each other and talk about noteworthy or important topics. These informal conversations are a great way for shipbuilders to make new connections and take a break from their typical workday.

Lunch on Us

COST \$\$\$

[Click Here To Order Lunches](#)

Treat a shipbuilder(s) who has excelled and exceeded company expectations to a lunch of their choice on you. Keep work-related discussions to a minimum, and get to know them on a personal level to learn about their hobbies and interests.

Department Wellness Challenge

COST \$\$\$

[Click Here For Anchor Apparel Gift Certificate](#)

Implement a wellness program within your department/team that will not only encourage healthy behaviors but will also promote friendly competition. Reward shipbuilders for taking part in the challenge while creating an engaging environment. Post progress throughout the challenge so the participants can keep up with the competition.

Departments can order Wellness Packages for winners through Anchor Apparel.

New Shipbuilder

COST \$\$\$

[Click Here To Order Refreshments](#)

[Click Here For A Certificate](#)

A monthly/quarterly meet-and-greet for new shipbuilders assigned to the department.



PROFESSIONAL DEVELOPMENT

Special Projects Lead

COST \$0

Shipbuilders want the opportunity to stretch their skills and showcase what they bring to the table. Allow high-performing shipbuilders the opportunity to work on or lead special projects outside the scope of their regular job duties. This builds confidence, signals trust and can increase retention by showing that you are willing to invest in their development.

Department Ambassador Program

COST \$0

Select different shipbuilders quarterly to represent their department at company events/meetings along with their VP, director or supervisor. This will give shipbuilders an opportunity to network in other environments outside of their office setting.



Shipbuilder DevelopMEnt

COST \$\$\$\$

[Click Here for Ideas on Professional Development Opportunities](#)

Curate opportunities and create avenues of development for your shipbuilders. Encourage shipbuilders to set goals, attend online workshops and earn new skills while rewarding them in the process. Investing in your shipbuilder's professional growth shows your organization's commitment to them over the long term. Rewarding them along with this support not only creates valuable shipbuilders but increases retention and succession within the ranks.

Shipbuilder Lunch & Learns

COST \$\$\$\$

[Click Here To Order Lunches](#)

Help develop new skill sets by providing interdepartmental learning opportunities while recognizing the expertise of other team members. Shipbuilders will be able to share their skills or information on a particular job that others may be interested in knowing more about. Lunch could be provided by the department or those in attendance could bring their own lunch.

GRATITUDE

Gratitude Board

COST \$0

Shipbuilders show gratitude by submitting people and things they appreciate within their department. The content will be showcased on display screens throughout their department.

Thank you for your CommitMINT

COST \$\$\$\$

[Click Here To Order A CommitMINT Giftbox](#)

Awarded to a shipbuilder(s) that has completed a daily task with excellence. Supervisor will award shipbuilder with a prepackaged CommitMINT gift box.

Thankful Thursdays

COST \$\$\$\$

[Click Here To Order Treats](#)

Choose one day a month to show appreciation for some or all of your team members by giving them a thank you treat as encouragement.



CELEBRATION

Shipbuilder of the Month

COST \$0

[Click Here For A Certificate](#)

This peer-to-peer recognition program allows shipbuilders to nominate other shipbuilders for the award. After nominations are made, department leadership will then vote to decide on the Shipbuilder of the Month.

Cheers to Peers

COST \$0

[Click Here For A Certificate](#)

Recognize shipbuilder excellence with this peer-to-peer awards program. Designed for shipbuilders who have shown incredible work ethic within their craft, this award highlights the talent and dedication to get the job done. Shipbuilders can nominate any other shipbuilder for this award.

Shooting Star

COST \$\$\$\$

[Click Here For A Certificate](#)

[Click Here For Branded Gifts And Gift Cards](#)

Shows appreciation and recognition for shipbuilders' hard work, rewarding teams and individuals for their outstanding accomplishments and work ethic. This award selects individuals each quarter from those that have won the Shipbuilder of the Month and Cheers to Peers awards. Those nominated are entered into a drawing to receive a certificate and a special gift.

Chip-Chip Hooray

COST \$\$\$\$

[Click Here To Order A Chip-Chip Hooray Giftbox](#)

Reward your team members for being great representatives throughout the company. If someone from your team wins a company/ corporate award, celebrate them with a cookie gift box to show your appreciation for a job well done.

You are a Lifesaver

COST \$\$\$\$

[Click Here To Order A Lifesaver Giftbox](#)

Given to a shipbuilder(s) who prevents an accident and maintains safety standards as established by the company. The shipbuilder is awarded a certificate along with a prepackaged Lifesaver gift box for preventing an accident and maintaining safety standards.

Popping In to Thank You

COST \$\$\$\$

[Click Here To Order Popcorn](#)

Have department leadership make on-site visits to distribute small bags of popcorn stating, "I'm popping by to say good job!"

Milestone Mondays

COST \$\$\$\$

[Click Here To Order Snacks](#)

During the final push of a milestone or goal, encourage your team by setting up snacks and thank you notes over the weekend or after hours. When they come in on Monday, the treats will provide extra motivation to the team as they wrap up their goal.

Just Because Stations

COST \$\$\$\$

[Click Here To Order A Just Because Station](#)

Gratitude Stations will be strategically placed throughout the department. These stations will consist of stationary and stickers that have encouraging words of gratitude (happy anniversary, happy birthday, thank you, you are awesome, etc.) on them. Shipbuilders will be given the opportunity to use this station to encourage others within their departments.



Blue Ribbon Program

COST \$\$\$\$

[Click Here To Order A Blue Ribbon Award](#)

[Click Here For A Certificate](#)

Peer-to-peer recognition that is passed along to individuals seen doing outstanding work within the department. The award is held for 30 days and then passed along to someone else.

Quarterly Wall of Fame

COST \$\$\$\$

[Click Here For Wall of Fame Designs](#)

Recognize shipbuilder(s) who go above and beyond to exceed expectations within the scope of their departmental work. Shipbuilders who receive this award will have their photos displayed on the Quarterly Wall of Fame in your department as a reminder of how valuable they are to Ingalls' mission.

Monthly Birthday Celebrations

COST \$\$\$\$

[Click Here To Order Cupcakes Or Cookies](#)

Host a monthly gathering to celebrate shipbuilders whose birthdays are that particular month. Send out invites to the shipbuilder and supervisors and have them to meet within a central location within the department to enjoy cupcakes while wishing them a Happy Birthday. Advance notice is needed on cake and cupcake orders. Delivery only available on Tuesday-Thursday.

Celebrate Work Anniversary

COST \$\$\$\$

[Click Here For A Certificate](#)

[Click Here To Order Cupcakes Or Cookies](#)

Celebrate the day your team members became Ingalls shipbuilders! This recognition gives everyone who has reached a yearly anniversary the opportunity to be thanked for their dedication and commitment to the company. Reward your team with a certificate and cupcakes. Advance notice is needed on cake and cupcake orders. Delivery only available on Tuesday-Thursday.

Department/Team Pizza Party

COST \$\$\$\$

[Click Here To Order Pizza](#)

You are a "PIZZA" our success! Celebrate your teams' accomplishments by hosting a pizza party in honor of their achievements. Seek Vice President approval through Chief of Staff or Executive Assistant.

Department/Team Taco Bar Party

COST \$\$\$\$

[Click Here To Order A Taco Bar](#)

"Taco-bout" a great job! Celebrate your teams' accomplishments by hosting a taco bar in honor of their achievements. Seek Vice President approval through Chief of Staff or Executive Assistant.

We SEE You

COST \$\$\$\$

[Click Here For A Certificate](#)

[Click Here For Branded Gifts](#)

Don't just focus on professional milestones. Celebrate personal accomplishments, too! Show your team members they are appreciated for who they are by recognizing achievements that mean the most to them, like educational advancements, certifications, anniversaries and other life celebrations. Reward them with a plaque, commemorative gift or small celebration to show you care about the unique person they are.

BELONG

AWARENESS | EDUCATION | ADVOCACY

ANCHOR
APPAREL



Culture
Connectors



Employee Resource Groups





INGALLS
SHIPBUILDING
A Division of HII