



Garden State News

SCHEDULE OF UPCOMING EVENTS

The Garden State Chapter has a full calendar of events planned for 2004.

Monthly Lunch and Learn events educate our members on technical issues important in their professional careers. Typically the sessions are held at I2WD, Building 600, Fort Monmouth and the Chapter provides lunch.

Luncheons feature speakers on topics relevant to the mission of the AOC. Your board and committee chairpersons meet monthly on the fourth Thursday at lunchtime. We usually meet at the offices of one of our corporate members.

June Business Meeting

June 24th

Lunch n Learn

July 22nd

September 20th - 23rd

Network Centric Operations Symposium
Atlantic City

AOC LUNCHEON

BY: ADAM BOGNER

The Garden State Chapter of AOC hosted its fifth speaker luncheon for the year on May 27th at Branches in West Long Branch. The featured speaker was Mr. Rich Wittstruck, Chief Engineer and Programs Officer, PEO IEW&S. There were over 70 government and industry representatives in attendance. Rich spoke about the state of Army EW. He touched on the current threats, OSDs EW Scope, the new capabilities based paradigms, current EW programs and some lessons learned from OIF. The presentation was well received by the audience and Rich was asked some very good questions. On a non-EW related matter, Rich informed the group of the arrival of his first child this past January. The Garden

State Chapter of AOC extends a hearty **CONGRATULATIONS** to the new dad and his family and wishes them all the best. A

s p e c i a l thanks from the chapter goes to Tiffany Dale (SRI) Marie M o u l d e r (CACI) and Seymour Hersch (CACI) for taking care of the luncheon arrangements.



CROWS IN ROME!

BY: MARK NOLLETTI

Local AOC Garden State Chapter members Pat Nolletti and Mark Nolletti attended the AOC Roma Conference held the 16th through the 21st of May 2004.

Pat and Mark provided several pictures, one of which is included here, covering the event.

The Technical Presentations presented on Monday the 17th, discussed "European Cooperation in Defense" and "NATO Procurement Challenges." On Tuesday morning, the 18th, sessions included EW and IW Security and Operations, and EW Techniques and Technologies. On Wednesday, the 19th Electronic Warfare Security and Superiority were presented in the morning, and Advanced Countermeasures in the afternoon.

Two professional Development Courses

were conducted and included Radar for RW Professionals and Communications Theory for EW.

The presenters included a wide array of Military; Government and corporate Managers, Scientists, and Engineers from the United States; Italy; NATO; France; Israel; Hungary; China; United Kingdom; Germany; Canada; Sweden; and Switzerland.

Forty Five Companies provided Exhibits and approximately three hundred and seventy five individuals participated in the full schedule of activities.

The Cavalieri Hilton provided exciting meals featuring local delicacies in the Exhibit Area at meal times. Conference attendees had adequate time to partake in half day tours of points of interest in the Eternal City.





**Meet the CERDEC SED
Acting Director,
Michael Lombardi
By Michael Anthony
CECOM SEC**

What does the Software Engineering Directorate (SED) do?

Let me quote our Mission Statement: The CERDEC SED conceptualizes, develops, and provides software products, services, and technologies to enhance the warfighting capabilities of the Army, Joint Services, and Coalition Forces, while also supporting Homeland Defense and Security efforts wherever there is an opportunity to do so. We coordinate and oversee the efficient transfer of such technologies to various other government entities. We provide the technologies, tools, and methods used to expedite the development and fielding of such software. These products and services help to ensure that America's Warfighters and our Allies are equipped to own the decisive edge throughout the battlespace, and to defend and protect the Homeland.

This new organization was established on March 1, 2004, can you describe the focus during the transition process?

First, our focus was communicating the mission to our primary customer, the Software Engineering Center (SEC) and other DoD & non-DoD customers. Second, managing the critical administrative tasks such as ATAAPS, pay roll, security functions and coordinating with the appropriate staffs at the appropriate levels. Ultimately, in the near term it's

about making sure everyone continues to get paid as we transfer from CECOM to RDECOM.

Did you foresee any organizational changes?

Yes. The new organization can make positive impacts with regard to leveraging horizontal technologies across SED. There are efficiencies and synergies that can be obtained. I also believe the SED software engineers and computer scientists can significantly contribute to the other Directorates within the CERDEC.

You've worked for several organizations at Fort Monmouth, what have you found to be most rewarding about working for the SEC?

Since software is everywhere, I had the opportunity to work in different SEC organizations, learn a lot about the Army's functional areas, engage the different people (both civilian and military) in those areas and see how software performs in support of our DoD and Army mission.

What have you found to be most challenging?

Two thoughts come to mind...One is that building an organization that understands technology while keeping up with technological changes all the while maintaining a rigorous approach to acquisition management is hard. Second, the Army's transformation to a digitized force was, and still is, very challenging. Software is a key part of this change and software as a discipline continues to be a driving force in this transformation.

What have you found to be most rewarding about working for the CERDEC?

Our team's ability to take R&D programs and transition them to the field. For example, taking technology from a STO (Science and Technology Objective), like DRAMA (Dynamic Re-addressing & Management for Army), and seeing it widely accepted in a fielded system like the NOC-V (Network Operations Center-Vehicle) and the BSN (Brigade Subscriber Node) is very rewarding. Furthermore, this was accomplished with a predominantly "home-grown" government team.

What have you found to be most challenging?

The most challenging issue was and continues to be taking a group of people who are engineers, almost artists, and having them define their processes, so they are repeatable, without having these processes perceived as impinging upon their creativity. This makes their products much more transitionable and field-able, whereas that is typically not the nature of an artist. Add the multi-disciplined nature of the larger team (Hardware, Software, Logistics, Testing) and getting everyone to work in concert is a challenge since each group has, in my opinion, its own culture.

Prior to this position, you were the Deputy Director of the Homeland Defense / Security Special Project Office. What experiences do you bring from this position to your new position?

There are tremendous opportunities outside DoD that impact the lives of the citizens of this country that we can have a major impact upon. SED/SEC/Team C4IEWS really can bring people, products & services together in concert to help defend against terrorist attacks. We have a tremendous infrastructure here at Fort Monmouth and within the RDECOM, which we can provide for our countries Homeland Defense/Security needs as DHS requests.

How did your education help you to prepare for this job?

My formal education, an undergrad degree in Engineering Science and graduate degree in Software Engineering, exposed me to both the 'science' of the CERDEC and the formal processes and technologies having to deal with software engineering (as in SEC). In other words, I have had the opportunity to see both the 'artistic' nature of engineers and the formal processes of SEC. Some of the on-the-job-training has also provided me invaluable education.

What has experience taught you that education/training did or could not?

The interaction with people, what motivates/does not motivate them, and the finer points of setting up an organization.

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Meet the CERDEC SED Acting Director, Michael Lombardi continued from page 2

How you set-up a team for a particular job – that comes from experience, more so than training.

In your federal career, what has prepared you the most for your role as the Director of the SED?

The various jobs I have had, whether in the PM shop, as a STO manager in CERDEC, Homeland Security or working PDSS (post-deployment software support) in the SEC. These experiences exposed me to each organizations mission and culture. I am comfortable and armed with different backgrounds and skill sets. My ability and experience in moving around and taking on new assignments, successfully, has been a big help.

What in your personal life has prepared you for this career?

My father who worked for IBM for 35 years, my mother had 11 foster kids in addition to her own three children and various family members in the military. My father worked hard every day and loved New York City, still does. I guess that's what motivated me to take the Deputy job in the Homeland Security group. My mother's strength and commitment in doing foster work showed us what serving a cause means and how to handle the responsibility. And finally, if you read the book "Day of Infamy", a story of Pearl Harbor, my uncle (Ensign Thomas Lombardi) is referred to in the book. I believe he set the tone in many ways, for our family. If you look at 9/11, our generation's Pearl Harbor, I think that in some way has prepared me to accept these responsibilities.

Has fatherhood changed you? If so, how?

Now I have a 4-month old son and I cannot imagine being scared to take him on the #4 train to Manhattan, like my father did with us, to see a Yankee game or to go play– that leads me to want to do good stuff. Also, with a new son, I do not get as much sleep as I used to, so I'm a bit crankier.

Who was most influential in your life and career decisions and who gave you the best advice?

There were managers who had a big influence on my career and I would not

be here without them. They know who they are... And some of the soldiers that I have met with their focus and commitment has rubbed off on me. Yes, the sacrifices that they've made has absolutely rubbed off on me...

What do you attribute your success to?

Other people... People who cared enough to pull me up and educate and guide me – whether they were co-workers or other managers...patient people. People who work hard and keep a focus on the mission and took their time to help me. My wife has also been very supportive of me. She was Chief of Transportation (for ServAir, Inc.) here at the fort in the 400 area, so she knows how important the work we do is.

Please describe your style of management?

I believe in being focused and supportive, rather than dictatorial. Strong communications between team members while preparing each team member for roles of greater responsibility is important. Ultimately, it depends on the situation, but I always try to be level-headed and passionate about my work, but not emotional.

What is your life philosophy?

Work hard, be honest and be respectful of others and good things will happen. Sometimes I ask myself if Mike Wallace from 60 Minutes was filming me at work for the past 30 days, would I be proud of my work or would I be concerned? I'd hope it would be the former. That's what I mean by work hard, be honest...

Why do you sign all of your e-mails with the tagline, 'Carpe Diem'?

There was a point in my career when I was not happy with where I was assigned. Then on one particular day, I heard the term 'Carpe Diem' three times, by three unrelated people. Almost to the day, my career changed in a very positive way. From that point in time, I have used it as my tagline...

What advice would you give up-and-coming members of the workforce who want to be as successful as you?

Work hard and remember that the spotlight is not a zero-sum game. Meaning you, as well as others, can share the spotlight. Do well as part of the team

and not just yourself. That way you will have people support you as you move up through the organization.

What was the last book you read?

The last book I read was Black Hawk Down. I thought it was very good book to read on what to do (and not do) in regards to C4ISR and military ops in an urban terrain. I met one of the Special Forces Commanders recently who participated in the event, in my Homeland dealings, so it really was helpful.

What is the riskiest thing you have ever done?

I take it you mean at work, so...I took a calculated risk and along with one of my previous bosses signed our team up to build the NOC-V in six months and transition software from one of our 6.2 programs for the STRYKER Brigade. The program was a success and we've received very positive feedback from the soldiers in Iraq.

Many of the employees of the new organization, your customers and partners will see this interview; do you have any final thoughts for them?

We are, and will continue to be, a well-trained, focused, professional engineering organization. We will carry out the mission of the RDECOM CERDEC to do customer support, technology transition and make sure our products are maintainable and sustainable. I look forward to serving in this new role.

ASSOCIATION OF OLD CROWS

The AOC Newsletter is published by and for the members of the AOC. No reprint without written permission. Submissions are welcomed. For information concerning AOC sponsorship, articles, additions and corrections please contact: Marie Moulder at mmoulder@caci.com

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Donald Levine	1978/80
John Waters	1977/78
William Viletto	1975/76
BG J. James (Ret.)	1974
Harold Wood	1972/73

KNOW A CROW - KURT KOVACH

Kurt Kovach became an Old Crow in 1986. He currently works for Booz Allen Hamilton in Eatontown, NJ where he leads C4ISR system developments and program support. Kurt was recently appointed as a formal member of the Army Science Board (ASB). The ASB is the Army's senior scientific and technical advisory body that reports directly to the Army Acquisition Executive and the Secretary of the Army and is comprised of senior technical and management individuals from industry and academia. The ASB is tasked by the Army leadership to provide in-depth, unbiased analysis of Army programmed and emerging technologies, and develop recommendations for improving warfighting capabilities. Kurt is currently chairing a study panel on technology transfer into the transformational Army. The Army leadership is looking to the ASB to recommend an achievable technology roadmap.

Kurt Kovach grew up on the west side of Detroit and came east to attend Monmouth University (then Monmouth College) on a swimming scholarship where he earned a Bachelors Degree in Electronic Engineering. He later attended Stevens Institute of Technology where he earned his Masters Degree in Technology Management. Although fairly new to Booz Allen Hamilton, a management and technology-consulting firm that was established over 90 years ago, he is not a stranger to the Ft. Monmouth community. He began his Federal Civil Service career in the Electronic Warfare Laboratory in 1986 as the Project Leader for the Advanced QUICKLOOK Electronic Intelligence payload on the GUARDRAIL Common Sensor aircraft. He later joined the RDEC's Special Projects Office in 1994 where he was responsible for coordination and direction of all aspects of modeling and prototype efforts in support of Army Digitization. Kurt moved on to become a Division



Chief in the Command and Control Directorate in 1995 where he was responsible for coordination and management of C3 systems' architecture development and refinement through requirements capture, modeling, simulation and virtual prototype development. A reorganization within the C2 Directorate in 1998 gave Kurt the opportunity to manage the Platforms Division with responsibility for coordinating and managing Army platforms via Command and Control and logistics information systems development. He was also responsible for navigation for Army aviation and ground platforms, mission planning and avionics system development. Kurt left Government service in August of 2000 to form PlasmaSol Corporation, a provider of surface, medical and air sterilization equipment. He was CEO of PlasmaSol until May 2003 and to this day maintains an advisory position with the company he co-founded. Last spring he joined Booz Allen Hamilton and spends much of his time supporting the PEO IEW&S programs and initiatives. Kurt characterizes this assignment as "an immensely complex effort with many technical and Army cultural challenges due to the transformational nature of the programs. It's been a rewarding experience to work side by side with PEO IEW&S their PM leadership and staff."