



## ALUMNI CORNER

### OLDP Alumnus Soars to New Heights: Taking Leadership Development to the Next Level

By Rachel McGuire and Mya Bailey

“[The] OLDP is where my career really took off ... [but] the EDGE program is the biggest opportunity I have ever had, both professionally and personally,” Paul Scott says.

Paul began his journey in leadership development as part of the OLDP in the Aeronautics Business unit. Today he continues to rise to the goals he has set for himself while participating in Lockheed Martin's Corporate Business Development (CBD) Executive Development and Growth Enhancement (EDGE) program.

During his tour as an OLDP participant, Paul had the opportunity to work assignments in Joint Strike Fighter (JSF) Supply Chain, Production Strategic Planning, JSF New Derivatives and Initiatives, and International Market Development. Through this experience, Paul was able to take away valuable insight on how Lockheed Martin delivers aircraft to its customers. His achievements in personal and professional growth while being an OLDP participant were not through chance or luck. These assignments were part of a well-thought-out career development plan that Paul designed with the aid of his mentor. After graduating from the OLDP in 2006, Paul was selected for the 2007 class of the CBD EDGE program along with three other employees. Two of these new CBD EDGE participants are also OLDP alumni — Stephanie David and David Cline.



Paul Scott

The CBD EDGE program is designed to expose its participants to four different business development areas: Corporate Headquarters in Bethesda, Corporate International Business Development in Washington, DC, a domestic field office and one of Lockheed Martin's business units. It is a relatively new program aimed to develop the next generation of business development leaders for the corporation. Personally, Paul Scott sees the CBD EDGE program as way to increase his knowledge about Lockheed Martin's many customers across all business units. “It would take years to learn only a portion of ... [Corporate Business Development] if not given this opportunity,” says Paul.

As authors, and OLDP participants, we were naturally curious about Paul's background given his success. How did the OLDP help prepare him for his future and what other advice could he potentially give to other OLDP participants? The following are selected questions that Paul answered candidly.

**Q: Who is Paul Scott? Where were you born and raised; what is your education and work background?**

A: I was born and raised in a small farming community in west Texas. I went to the University of Texas at El Paso where I pole vaulted on the track team. I graduated with a Bachelor of Science in Mechanical Engineering and went to work for a small research and development shop for L3 Communications in Tulsa, OK, as a Software Engineer. After about two years, I received the opportunity to work at Lockheed Martin Aeronautics Company in Fort Worth and work as a Test Engineer on the JSF program. Not too long after I came to Lockheed Martin, I was nominated and accepted into the OLDP. I am currently working on my executive Master of Business Administration degree at the University of Texas at Austin.

**Q: Have you worked or volunteered for any Special Projects?**

A: Yes. Aside from the OLDP project, it's important to get a good grasp on what is going on outside the production operations community. One project I threw my name in the hat for was the recent Low Rate Initial Production Independent Non Advocacy Review (LRIP INAR). This is basically a list of 212 in-depth questions that are mandated by corporate for programs above a certain dollar amount.

**Q: Could you provide any suggestions for a good Career Development Plan?**

A: It is my opinion that a good mentor and a good Career Development Plan are two of the biggest priorities that newer employees should focus on. Use your mentor to guide you in your Career Development Plan. In a leadership development program such as OLDP, you have the opportunity to touch on a number of competencies and skills through rotational experiences that could normally take years to accomplish.

**Q: What's the best advice you have ever received?**

A: I think the best advice I ever received was from my mother and father:

- 1) You can learn a lot more with your eyes and ears than you can with your mouth.
- 2) A firm handshake and eye contact is crucial.
- 3) Be sure to laugh and smile.

**Q: What philosophy do you live by?**

A: Say what you mean and do what you say.

**Q: How did OLDP prepare you for the CBD EDGE program?**

A: The OLDP gave me the opportunity to prepare for where I wanted to go off program. I knew I wanted to work in business development, so I set up my rotations in order to be competitive for a job as a Business Development Analyst. The only thing I can stress as an OLDP is not to jump from one rotation to another just because it is convenient or because it is available. If it doesn't meet your objectives you laid out in your career development plan, you must fight for the rotation you want and need.

Since the time that Paul Scott's interview was conducted, Paul was offered the opportunity to take a year-long sabbatical in order to participate in the U.S. Department of State's Franklin Fellows Program. Franklin Fellows serve as consultants to the U.S. Department of State. Specifically, Paul will be on assignment with the Department of Political Military Affairs. The Franklin Fellows Program is designed to enrich the State Department's deliberations of foreign policy while providing its participants with learning opportunities within the department that can be transferred back to the Fellow's home company. This opportunity will afford Paul the chance to learn about policies and decisions that can impact the many customers of Lockheed Martin. Joining the Franklin Fellows Program along with the CBD EDGE program are just two of the development steps that Paul has taken to bring him closer to his leadership development goals.