Victory Point
Insyte's new Frimley building is open for business.
See page 03

The Insyte Oracle asks 'What is in a name?'.
See page 02

Clive tours the Insyte estate
Turn to page 04 for full details

'We are all salesmen. We are all selling capability'

News for BAE Systems Integrated System Technologies people • November 2005

IQ - Insyte Quarterly

MCTS – Phase One secured

£100m contract will demonstrate Insyte's high-level Prime Contracting ability in a service environment

Insyte-led team down-selected

BAE Systems has been down-selected as preferred supplier for the Maritime Composite Training System (MCTS) Phase 1 programme, valued at around £100M.

The MCTS will provide the Royal Navy with two purpose built training facilities providing shore based Warfare Operator Training for Type 45 and legacy surface platforms.

Training will be delivered through 12 electronic classrooms running generic Classroom Based Skills Trainers and 5 Warfare Team Trainers providing high fidelity platform specific training.

The Warfare Team Trainers will be fully re-configurable to any combination of platform type. Phase 1 of the programme also includes a 10-year support agreement for the two training facilities. The Insyte led SEABRIDGE team that comprises EDS, MDA, Aerosystems International, SAIC and Serco is now working closely with the MoD to ensure a contract is in place to meet the key requirement of T45 Ready For Training in 2007.

The SEABRIDGE solution to MCTS will provide the Royal Navy with a more flexible approach to training through the balanced use of generic Classroom Based Skills Training for early training requirements with high functional fidelity training being used where platform specific Individual Skills, Sub Team and Warfare Team Training are required.

The use of operational software in the platform specific environment guarantees maximum fidelity and minimises the potentially high Through Life Costs associated with the emulation of on-board systems.

MCTS Phase 1 is the first implementation of the Versatile Maritime Training concept, allowing the Royal Navy to train where it fights, with whom it fights. Future phases of the MCTS programme will look to extend the on-shore capability provided by Phase 1.

MCTS will eventually provide a training solution that allows federated and confederated training as well as mission rehearsal capabilities both ashore and afloat. Clive Richardson, Managing Director of Insyte said: "BAE Systems and its partners understand the importance of MCTS in shaping the Royal Navy's future training capability. MCTS will demonstrate our ability to offer high level Prime Contracting in a service environment and will strengthen and grow our position as a provider of through life training solutions".

Above: MCTS will be a key part of the Type 45 project

From Spectrum to IQ

You may have noticed that the name of the company magazine has changed since we published the first issue. The reason for this is simple. Clarity of purpose.

We originally chose Spectrum as a name because it is a word that could be applied to a variety of Insyte's activities, and in a variety of contexts. But the more we thought about it, the more we decided that the name of the magazine didn't require a 'philosophy' behind it.

We already have a culture and mindset – an Insyte approach to things that is fine as it is. We just needed a name that sums up what the magazine is and what it does.

So there we are. Simple.

The answer was really very obvious. Welcome to Insyte Quarterly – IQ.

Andy Mckay, IQ editor

Above: the BAE Systems stand at DSEi – Systems Integration area

Lead role for Insyte at DSEi

Insyte led the Systems Integration area on the BAE Systems stand, as DSEi turned its focus to Homeland Security …

Exhibition News

Defence Systems and Equipment International (DSEi) is the principal defence exhibition in the UK and is one of the most important industry exhibitions in the world.

Over 50 international delegations were invited by DESO and many senior UK visitors visited the event. BAE Systems had a major presence there, befitting its position as the primary UK (and one of the world's largest) defence and aerospace companies.

Insyte played an important role in the development of the stand, as the lead on the 'Systems Integration' area, which concentrated on the information needs of the forces. Capabilities that were shown included: Effects based planning, ISTAR collection and manipulation, Ground based air defence, Naval command and control and Information infrastructures.

As well as showing current capability, Insyte also demonstrated how the development of future concepts can be aided by the adoption of rigorous business process engineering. Using a synthetic environment (which allowed real operator interaction with the systems) to underpin the demonstration showed our strength in simulation, modelling and visualisation.

A realistic (slightly futuristic) scenario highlighted the benefits that better information in the battlespace can provide – better informed decision making and more timely actions leading to more precise effects.

A major change in to DSEi this year was the inclusion of Homeland Security as a specific focus, and a significant audience in that area was expected to attend.

Insyte addressed the Homeland Security market in a specific area on the stand, where it demonstrated that it had the capability to work in partnership with the customer through life to help define their requirements and provide products and integrated solutions to ensure the maintenance of security, stability and economic continuity. Insyte focused on its Command & Control system with three different scenarios; land-border, coastal surveillance and key point protection. Sensor capabilities such as HF radar and unattended ground sensors from our North American colleagues were also shown with the C2 system as the front end.

Preparation for a major show like DSEi involved a huge collective effort. Not only was it the most important single communications and marketing activity this year, it required a major engineering effort to bring the systems and capabilities together and make them work on the day.

BAE Systems has a high reputation for the quality of its exhibition presence. We were determined that Insyte would enhance that reputation and that the visitors to the stand were left in no doubt as to the strength of the offering that we have for them. DSEi was a major step forward in the establishment of Insyte's reputation.

RAF praise for Cowes team

Fantastic effort

Insyte's mindset was impressively demonstrated recently when the RAF suffered a high profile double failure on T101 Convoy Bravo. The failure was sufficiently critical to warrant the urgent return of the Antenna, Radar Management Cabin (RMC) and Power Distribution Cabin (PDC) to Cowes for emergency repair. The failures had the potential to seriously harm Insyte's T93 Complete Radar Picture bid and impact on the quarterly CLS performance assessment. Preliminary estimates by the RAF of the repair turnround were two to three weeks.

On Monday, 3 October, Paul Davis, land programmes IPT leader, was able to inform the RAF Customer that its radar had been repaired in less than three days following its receipt at Cowes during the night of Thursday, 29 Sept, and was ready for return to site.

Of the team's efforts, Paul stated: "The fantastic effort by the shop floor team at Cowes has in my opinion reaffirmed Insyte's position as the RAF's Benchmark CLS Provider. Indeed initial reactions from RAF Brampton and RAF Strike Command have been ones of astonishment and praise at the quick turn around. Having witnessed first hand the team working tirelessly in Building 15 over the weekend and their desire to complete this activity for the benefit of the customer, I feel it is appropriate to commend the Cowes Team for their efforts which have been applauded universally within the RAF community.

This performance can only have enhanced Insyte's position in terms of the T93 CRP bid and benefited our standing as a CLS provider." The response by the team at Cowes was a superb effort – well done to all involved.

BAE SYSTEMS

The Insyte Oracle

In the first of an occasional series, the enigmatic Insyte Oracle asks 'What is in a name? – and how much does it matter?'

The devil is in the detail

INSYTE. Good name or not? Well, the downside is that it is capable of corruption to make a weak cross reference to a well known creek. There's also the plays on "incite". Still, no-one seems bothered that one of our competitors is named after a 2500 year old Greek "philosopher" with virtually no surviving work, whose only claim to fame is that Pythagoras went to see him as a small boy … or that Plessey once had a Plessey Research and Technology business unit.

Insyte is a "snappy" contraction of Integrated System Technologies – which helps to tell people roughly what we do. Phonetically, it is a cute way of implying that we have some valuable "insight" into our Customers' requirements and are well placed to provide "innovative and creative" solutions.

But really, how much weight should we give to the name of the business? Does it really convey what we think it does? Have all the hours we spent deliberating on the company name been worthwhile? Of course, we are not alone in our name anxiety! Every new business goes through the same identity crises. The same must be true of many other brand leaders throughout the world.

I daresay that Sammy Cohen gave short shrift to being badgered to name his new business. And yet today £1 in every £8 spent in the high street is spent in TESCOs. There was probably widespread ridicule when someone in the branding department suggested that their name for a fizzy drink should be Pepsi. This holds true for Hoover, Microsoft, Nike, eBay and the rest … none of these names meant very much on the day they were conceived. Which brings us to the point. "Insyte" will only ever mean what we make it to mean. We want it to become a byword for innovation, responsiveness, trustworthiness, agility and creativity. We want there to be a particular "feel" and behaviour attached to an "Insyte person". We want it to be self evident when a piece of work, a bid, or a contract or a presentation, has been done by people from Insyte.

> 'WE WANT IT TO BE SELF EVIDENT WHEN A PIECE OF WORK, A BID, OR A CONTRACT … HAS BEEN DONE BY PEOPLE FROM INSYTE'

This very easy to say but difficult to execute. And the devil is in the detail – being agile and responsive means that if you say you are going to do something, then you do it – properly and on time. The key contact with all our customers is the programme management interface – it doesn't matter what the rest of the business says about how good we are, if the customers – our lifeblood – have a negative view of us.

Being creative means coming up with new ideas and new approaches which make sense – ideas need to "fit" the overall direction of the business and make financial sense. We have to be entrepreneurial and separate the innovative act of creation from the slog of convincing the business and the market that we have something worth considering. Innovation not just limited to the organic development of technology – we have to get better at taking third party offerings and getting them into our market space to represent a three way win for the supplier, us and the customer.

Even that is not enough – innovation applies to technology, finance and commercial considerations: it is our "business offering" which will make the difference. Being responsive means finding ways of performing which still sit within what we are required to do in terms of Corporate Governance but enable us to provide the market with new ideas, bid more effectively, drive greater value from ongoing programmes and use new and creative technologies, financial and commercial arrangements to put clear blue water between Insyte and its competitors. We need to apply this mindset across the entire duration of a programme or venture – we cannot get hung up on what used to be the glamourous development intensive programmes of the 80s and 90s. Such programmes are in short supply.

The value for Insyte lies in addressing ourselves to the left-most end of the value chain in consultancy, R&T and concept development through to providing the efficient and effective through life support of delivered capabilities.

Today, Insyte is just a name for a business. It is the way we all perform and behave over the coming months and years, which will transform Insyte into a market leader and a respected and critical element of the BAE Systems' brand.

Commitment to improve cost outcomes

Insyte's cost engineering initiative continues with a special session presentation at the recent ISPE conference. Phil Wardle was our man in Fort Worth…

Above: Phil Wardle

Cost Engineering

The ISPE Conference on *Concurrent Engineering Research and Applications* took place in Fort Worth, Texas,in July. Insyte's Phil Wardle contributed a paper called *Evidence-Based Methodology for the Identification of Cost Drivers and Improvement Opportunities on Large Development Projects*. This described work that identified the six target areas on which Insyte is working to improve cost outcomes.

The conference highlighted the fact that many engineering companies have similar experiences to Insyte with cost issues on complex projects.

Contacts have been established with the European Space Agency, Phoenix Integration, Occulus Technologies and others who share our interest in improving estimating capabilities for non-recurring engineering (NRE) and unit production cost (UPC) – particularly at the winning business stage when we are still flexing project concepts with the customer, or at early design stages when detail is not fully developed. A number of papers at CE 2005 gave examples of how this challenge can be met by using parametric (or conceptual) estimating.

Other papers supported issues around commercial-off-the-shelf (COTS) procurement, outsourcing development work (modified COTS or new designs). Supply chain management at large is a major area for improvement. Lifecycle management, organisational culture, and requirements management were also covered, introducing socio-technical factors in relation to the type of collaborative technical decision making used on concurrent engineering projects.

Further contacts were made with the University of Southern California (working on system engineering lifecycles) and the University of Bath (having useful experience of leveraging third-party funding for process improvement).

A large number of opportunities were identified, and will be pursued, in the interests of continuing engineering performance improvement within Insyte. These will support our objectives for winning business and project delivery in the future.

For further information contact
phil.wardle@ baesystems. com
01245 702702 ext. 2624

Above: graduates from the Engineering Graduate Induction

Graduates with Insyte

Graduate intake

Most of the 2005 Insyte graduate intake have now joined the company, and 16 of them recently took part in a two week long Engineering Graduate Induction, based at Victory Point, Frimley.

Although the focus of the induction was on engineering topics, one of the 16 is a project management graduate, and the group was joined on one of the days by a commercial graduate.

Although Frimley-hosted, two of the days were spent on other sites, Broad Oak and Cowes, where the delegates were treated to demonstrations of the wide-ranging capabilities of the company. They also enjoyed lunch with Clive Richardson who gave freely of his time, despite having 'flu. Clive used the opportunity to outline Insyte's business strategy to the graduates and answer any questions.

The induction culminated in lively and irreverent presentations by the graduates about the induction period itself, followed by a rather more serious review to ensure it's done even better the next time.

Innovations Board approves projects

New initiative launched

A very good response was received to the request for ideas to be supported from the recently launched Innovation Fund, with 13 ideas submitted, encompassing the wide range activities of Insyte.

The inaugural Innovation Board met on Friday 23 September and approved over £100,000 funds for developing the innovative ideas for five projects.

In addition, further funds were allocated to ensure that the Company adopts the identified best practices raised as the basis of some of the innovative ideas.

Other ideas are to be discussed with our Customer base for potential funding as either risk reduction or further development of new capability in the designs.

Although many good ideas were submitted we hope that even more innovative ideas are submitted which either drives a major innovative step in our offerings in our current markets or allow us to develop market discriminators for new future Insyte markets.

The next Innovations Board will meet at the end of October, so please submit any new thoughts, no matter how "wild" through the Innovation Board portal on the Web Page. Further details on the Innovation Fund are available on the Insyte Intranet.

Insyte at NATO conference

Insyte was represented by Adrian Henshaw and Greg Young, based at Christchurch , at the ICC Users Conference in the Hague during June and were the only representatives from UK Industry.

ICC stands for Integrated Command and Control and is the software produced by the NATO Command and Control Agency for use as an Air Planning and Tasking Tool and which has been adopted by the RAF within their Joint Force Air Component Headquarters.

Insyte at Christchurch have supplied the hardware and installed the software for this system and support the Operational Users on an ongoing basis.

There were representatives from 15 other NATO nations at the Conference and an extremely varied agenda. Subjects ranged from introductions to forthcoming upgrades, to methods of working with briefings from many different users and developers.

Victory Point open

Lt Gen Rob Fulton, Deputy Chief of Defence Staff (Equipment Capability) opens Insyte's prestigious new building in Frimley ...

Above: Victory Point. Below left: Lt Gen Rob Fulton officially opens Insyte's new building.
Below right: Lt Gen Fulton, Clive Richardson and Mayor Stevenson

Official opening

Insyte hosted a special ceremony on Monday, 26 September to mark the official opening of its prestigious new offices in Frimley.

Councillor Stewart Stevenson, the Mayor of Surrey Heath attended the event, welcoming BAE Systems to the Borough.

Lt Gen Rob Fulton, Deputy Chief of Defence Staff (Equipment Capability) then officially opened the new building, named Victory Point, unveiling a commemorative plaque before an invited audience of customers, dignitaries and attendees from across BAE Systems.

Frimley – based employees took up residence in their new home at the beginning of August, following the successful conclusion of Project Gold.

Insyte's new facility is a building to be proud of – a striking representation of its culture and mindset – and a solid base from which the company can achieve its objectives.

Clive Richardson, managing director for Insyte, took time out to explain the reasons for naming the building Victory Point, "2005 marks the 200th anniversary of the Battle of Trafalgar and this building is named after Nelson's flagship, HMS Victory. The Battle of Trafalgar was Nelson's greatest achievement – the moment he combined efficiency, strategic vision, creativity and agility to guarantee the security of Britain.

Nelson's flagship, HMS Victory, was the epitome of what a state-of-the-art warship was at that time, a vessel where resources were maximised to create the drive and ambition to win – in other words, a solid base from where objectives were successfully realised.

The example of Nelson and his men is one that still resonates today. We thought it apt to pay homage to the inspirational qualities of a hero from our past – and to remember those qualities as we forge our own path to our own victories and success.

Just before the British engaged the enemy at Trafalgar, Vice-Admiral Collingwood said to his officers, 'Now, gentlemen, let us do something today that the world may talk of hereafter'. I think that is something we can all aspire to."

> 'NOW, GENTLEMEN, LET US DO SOMETHING TODAY THAT THE WORLD MAY TALK OF HEREAFTER'
>
> **Vice Admiral Collingwood to his officers at the battle of Trafalgar**

Capability, well demonstrated

Above: the Demonstration Suite at Victory Point

State of the art facility

The state-of-the-art demonstration facility (which is named after Leonardo Da Vinci) is located on the ground floor of Victory Point in Frimley.

Fifty per cent of the demonstration facility is dedicated to running an audio-visual presentation which highlights Insyte's capability. This includes a 5 minute draw-down on how we are able to illustrate our customers problems and offer tailor made solutions – from identifying their requirements, right through to finding what assets are available for a strike. We can then assess the entire campaign.

This is followed by a 12 minute scenario, projected onto 5 large (10ft) LCD screens which shows how our systems and our business processes can be mapped to help provide solutions to customers. The other half of the facility is a fully reconfigurable engineering area.

This allows presentations, software & kit that is customer specific to be set-up very quickly and shown.

We also have the Maritime Composite Training System (MCTS) trainer and the Homeland Security (HLS) Spider software on a 'Smartboard' currently on display. The facility is ideal for giving customers, prospective customers & visitors an overview of Insyte and for introducing our capabilities. Since its launch back in May, the demonstration facility has been in constant use. A large number of guests have been impressed by what they have seen, most recently Lt Gen Rob Fulton, Deputy Chief of Defence Staff (Equipment Capability) and the Mayor of Surrey Heath, who both attended the opening ceremony of 'Victory Point'.

We have also hosted a delegation from South Africa, a party of Greek journalists and approx. 250 Insyte staff who attended the 'employee demonstration sessions'. If you were unable to attend the employee demonstration sessions on 27/28 September and would like to see the facility, or require further information on what it has to offer, please contact Nickie Harmer at Frimley on x3377.

Although the centre is predominately a sales & marketing tool, it is open to everyone and should be used as much as possible.

Focus on Customer Relations

Increasing understanding

An initiative designed to help Insyte gain a better understanding of how it is regarded by its Customers has been launched. It is anticipated that findings from these activities will ultimately improve Insyte's customer relations, and enhance its performance from the Customer perspective.

Dr Iain Watson, Insyte's UK MoD Supplier Manager, and the Supplier Relations Group (SRG) are to undertake a number of programme-based questionnaires (IPQs – Interim Performance Questionnaires). These annual reviews are specifically targeted at improving performance on individual projects.

We are also planning a series of interviews at Insyte level and will adopt BAE Systems' Customer Voice process for this. Customer Voice is BAE Systems' proven & tested Customer Perception Review process. It is currently being utilised across BAE Systems and assists the company in developing customer relationships through deepening understanding between both parties. It helps the business to remain competitive, and identify new business & growth opportunities Customer Voice also promotes change in alignment with our customers and allows us to understand what's important to our customers – and deliver it!

The Customer Voice process uses a series of interviews with which to gauge Customer perceptions of Insyte as a whole, not of specific programme issues. The interviews will be conducted by the primary Insyte interface with that Customer and will seek to identify any elements that the Customer sees as important to Insyte's future development. Following analysis of the feedback, a number of workshops will be held (with Customer involvement) to agree actions. These will then be jointly monitored and the programme repeated bi-annually to ensure continued progress.

Following Customer Voice, will be an activity called Insyte Out. This, like the IPQs, will be conducted at a programme level, but this time focused on a response to the earlier feedback, providing the Customer with a more-informed view of the Insyte offering.

Underpinning these activities is Customer Mapping – identification of a single central co-ordinator within Insyte for each Customer. This mapping is not about control of access to that customer, but rather a single liaison point who should know the entirety of the relationship, and should be able to co-ordinate our efforts when this is required.

This work is supported by use of the TED Contact Register.

The TED Contact Management is a simple internet-based solution developed to enable users across BAE Systems to see who else talks to their customers.

For further information:
IPQ and Customer Mapping – Andrew Lee
Customer Voice – Helen Jenner
Insyte Out – Ian Metcalf

So far, so good...

Since its launch six months ago, Insyte has hit the ground running. Clive Richardson took to the road at the end of September for another round of roadshows, briefing employees on where we are and where we are headed

Clive's insight

Clive Richardson took to the road again at the end of September to tour the Insyte estate and brief employees on the company's progress during its initial five months. A great deal of effort went into ensuring that Insyte was quickly established allowing us to operate effectively from Day One.

The new organisational structure is

embedded and the new Executive board and their associated teams are in place. Having successfully integrated two businesses into BAE Systems, our focus from the beginning has been on business winning and project delivery.

Insyte's first Operational Assurance Statement (OAS) has been issued with respectable scores, and will give BAE Systems confidence that the business is being run effectively.

In addition to this, the Integrated Business Planning (IBP) has been a good process and one that has given us clarity of the market and a solid business plan for the future.

Forecasts look good for the full year. Performance against profit and margin has been as we would wish and it looks like we will achieve our stretch cash targets.

However, the benefits of re-organisation have not yet fed through to our order intake – an area that requires our immediate attention. Order intake is a key issue for 2006 – 2007, as are margins on projects. The key strategic down-selects won during Insyte's first few months (Falcon, Shaman, MCTS) provide encouraging signs that Insyte's presence in the market place has credibility – we now need to get them to contract and build for the future.

Clive was keen to stress that success is down to every one of us – we are all selling the capability of the business and everything we do is about winning business.

Clive continued this theme by reasoning that the business should not be constrained by the size of the market – there are overwhelming opportunities and we need to now set ourselves up to achieve. Strategy is being developed in our key domain areas and vital work has been done to identify possible future direction in each one.

We will continue to grow our business outside of the UK and seek ways to exchange technologies with the US in order to provide an unmatched presence in systems solutions to our customers. Clive also provided more details on how Insyte will continue to invest in research and in the development of new concepts – applying our IPR bank of leading edge technologies to the delivery of optimum solutions to our customers. Coupled with our through-life systems capability, we have a strong argument to allow us to become first choice in systems integration. We now have a good foundation to build upon, and Clive outlined developments in the company's ongoing change programme. Two key areas have been identified: leadership development and

> 'WE ARE ALL SALESMEN. WE ARE ALL SELLING THE CAPABILITY OF THE BUSINESS AND EVERYTHING WE DO IS ABOUT WINNING BUSINESS'
> **Clive Richardson**

the need to reduce the current levels of bureaucracy within Insyte. The 4-Syte programme will form part of this initiative. It has been set up to improve processes in various areas such as IT, Support and will take the shape of a process review linked to business management. This will go some of the way to address the issues restricting the efficient day-to-day running of the operation.

"Certain elements of change are critical", explained Clive, "and if we get these two things right, we will create the right atmosphere for establishing the Insyte Mindset."

In terms of leadership development, BAE Systems leadership processes will be utilised, supported by a leadership development programme scheduled to be rolled-out in November. This will go some of the way to address the issues restricting the efficient day-to-day running of the operation.

There is a real desire within Insyte to succeed. The road ahead looks interesting.

Communications takes to the road

Communications function

Following Clive's tour agenda, the communications team held 'Interface' sessions during the lunch period of each employee briefing.

Members of the communications team and site communications representatives were on hand to discuss what Communications has to offer the business. A member of the creative media team was also available to discuss their capabilities. The 'Interface' sessions were particularly useful for employees who regularly communicate with internal and/or external customers, and many people took the time to discuss a variety of communications issues. The sessions provided information and advice on a variety of topics, including:

- How to get news items into the press, IQ and on the intranet
- How communications can help with business presentations
- Ensuring your business area is represented at exhibitions
- How to access marketing tools and materials.

There was also an opportunity to provide feedback to the communications team.

Communications' primary remit is to contribute to the successful achievement of Insyte's strategy and business plan. This is done by identifying and delivering the key messages for the business in an effective and timely manner – and via the approriate channels.

The messages will support Winning Business and assist in developing relationships with our customers.

Effective Communications will also promote a shared understanding of our business direction and encourage employee involvement – which in turn assists in project delivery and also helps to embed the Insyte mindset and culture.

Over the coming months, the Communications team will be focused on the active support of Insyte's prospects, projects and programmes into the external market, ensuring that all external communications channels are used to maximum effect and consistency with BAE Systems communications is maintained.

Further information can be obtained from Sarah Huntley

Spotlight>

Insyte by Site

Inside Insyte

As a business, Insyte is fully equipped to meet the demands of the rapidly evolving market in defence, homeland security and complex, mission critical systems.

Since Day One, we have made excellent progress in establishing Insyte as an integral part of BAE Systems, and have secured our first significant orders.

However, during times of such concentrated effort, it can be very easy to focus on the immediate tasks close at hand and not see the bigger picture. Feedback from Clive's Roadshows suggests that many of you want to understand more about what goes on across the business. We hope that this feature starts to address this and more information will follow in due course.

The breadth of activity that is carried out across the Insyte estate is diverse and expansive. This is no surprise – we have one of the world's highest concentrations of systems integration skills.

What may surprise you is the varied nature of the type of projects and programmes we are currently involved in.

This is why IQ invites you to take some time-out and consider the incredibly diverse activities that go on across the Insyte estate ... we think you'll find it interesting ...

Chelmsford

Site: Eastwood House – currently solely occupied by Insyte.

Insyte Employees: 508

Key projects and programmes:

Long Range Radar (LRR)
Sea Wolf Mid-Life Update (SWMLU)
Spares & Repairs – through life support of legacy and new equipment
Celldar – Radar utilising waveforms transmitted from mobile 'phone base stations
High Frequency Surface Wave Radar (HFSWR)
TeleView
South Korea Offshore Patrol Vessel
Jordan Display Upgrade (Project NEBO)
Jernas – supply systems potential for Brunei & Thailand
UK Air Picture – PV development of Commander SL
2 Test Sites located nearby – Bradwell & Bushy

Filton

Site: Shared with Airbus UK, CSC, MBDA and Advanced Technology Centre.

Insyte Employees: 97

Key projects and programmes:

Airfield Services and Management (includes the Control Tower) & ATC
Information Infrastructures – software design, development, integration, test & verification, supplemented with modelling design, implementation and testing.
Battlespace Management Evaluation (BME) Centre Office (visualisation, experimentation, rapid application development and human factors) and support to CVF office.
Bowman Comms Management Systems (BCMS)
Land System Reference Centre Bowman Modelling Facility (LBMF)
Falcon Management System (FMS)
Land System Reference Centre (LSRC)

Frimley

Site: Victory Point – Insyte's new Frimley home was occupied by staff in August 2005.

Insyte Employees: 526

Key projects and programmes:

CVF – Future Carrier Programme
Nautis (Naval Command and Weapon Control) – Japan, Turkey, Sandown Replacement
Air Systems – OFP, Tornado
ADCIS (Air Defence Command & Information System) and BATES (Artillery Target Engagement System) support
Jernas (Short Range Air Defence System)
Studies – AIMMS, CSIIP, IFPA SAWCS
Type 45 EOGCS – Electro-Optical Gunfire Control System
NITEworks – Networked Warfare programme
Spares & Repairs – Seawolf, Nimrod, Radar B (SWMLU) , Rapier

: the rough guide

Christchurch

Site: Christchurch site shared by Insyte and SELEX, approx 50% each,

Insyte Employees: 266

Key projects and programmes:

SHAMAN – Next generation of ISTAR sensors for the Royal Navy.
FALCON – Information infrastructure programme
BOWMAN – Communications management system
GP3 – Land C2 & Planning Tool
AP3 – Personnel Tracking Tool
LYCHGATE – In -service RAF intelligence System
CTF345 – Command Task Force 345
FSIMS – Flight simulators
JFACHQ – Joint Forces Air Component Head Quarters
RASDA – RAF Database & Application resource
SWIFT – Information Management System & Campaign planning tool
DMiCP – Defence Medical Information Capability programme
JCS(Log) – Joint Command Systems (Logistics)

Cowes

Site: Newport Road. Solely occupied by Insyte.

Insyte Employees: 476

Key projects and programmes:

SAMPSON – Multi-function naval radar
MRR – Multi-Role Radar
996 – Naval Surveillance and Target indicator radar
Windfarm Studies
Artist – Anglo/US study into sensor technology development for Littoral and Theatre Ballistic Missile Defence arenas
Celldar – Radar utilising waveforms transmitted from mobile 'phone base stations

Dorchester

Site: Site originally chosen due to proximity to customer at Portland.

Insyte Employees: 68

Key projects and programmes:

DCB(R) – Submarine Command System
DCG(R) – Computing system (part of a submarine's Tactical Data Handling System (TDHS)
T45 Metoc – Meteorological & Oceanographical equipments
Sonar 2087 – Anti-submarine Warfare System
Sonar 2087 DTS – Database translator for environmental data
Lifespan – Software configuration management tool
Principia – Computer Aided Software Engineering tool
DCF – Digital Charting Facility
ERMC(S) – Environmental Risk Management Capability (Sonar)
STUES
SDRA – Source Data Receipt & Assessment
Weatherfax – Weather report system

Farnborough

Site: Brennan House shared with BAE Systems.

Insyte Employees: 20

Key projects and programmes:

The Battlespace Management Evaluation (BME) Centre provides expertise and integrates complete visualisation, experimentation and solution development packages. All of the leading-edge services on offer utilise best practice from within the business or wider industry. The centre specialises in:

Trials and Experimentation
System Integration and software development
Synthetic Environments
Facilities management
Network management
Training

Training Colleges and other locations

Cwmbran

The college at Cwmbran was founded in 1984 and is widely recognised as a centre of excellence for Air Traffic Control Training. The training portfolio also encompasses Air Defence, C4I, and Electronic Warfare

The college is equipped to provide high quality training. Classrooms have interactive smart boards and state-of-the-art radar simulators including Modular Airspace Synthetic Environment (MASE).

Customers include the RAF and British Army, major NATO countries, military forces and Civil Aviation Authorities worldwide.

Oman

Insyte has a major presence in Oman. Oman Aircraft Control College opened in November 2000 as part of the country's Partnerships for Development programme. The OACC is managed by Insyte in partnership with the Royal Air Force of Oman, under a long-term contract to provide training for military and commercial customers throughout the world.

The college is well equipped with state-of-the-art Air Traffic Control and Tower Simulators, Air Defence Simulators and its own instructors.

Insyte is also the supplier of Oman's integrated air defence system, which includes long range radar, control and reporting centres and an associated communications network.

Insyte also provides support services at a number of sites throughout the Sultanate.

Cowes

Insyte also has a Customer Training School at Cowes. The philosophy of the Training Centre is that full product performance is only achieved through the effective training of those who will operate and maintain the equipment. To ensure that effective training is delivered, a comprehensive Logistic Support Analysis and, where required, Training Needs Analysis is carried out for each contract

Insyte also has nine employees based in Leicester. There are three employees who operate from Rochester and a further 131 Field Operatives across the globe.

Hillend

Site: Solely occupied by Insyte.

Insyte Employees: 407

Key projects and programmes:

Stingray – Lightweight anti-submarine torpedo
EFA – Eurofighter Typhoon
Brimstone – Anti-armour weapon
SAMPSON
CATT – Combined Arms Tactical Training (largest networked simulator in the world)
Radar Environment Training
TERRIER – Training for new Combat Engineering vehicle

New Malden

Site: Apex Tower. Insyte occupies 11 of the fifteen floors. Other businesses lease the remainder.

Insyte Employees: 336

Key projects and programmes:

KDX – Korean Project
Type 45
Frigates
FP&C – Future Products and Capability
Submarine projects – Submarine Command System (SMCS) and Astute Combat Management System (ACMS)

Portsmouth

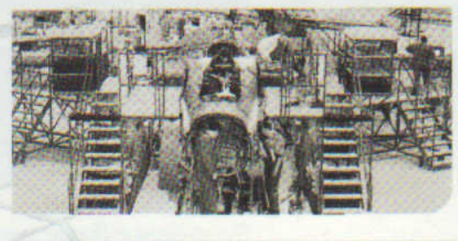
Site: Broad Oak
Shared with Finmeccanica, Selex, EADS Astrium

Insyte Employees: 910

Key projects and programmes:

Sea Wolf Mid-Life Update (SWMLU) data processing.
Naval In-service systems – Action Data Automation Weapon System (ADAWS) Projects, T42, Landing Platform Dock, Landing Platform Helicopter & Carriers
Type 45
Naval Trainers & Naval Trainers support
Naval legacy
Manufacturing for: Avionics projects (EFA, Sky Guardian 2000, DLH), SWMLU and Long Range Radar (LRR)

Warton



Site: BAE Systems, CS&S MASS, CS&S International (Al Yamamah) and Insyte.

Insyte Employees: 31

Key projects and programmes:

CORVUS, Mission Management systems, Joint Strike Fighter (JSF), Battlespace integration and C4I.

Additionally, the Warton site hosts a Battlespace Management and Evaluation (BME) Centre housed in the Spirit building to enable air platform integration with the wider battlespace.

Innovative solution to minimise harm to marine environment

Partnering approach to develop Extended Environmental Risk Management Capability (Sonar) [ERMC(S)] for the Royal Navy

Above: killer whale

Innovative alliance

The use of sonar by the military has the potential to impact upon the marine environment in which it is operated. This is due to the nature of sound propagation underwater and the sensitivity of hearing of environmental receptors. Environmental groups claim that the use of sonar damages the marine environment, particularly marine fauna.

Now that Low Frequency Active Sonar technologies are being adopted by many countries to counter the threat from ultra quiet submarines, there is increasing political pressure from environmental groups to prevent any detrimental impact on the marine environment.

The Environmental Risk Management Capability (Sonar) (ERMC(S)) is a new tool for assessing and mitigating the risk of potential harm to marine fauna arising from sonar operations. It is being developed by Insyte and the University of St Andrews, under contract to the MoD's Sonar 2087 Integrated Project Team.

ERMC(S) will be a mobile capability used during both planning phases of naval operations and whilst on deployment, and will enable planners and Commanding Officers to continue to be compliant with legal and MoD environmental policy regulations.

Based in the Dorchester office, the project draws heavily on the extensive local experience of deploying sensor performance modelling and tactical command aids to the UK and overseas customers.

Our solution is based on combining Insyte's existing electronic charting and NECTA sonar modelling technologies with the advanced environmental risk modelling techniques being developed by the Sea Mammal Research Unit at St Andrews. It will draw on information about naval sonar systems and the distribution of marine fauna. It will have the capacity to be updated regularly with the latest environmental information supplied by the UK Hydrographic Office. It will perform a risk assessment and advise commanders and planners of ways to mitigate potential risk to marine fauna in the area.

A key aim of the system is to ensure that Royal Navy operations continue to be compliant with environmental legislation and departmental policy as it is updated and evolves. To fully support this, ERMC(S) adopts an open architecture to allow the MoD flexibility in future development and support strategies.

The ERMC(S) open architecture is designed to encourage the introduction of new components, databases and technologies by third parties.

This innovative alliance of partners from the UK defence and academic sectors combines expertise in the development of operational systems with world-leading expertise in marine fauna.

Insyte supplies sonar performance modelling and prediction systems based on its NECTA technologies into many operational environments for the UK RN and other European and Asian navies.

The University of St Andrews (Sea Mammal Research Unit (SMRU) and its Centre for Research into Ecological and Environmental Modelling (CREEM)) is a global leader in marine research and currently working with BAE Systems in the development of ERMC(S).

Further, the risk of environmental impact from sources other than sonar; e.g. pollutant dispersion, is a potential area for future developments.

Sarah Conibear, MoD ERMC(S) Project Manager, commented "ERMC(S) is breaking new ground in many different respects, and this has been noted within the MoD. We recognise that the projects' achievements to date are in a large part due to the motivated and flexible way that the Insyte team has approached the development of ERMC(S). There is currently a high level of interest in the progress of ERMC(S) within the international community, and the IPT will continue to keep interested parties informed."

The Dorchester team has also received interest from overseas, and has supported MoD presentations at conferences.

Falcon demo days support Main Gate business case

Good business case

The BAE Systems FALCON Team continues to build on the excellent relationship it has developed with the MoD, DEC CCII staff and the DPA, TFCS IPT in working closely with them to produce a high quality Main Gate Business Case (MGBC).

It is planned to circulate the MGBC at a Joint 1 & 2 Star level later this month, with submission to the Investment Approvals Board (IAB) by mid-November 2005. Contract award is expected in early 2006.

In support of the MGBC two demonstrations of our FALCON solution were given to the MOD/DPA scrutineers and other key stakeholders on 4/5 October 2005.

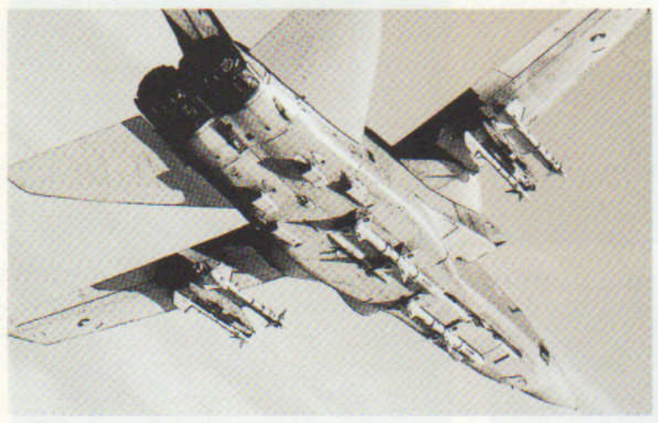
The visit on 4 October included a visit from Major General Bill Rollo, Assistant Chief of the General Staff who was satisfied that we had answered all of his key questions by the end of the day.

Preparation for these demonstrations saw an extremely busy period for our partners (Thales, Cisco, Dytecna, Flagship, Selex and ASA) and us, but it proved to be well worth the effort and provided an excellent team building opportunity which culminated in two very successful days.

Further information:
keith.butler@baesystems.com

Above: supacat

Tornado solution embodies mindset



Above: the Tornado F3

Creatively agile

During the development programme for the Tornado F3 mission computer software, Insyte created an innovative solution to overcome spending a large amount of time loading new builds onto the development rigs.

Instead of the manual, cartridge-based system, Insyte utilised a Windows laptop enabling completion of the task in minutes. The specialist software gives a high level of security whilst also ensuring the laptop itself remains unclassified.

The efficiency of this approach was recognised by the customer and the Tornado Fast Loader Mk1 (TFL Mk1) product was 'Introduced into Service' for frontline RAF use in 2003 with 25 units delivered.

Insyte's creative thinking established that the concept could be extended beyond the F3 variant (for which Insyte writes the mission software) to embrace the GR4 variant. Work soon started on developing a TFL Mk2 that would incorporate significant design enhancements.

Through DLO's trust in the Mk1 a contract for the production of 39 Mk2 units was let in September 2004. Thanks to the agility of the team, this version of Fastloaders is now about to be delivered – a good example of the Insyte Mindset 'in action'.

The current Fastloader is EMC proven, supplied in a rugged case and has a Mil Std 1553B capability for loading GR4 systems. It can easily be adapted to load other software via 1553 or other interfaces. Other aircraft prospects for the use of this successful product are currently being investigated.

Malaysian Jernas systems accepted

Customer 'very satisfied' with acceptance trials performance

Benchmark defence system

At the end of July 2005 MBDA reported that the Royal Malaysian Army had accepted the Jernas short range air defence system. Jernas Tracker and Surveillance Radar teams from Insyte provided support to MBDA throughout the trials.

This ended a six month programme of radar integration and testing as part of the complete weapons system.

Since the contract award in June 2002, the Jernas Tracker Radar has been manufactured at Broad Oak and the Surveillance Radar at Cowes. All of the equipment performed extremely well during the trials and customer acceptance took place on schedule.

The Malaysian Army regards the Jernas contract as their benchmark defence programme.

MBDA have expressed their sincere thanks to everyone involved from Insyte for their excellent efforts towards achieving this very important milestone – and for their commitment to achieving it on schedule. Following the success of the acceptance trials, one future Jernas order is for a set of radar spares and there is the prospect for a 'top-up' of three more systems, adding to the three that the Malaysians have just accepted. This, together with the real prospect of a Thailand order in the near future gives the potential for substantial work for both the Development and Production Teams.

The Insyte Jernas team are now finalising the preparations for the delivery and support of the radars in Malaysia.

Above: the Jernas team

SHAMAN Advanced Demonstration Phase Design Review achieved

Transatlantic team reaps benefits from collaborative approach

Above: the Insyte team

Milestone achieved

A team from Insyte successfully achieved the SHAMAN Advanced Demonstration Phase Preliminary Design Review recently.

This activity took place in New Hampshire, USA and was supported by our colleagues from BAE Systems Inc, QinetiQ, RJD and Flagship.

Active participation from a broad range of stakeholders from the customer community positively contributed to the success of the event.

The review signified completion of the last major milestone in support of the technical element of the SHAMAN programme. It also provided the opportunity to bring the team together once again, building on the collaborative and open relationship already established with the Customer.

Activities are now focussed supporting the Customer through to Main Gate, which is planned for the end of 2005. SHAMAN is a key programme for Insyte and will provide the Royal Navy with its next generation Communications Electronic Support Measures (CESM) encompassing leading-edge electronic warfare technology.

chairman's awards

Bronze and Silver awards for Insyte

Congratulations

The Chairman's Awards recognise employees whose ideas, actions and behaviours bring our values to life and make BAE Systems a better, more competitive company.

Insyte is delighted to announce success in this year's Bronze and Silver Chairman's Awards.

In all, Insyte has been awarded thirteen Bronze and two Silver awards. Insyte's awards include colleagues from other parts of BAE Systems and it also has members in winning teams from two other business units – Air Systems and Shared Services, illustrating its commitment to successful partnering.

In July, an Insyte judging panel selected winners from sixty-three high quality nominations. Our congratulations go out to all winners of the Bronze Awards, who attended the Insyte awards ceremony at the National Motor Museum in Beaulieu . The winning teams include colleagues from across the business and across the Atlantic:

Enhancing Customer Performance Category:

For the **Delivery of Bowman CMS application:** Jenny West (now retired), Paul Thomson, Nick Hutton, Steve Knibbs, Ian Harris, Bob Burdoc, Siaqah Hussain, Dave Broadbent, Mike Popham, Mike Hobbs.

For **Operational risk reduction:** Paul Jones, Graeme Searle, John Money, John Loader, John Allan, Rut Gallmeier, David Lodahl, Brad Kornelsen, John McMahon, Judi Taylor.

For **Architecture harmonisation:** Richard Norman, Stuart Simpson, Sam Sanders, David Orme.

For **POET support to DEC(DTA):** Steve Clark, Guy Kirby, Dave Grace, Kevin Smith, Mark Veevers.

Innovation Category:

For **JSF Interoperability Evaluation & Analysis:** John Mchale, John Lazenby.

For **Secure Engineering Order Wire:** Richard Iles, William Parker, Steve Doe

For **Split plot recognition algorithms:** Jerry Revell

For **SHAMAN ICT:** Glyn Hughes, Brian Johnson, Malcolm Peach, Andrew Ellis, Kenneth Bell, Edward Bureau, Peter Hodgkinson, Paul Sloman, Andy Crawford, Andy Keene, Russell Searle, Hazel Taylor.

For **IFI Experimentation:** Steve Bedford, Alastair Prickett, Warren Paul, Kevin Cross, Ceri Pritchard, Gareth Banks, Naomi Meadows, Lee Palmer, Simon Francis, Ian Marshall.

Transferring Best Practice Category:

For **PMDY Evolution:** Robert Holdcroft, Steve Crowther (Air Systems), Fred Payne (NA).

For **CVF MS SeBA CBA:** Steve Bedford, Andy Dawson, Alan Harding, Alastair Prickett, Colin Smedley.

For **Supply Performance Improvement:** Paul Terris, Nichola Hudson, Nicola Harding, Mike Harrison.

For **Movement & alignment of Sampson Antenna:** Nigel Apsley, Dave Hookey, Richard Brimson.

Insyte was awarded two Silver Chairman's Awards from the five it was entitled to put forward. The Silver judging panel, consisting of representatives from all parts of Chris Geoghegan's business area, was held at Stirling Square in September.

Silver Award winners were:

JSF Interoperability: John McHale & John Lazenby.

PMDY Evolution: Fred Payne, Robert Holdcroft & Steve Crowther.

The other Insyte Silver Award nominations were:

Secure Engineering Order Wire (EOW): Richard Iles, Steve Doe & William Parker

Delivery of the Bowman CMS Application: Bob Burdock, Dave Broadbent, Ian Harris, Mike Hobbs, Mike Popham, Nick Hutton, Paul Thomson, Siaqah Hussain & Steve Knibbs.

Split Plot Recognition Algorithms: Jerry Revell

Under the sponsorship of Air Systems, the Autonomous Imagery Collection & Exploitation capability received a Silver Chairman's Award. Insyte team members were co-nominated with Air Systems employees. The team members nominated from Insyte were; Kath Lane, Jason Smith, Mal Porter, Nigel Cox. Congratulations to all Silver Award winners. Their success will be celebrated at the Silver Awards ceremony due to take place at the Air Museum at Duxford, UK in November.

BAE Systems Underwater Systems, has received a Bronze Chairman's Award for the 'Design for Manufacture' (DfM) of Archerfish Printed Circuit Board Assemblies, a project on which Insyte is involved. The award recognises the significant support and contribution provided by (left to right) Insyte's Jim Kinloch, Neil McIntosh, Ken Logan and Alan Colquhoun at Hillend. This is a tremendous accolade for the project and Insyte's ability to deliver DfM capability.

Silver commercial Awards for Insyte

Recognising excellence

Insyte employees were among the winners of the recent Silver Commercial Achievement Awards.

The Award scheme has been introduced by BAE Systems Commercial Council to recognise excellence above and beyond the high standards we strive for as part of our day to day responsibilities.

The Commercial Council, in judging the final stage, were looking to acknowledge those who take on the challenge of raising standards, enhance the reputation of Commercial and add value to our company, customers and partners.

Over 100 nominations were received, and the very high standard of nominations presented the panel with a very challenging task. Insyte's Silver award winners were:

Sandy Fairlie & Richard Lake for "Innovative Contract approach – Future In-service Support Contract" and Amjid Omar & Jane Blackwell for "Team Building and performance improvement initiatives"

As well as winning an award, Amjid was also requested to give a presentation on his team's nomination to the Commercial Council Conference, which was well received and has created considerable interest from other Business Units.

Silver and Gold award winners were invited to the Award Ceremony Dinner in June at the Reebok Centre, Bolton where the trophies were presented by chief executive, Mike Turner.

Above: Amjid Omar receives his award from Mike Turner

Insyte into Joint

Above: Mo Stevens hosts an I2J session

Support for the Joint Arena

During August Mo Stevens, Programmes Director Joint, Air and Homeland Security hosted six forums to facilitate the discussion in support of the Joint arena.

Held over three days, each forum focused on a particular domain area. The groups discussed the Joint context and what it could mean to our customer now and in the future.

The debate was then guided to examine what BAE Systems is and should be doing to ensure we are able to realise our customer's requirements in the 'joint' future.

What is Joint? There is no one definitive description but it can be defined in a multitude of ways: domain, organisation, capability, interoperability, information flow, information management, information presentation concepts and funding.

A key enabler in the decision-making process is for information to be available to everyone who needs it, when they need it and in the right format. One way of achieving this is to ensure current and future systems and platforms can speak to and interact with each other.

The aim is now to evaluate the inputs from participants and continue engagement across BAE Systems.

This will help support the development and implementation of a BAE Systems strategy for 'Joint' and ensure a cohesive representation of BAE Systems in the existing and emerging Joint market.

PDM for SAP

Three-way partnering approach to enhance functionality – and import legacy data into SAP ...

Transforming business

As an essential prerequisite of the business transformation activity a project has been launched to implement the Product Data Management (PDM) functionality within SAP across Insyte.

The project is a three way Partnership between Insyte (lead by Derek Grant) CSC and Proceed Solutions – a firm of consultants specialising in the use of SAP PDM.

The project is in two basic parts. Firstly we are enhancing the SAP PDM functionality we currently use, taking advantage of recent developments in the SAP system and making use of specialist SAP software developed by Proceed. The second half of the plan is to import into SAP all the data currently running on legacy systems, at Hill End Frimley and Chelmsford.

The total project is scheduled to be complete by July 2006.

All areas of the business will use common processes and all data will be stored in a robust central archive, secure accessible and readable for as long as necessary to provide through life support to our products.

SAP PDM will provide the basis for electronic collaboration with suppliers and partners to support the move to a System Integration business.

SAP PDM will be rolled out site by site as the legacy systems are replaced.

Training and advice will be made available. Engineers currently storing product data outside of any PDM system will be encouraged to start using SAP as soon as possible.

For further details please contact: Derek Grant (Cowes 2447) derek.grant@baesystems.com or Paul Jennings (Cowes 2252)

Step up for supply chain excellence

Procurement is developing a structured approach to strategic supplier management

Striving for Excellence

In support of our extended enterprise vision of the future, the Procurement function is developing a structured approach to strategic supplier management that is aligned with BAE Systems Lifecycle Management.

The intent is to address recognised weaknesses in the control and management of our supply chain and to ensure that we can deliver more predictable supply performance, particularly for our major subcontracts.

As Insyte we have an increasing need to collaborate with customers and suppliers to create real supply chain networks that are based upon a partnering ethos. For our supply chain partners this means :

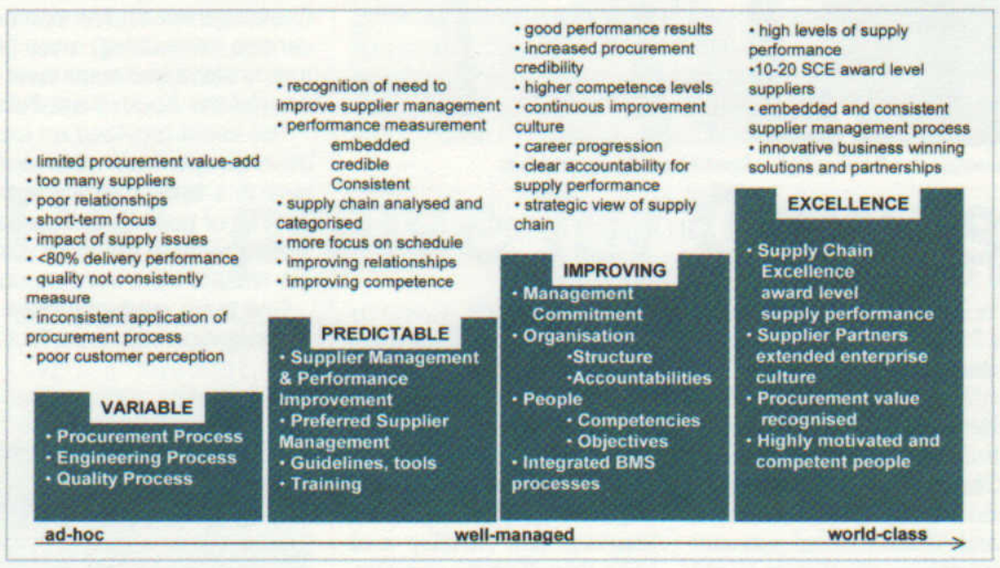
Creating new opportunities.

Working smarter (together)

Being (jointly) proactive

Delivering real (and shared) value

Making certain every time (quality, schedule, cost)



We have identified a set of clear maturity steps that will get us to a level where we are able to improve our project performance by having a mutually beneficial reliance on our supply chain.

Our guidance and training material is being organised around a simple but effective "Improvement Engine" gearing concept that puts together all the fundamental elements in way that is readily understood and has been well received.

In essence, it takes the lifecycle management process definitions and applies them in a practical manner suitable to our new business and makes it real for everyone concerned.

Detailed procedures and guidance are now available via the BMS and awareness training is being delivered on supplier performance and relationship management to customers, suppliers and all functional areas within our organisation that interact with our suppliers.

This Supplier Management and Performance Improvement model recognises the extremely wide diversity of products and services that our business plan demands. It has enabled the identification and publication of a credible preferred supplier list that is continually refreshed by the Insyte Procurement Function and is published on the procurement intranet.

For Further information please contact: Paul Terris on 605 2911

Above: members of the 4-Syte project team

Equipping Insyte for the future

Agility and trust

Launched by Clive Richardson in July , '4-Syte' is an internal business programme designed to provide Insyte with the business management tools and processes it will need in the future.

Insyte currently uses a high number of stand alone and poorly integrated software applications to run the business. Replacing these with a highly integrated application suite will reduce the levels of bureaucracy and improve the overall efficiency of the business. It will help to make the company more responsive and enable us to establish and maintain a competitive edge in the market place.

SAP produce a leading application suite which supports the whole spectrum of business activities from strategic planning through to solution delivery and support; the suite also supports collaboration with suppliers and customers.

300 of the world's aerospace and defence companies, including Airbus, Rolls Royce, Raytheon and Northrop Grumman run their businesses using SAP systems. Insyte already uses SAP R/3 for finance, project accounting, procurement, and product data management. This provides an excellent baseline for the 4-Syte project.

'4-Syte' is assessing how an upgraded version of our SAP system can extend support across a complete range of 'joined-up' business processes in Insyte. Existing business processes are being captured and reviewed, noting any 'pain points' and identifying the benefits that can be realised by adopting standard processes and roles across Insyte.

The '4-Syte' project team is led by John Drever and reports to an executive steering committee chaired by Clive Richardson and including Mike Perowne, Keith Hainsworth, Sarah Huntley and Paul Laity. The core '4-Syte' team includes key Insyte staff representing business process areas plus business change and SAP consultants from both CSC and SAP.

A further 100 additional experts across Insyte have also provided valuable inputs (thank-you) and as the programme moves forward many more people will be invited to contribute. Senior managers have been appointed as process sponsors and business case owners to support and review the work being undertaken by '4-Syte'.

The project team bonded quickly and set to work in the face of challenging timescales with vigour, exacerbated by the need to launch the programme during the summer holiday period; a high degree of flexibility has been shown by all involved and this has been much appreciated.

The team is based in building 46 at Broadoak where just about every available section of wallspace has been covered in process maps. A special thanks go to the Finance shared services team for putting up with the '4-Syte' invasion and the time taken to master kitchen protocols!

The current project phase will run until the end of October when the business cases and options for implementation will be presented to the Executive board for review; detailed requirements, design and implementation phases will then take place over the next 1-2 years.

If you want to know more about the project, please contact one of the team identified above or look out for links from the Insyte intranet homepage from early October.

keith.hampson@baesystems.com
6667 639

And now the waiting starts..

Known as the Accredited Management Programme (AMP) and previously known as the First Line Managers course (FLM), twelve employees from various sites are now waiting for their final two assignment results. They have all recently completed a year-long post-graduate Certificate in Management, in association with the APU (Anglia Polytechnic University) in Chelmsford. The nine-module course comprised 24 days of courses at either the APU campus in Chelmsford or at one of BAE Systems UK sites. Attendees also had to research, prepare and give a group presentation, plus six individual 100-hour assignments needed to be handed in on time and passed. If. everyone passes, as expected, the group can look forward to a graduation ceremony at Chelmsford Cathedral next year. Good Luck!

From left to right: Bill Wright (APU lecturer), Graham Smith, Amanda Broadbent, Carl Jackett, Katy Page, Iain Giffen, Charles Vertigen, Stephen Charlton, Darren Houghton, Darren Goodman, Simon Toms, David Homer & Stewart Smith.

Fifty Years of success at Broad Oak

Above: Broad Oak rolled back the clock – and then rocked around it!

A day to remember

Broad Oak, celebrated its 50th Anniversary by having a Families Day on Saturday, 20 August and it was certainly a day to remember!

The Right Worshipful The Lord Mayor of Portsmouth, Councillor Robin Sparshatt, opened the event.

Mike Perowne (site sponsor) hosted the Lord Mayor who expressed a wish to return to Broad Oak and meet its' highly skilled workforce and to gain a better understanding of Insyte's manufacturing and engineering capabilities.

Blessed with good weather and with in excess of 5,000 people attending, there was a real party atmosphere.

The whole day had a 50's theme, complete with a 50's diner and to support this theme, many dressed up in 50's costume.

The headline band was the Merseybeats and there was music to suit all tastes throughout the day. Also on offer was plenty of entertainment for the children, ranging from a clown and magician to a Eurofighter simulator.

In case all of that wasn't enough, there were displays across the site showing our products, old and new and how technology has developed over the years.

This year we supported our charity partners, namely Guernsey Ward Stroke Unit at St Mary's Hospital, and Smile4Rich (Wessex ambulance appeal. We also invited along Rowans Hospice and the Rocky Appeal, Queen Alexandra's Hospital, providing them with an opportunity to do some fundraising.

Ramadan final acceptance

Left to right: Mike Whitehead, Mike Bozadijan, Ian Gourlay, Derek Sharkey and Kevin Andrews

Four year Ramadan refurbishment programme reaches successful conclusion

Excellent achievement

The last of 54 acceptance trials on the Ramadan programme was completed on August 24, and all payments have now been received. Over the years we have built a good relationship based upon understanding and respect with the Egyptian Navy, bridging cultural differences. This had provided a collaborative approach to achieving the successful refurbishment of the equipment on six Ramadan vessels. This concludes – on schedule – the £11.4M programme that started in April 1998.

The programme tasked Insyte with the upgrade of all 6 Ramadan class FAC' s. This also included refurbishment of all S800 Surveillance and Tracker radar systems, upgrade of the tactical Display System, Cameras and screens, as well as refurbishment of all ancillary equipment.

Insyte held a reception for sixty-five senior Egyptian Navy Officers to mark the completion and acceptance of the programme.

The reception was hosted by Martin Bennett, BAE Systems VP Egypt, who welcomed the Navy and congratulated the Insyte team led by Mike Whitehead.

Martin complimented the engineering team – Derek Sharkey, Ian Gourlay and Mike Bozadijan for completing theremaining elements of the contract on time. Commodore Mohamed Saad Zaghloul, chief of EW department expressed the view that all parties demonstrated good will and had successfully cooperated throughout the lengthy programme.

Insyte at BAE Systems Peak Challenge

Warton Insyte staff Matt Fogg, Paul Jones, Paul Hothersall, Steven Clark, John Lazenby and James Hillman recently took part in this years Peaks Challenge event. The competition comprised of various hill walking, route planning, health and safety skills and tests over a 2 day period in a an area of the South West Peak district.

The event provided an excellent opportunity to meet other people from other parts of the business, participate in a team building activity, and most importantly get out of the office for a day.

With most of the staff participating for the first time, the results were very encouraging.

One team even managed to win the first competition in navigation with a perfect score!

Left to right: Paul Hothersall, Matt Fogg and Paul Jones

Network – Forthcoming Events

BWEA27 – 18-20 October – Cardiff – This is the annual Conference/Exhibition of the British Wind Energy Association. Mike Butler, our Systems Design Authority from Cowes will be presenting a paper entitled: The ADT Radar Demonstration for BWEA : progress towards operational approval. This presentation will report on the recent radar trials of the Advanced Digital Tracker.

AOA – 31 October /2 November – Bournemouth. This is the annual Conference/Exhibition of the Airport Operators Association. We will be showing our Commercial Aviation Solutions and displaying a 511 radar model.

Insyte Leadership Conference – 2 November – London.

Dubai Air Show – 20-24 November – Dubai

Langkawi International Maritime and Aerospace Exhibition (LIMA) – 6-11 December – Malaysia