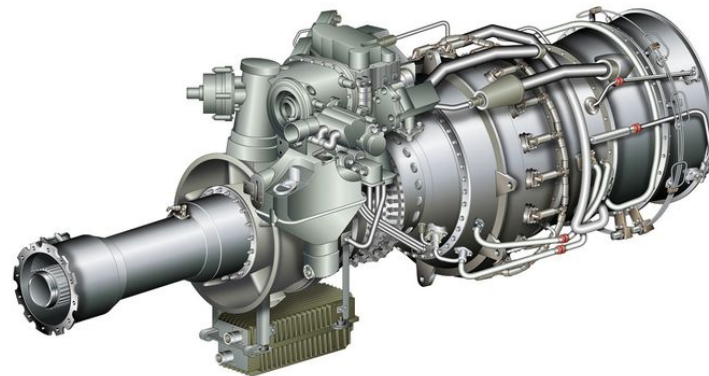




# T408/GE38 Development Program



**Paul Acquaviva**  
**Director, T408/GE38 Engine Program**

- T408-GE-400 engine is a 7,500 shp derivative of the T407 turboprop engine
- Development contract with Sikorsky for the CH-53K King Stallion heavy lift helicopter
  - Engine design
  - Aircraft integration
  - 20 flight test engines + 5 factory engines
  - Ground and flight test support
  - US military engine qualification
- Pre-production contract with NAVAIR for 22 SDTA (System Demonstrator Test Articles) engines
- Entering Low Rate Initial Production (LRIP) in 2017 upon completion of CH-53K milestone C



- **Contract complexity:**
  - 890+ deliverables
  - Multiple players: GE, NAVAIR and Sikorsky
  - Multiple functions: Program management, engineering, support, etc...
- **Challenging and competing requirements:**
  - Schedule
  - Performance
  - Product cost
  - Operating cost
  - Supportability/maintainability



- **Integrated Product Teams (IPTs)**
  - Quarterly face to face meetings
  - Weekly telecons
- **Rigorous management processes**
  - New Production Introduction (NPI) process
  - KPP metric flowdown
  - Requirements & deliverables tracking
  - Program control board
  - Safety review board
  - Pre and post test reviews
  - Benchmarking
- **People development**
  - Team huddles and events
  - Recognition & promotion



- **Identifying and engaging stakeholders from all organizations:**
  - Build individual and team relationships
  - Foster a culture of openness and trust
  - Focus on shared objectives
- **Creating structure and rhythm to ensure frequent communication:**
  - Within IPT working teams
  - Across cross-functional teams
  - Senior Leadership
  - Adjust to meet need



- **Results:**
  - Exceeding Key Performance Parameters
  - Executed ahead of need
  - 100% engine availability during flight test
  - LRIP qualification
- **Toughest challenge:**
  - Reacting to unexpected results
  - Communicating emerging issues early
- **Lesson's learned:**
  - Empowered individuals grow into empowered leaders
  - Investment in team offers biggest returns



Photo credit: U.S. Navy