



SOLE MUSE



Newsletter of the Garden State Chapter
of the
International Society of Logistics
District 10 Chapter 7

October 2005

Edited by Michael E. Harris, CPL

Volume 29, Number 2

SOLEful Musings

By Chuck Hodell – Chapter Chair



Editor's Note: The Chapter Chair's column got lost in the ether; I suspect that it was mostly my fault. Since Chuck is on travel, I cannot contact him to recreate or reproduce his column. My apologies.

Update: (as of 11 January 2006) We have had a huge issue with our data processing; to make a long story very short, the newsletters were submitted for final edit and subsequently rendered inaccessible on a computer (mine) whose hard drive broke! The publication delay was further exacerbated by holiday absences. Enough excuses! You will be receiving a flurry of newsletters during the next few weeks. Please be patient with us as we get back on track. We are publishing the delayed issues (October & November 'for the record'). May this New Year in 2006 be good to you all. Chuck

Programs

By William Hogelin – Vice Chair Professional Development

Richard Glass will deliver his talk at the November Chapter luncheon.

Richard Glass – Deputy Director, LMP

Mr. Richard Glass is currently the Deputy Program Director for the Army Materiel Command's Logistics Modernization Program. He has 28 years of DoD logistics experience. He
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received his Bachelor's Degree from Averett College in Virginia, his MBA from Rutgers University, and plans to continue work on his dissertation for of a Doctoral Degree from Nova Southeastern University in Florida. His research is focused on the applicability of Enterprise Resource Planning (ERP) software in the Private Sector.

Mr. Glass has completed the Project Management Course at the Defense Systems Management College. He is also a Certified Professional Logistician.

He has been a SOLE Garden State Chapter Chairman and a Garden State Chapter Vice Chairman – Management. He also held a position at the national level of the Society.

Mr. Glass has recently addressed the Defense Enterprise Integration Group, which is an international gathering with representatives from 10 nations, and NATO.

He will be delivering a similar message at the SOLE Chapter luncheon.

Management Committee Information

By Maureen Boyette – Vice Chair, Administration

The Chapter Executive Committee Information is now on the Chapter website.

<http://gardenstatesole.org/>

Member Information

By Rich O'Donnell – Vice Chair, Membership Services

Notice: If you change jobs, retire, etc. and have a new email address and still want to be listed on the SOLE email distribution list. Please notify Janet Steinberg at janet.steinberg@lmco.com and Maureen Boyette at Maureen.Boyette@mail1.monmouth.army.mil of your NEW email address. Thus ensuring you do not miss any upcoming SOLE Chapter notices, etc.

Upcoming Events

By Gloria Richardson – Chair, Governmental Affairs Committee

Fall 2005 Acquisition Enterprise Training Workshop

1-3 November 2005 at the Hyatt Regency in Louisville, Kentucky. The Fall 2005 Acquisition Enterprise Training Workshop (formerly Acquisition Enterprise User Group Conference). The theme of the workshop is "Securing our Future".

The conference is sponsored by the PM Acquisition, Logistics and Technology Enterprise Systems and Services; the Program Executive Office Enterprise Information Systems; and the Assistant Secretary of the Army for Acquisition, Logistics, and Technology (ASA(ALT)).

Who Should Attend: Individuals from the acquisition community who would benefit from discussions on Acquisition Information Management and related topics. The information presented also will be of particular interest to systems administrators/users of APB, P&R Forms, SmartCharts, VIS, Probability of Success, and AIM." <https://webportal.saalt.army.mil/main/usergroup/springconference.htm>

17th Annual International Integrated Program Management Conference

November 6-9. The 17th annual International Integrated Program Management Conference will be held in Tysons Corner, Virginia. The conference will have seminars, workshops, and symposia providing the latest information on EVM (Earned Value Management) tools, best practices, and current trends. Please visit the conference's website for more information. <http://www.pmi-cpm.org>

Supply Discrepancy Reports (SDR) & Product Quality Deficiency Reports (PQDR) Course

Tuesday, 15 Nov 05, 0800 to 1000. The LRC University is sponsoring the subject two-hour course of instruction held in the Hub Conference Room in building 1202 on Derum Ave. Use the Hub Entrance. It is on the side of the building next to the parking lot. Your key card should get you in. If not, there is a phone with POCs, Pat Voorhees, x25275, or Leslie Lucy, x77248. The course is open to the Fort Monmouth workforce at no cost. DD-1556s are not required. Spaces are limited. If you would like to attend, please have your training coordinator e-mail Lois Montgomery to reserve a space and select the date you would like to attend. You will receive a message confirming your space.

Lois A. Montgomery, Career Management Team, Logistics and Engineering Operations Directorate (LEO), 732-532-5780, fax 24953, lois.montgomery@us.army.mil.

The objective of the course is to provide a description of the SDR (formerly ROD) and PQDR programs. The distinctive characteristics of each will be discussed. Learn the purpose of the programs, the current policies and procedures that govern the programs and the role you play. CLPs will be applied where appropriate. The instructor is Susan Ponce.

52nd Annual Reliability & Maintainability Symposium (RAMS)

January 23-26, 2006 in Newport Beach California in 2006. Recently the discipline of

Reliability and Maintainability (R&M) has changed from the traditional role of *predicting* to that of *risk management* and the R&M discipline is getting more involved with the process of verification and validation of products. This represents a continuing and expanding field of opportunity for professionals in the R&M field. The Symposium offers the opportunity to explore and learn more about this and other related R&M subjects. Current and state-of-the-art methods for achieving R&M objectives will be presented at the 2006 RAMS...”

<http://www.rams.org/>

Logistics Education Foundation

J. MICHAEL RYSKAMP CPL, LEF Liaison

One of our Chapter members served on the Logistics Education Foundation's (LEF) Board of Governors (BOG) for two years in the 1980s. The first person who can identify this Chapter member gets a free subscription to the Chapter newsletter!

The Editor's Corner

By Michael E. Harris,
CPL – Editor



As most of you know, the Chapter Chair gives me the freedom to write almost anything I want as long as it is somewhat related to logistics or professional development or of some benefit to at least some of the Chapter's members. This month, I want to ramble a little about professional societies. I may do some Internet research on professional societies in the near future as a follow-on to this month's chat. I enjoyed writing it; I hope you enjoy reading it.

What Do You Want From A Professional Society?

What do you want from a professional society? Whatever the details of your answer happen to be,

the basis of the answer is, “Enough to justify the cost of membership.”

Obviously, when we join a professional society, we expect to get back from it more than it costs us to become a member. We want our professional careers to benefit in some tangible way. What are some of the benefits of membership?

- Professional recognition
- Opportunity to publish articles and present papers at symposia
- Professional certification
- Networking opportunities for a new and better job
- Networking opportunities for increasing your business
- Education and training
- Opportunity to acquire professional material (books, journals, etc.) at reduced prices
- Workshops, seminars, and symposia
- Luncheons, dinners, and social events
- Belonging
- Participating

My list can go on for another page, but each person has different expectations.

When I joined SOLE in 1981, the dues were reasonable by anyone's standards. The SOLE dues now are still reasonable compared with comparable professional societies; do not confuse a professional society (e.g., SOLE) with a trade association that has professional activities for individuals (e.g., NDIA); trade associations that have professional society aspects can always offer lower individual dues. To prevent potential and current members from using the cost of membership issue, our Chapter offers a subsidy on dues; this subsidy is addressed and voted on each year. With this subsidy, my renewal was only \$35 (a new membership \$45). This is almost an unbeatable deal. I also pay only half of the non-member cost of the monthly luncheons -\$10. The Garden State Chapter does more than almost every

other SOLE chapter in making membership affordable.

How can we do this? The answer is the Chapter's annual symposium. Ken East and his outstanding team have been putting on this one-day event for a few years. Not only is the symposium a great professional opportunity, it is local and moderately priced. The Chapter makes enough money to be able to put it right back into the local professional community – the dues and luncheon subsidies.

Professional recognition and certification is important. When I earned my Certified Professional Logistician (CPL) designation in 1981, the certification translated into an immediate and significant salary increase. It also made me much more marketable. I do want to stress that the preparation for the certification exam (an 8-hour exam) made me so much more capable as a professional. Oops, that is exactly what professional certification is supposed to do – let the world know that you actually know something.

While a member of SOLE, I have had the opportunity to serve in a leadership capacity in several SOLE chapters (nine or ten years of support). I have had the opportunity to teach logistics as part of a certification preparation program (eight years). I find that the more I give, the more I get.

I know that what motivates me is different from what motivates you. If you are reading this, you are motivated to professional advancement – why else would you read the Chapter newsletter. There is an opportunity for everyone in the Chapter to participate and to participate at the level that is most comfortable to you.

PEOPLE, PROJECTS, & COMPANIES

Corporate Members

While SOLE has maintained its status as a professional society focused on the professionalism of its members, it has always

fostered a healthy relationship with the companies who employ SOLE members. If your employer is not on the following list, find out why.

AAI Services Corporation
 Accenture
 American Competitiveness Institute
 APL Limited
 Booz Allen Hamilton
 CACI (West Coast Operations)
 Computer Science Corporation
 Computer Systems Technology, Inc.
 Concurrent Technologies Corporation
 Defense Acquisition University
 Defense Logistics Information Service
 DTRO-MINDEF, Singapore
 Florida Institute of Technology (School of Extended Graduate Studies)
 Harris Corporation (RF Communications Division)
 Hubble Space Telescope Development Project
 IBM Business Consulting Services
 HIS Group
 Innovative Logistics Techniques, Inc. (INNOLOG)
 Institute for Defense and Business
 Integrated Support Systems, Inc.
 Jacobs Sverdrup ITSS Group
 L-3 Communications Systems – West
 Lockheed Martin Information & Technology Services
 Log.Sec Corporation
 Man Tech Enterprise Integration Center
 Man Tech Systems Engineering Corp.
 Manuquistics, Inc.
 Naval Air Warfare Center (Aircraft Division)
 Northrup Grumman Electronic Systems
 Oak Ridge National Laboratory
 Pennant Information Systems, Inc.
 Pratt & Whitney
 Radian, Inc.

Raytheon Technical Services Company
 SAIC/AMSEC
 The Boeing Company
 The M&T Company
 Tools for Decision Group (TFDG)
 Wyle Laboratories

TECHNICAL ARTICLES & OTHER ITEMS OF INTEREST

We have a three items for your edification this month.

The first item is from the US Army Chief of Staff's professional reading list. The CSA reading list is in four parts (I will give you one of them each month for the first four months of this

Chapter year). The four parts are: Cadets, Soldiers, and Junior NCOs; Company-Grade Officers, WO1–CW3, and Company Cadre NCOs; Field-Grade Officers, CW4–CW5, and Senior NCOs; and Senior Leaders above Brigade Level. The links to Amazon.com are the Editor's.

The second item is special. Not everything in this newsletter has to be about logistics or the Army or CECOM. This is from a free (digital) newsletter I get whenever it is published. I have permission to use these in the SOLE newsletter and other forums for which I write. Since we are all leaders or will be leaders, this may help you in your business.

The third item is a piece on lead-free solder. Ken Brockel – SOLE Defense ADD¹ provided this from a report to SOLE International. Ken says this is a HOT item for the near future so pay attention.

¹ This makes him one of SOLE's leaders. We have two such leaders in the Chapter – Ken Brockel and Ken East (my boss).

THE US ARMY CHIEF OF STAFF'S PROFESSIONAL READING LIST

“The Professional Reading List is a way for leaders at all levels to increase their understanding of our Army's history, the global strategic context, and the enduring lessons of war. The topics and time periods included in the books on this list are expansive and are intended to broaden each leader's knowledge and confidence. I challenge all leaders to make a focused, personal commitment to read, reflect, and learn about our profession and our world. Through the exercise of our minds, our Army will grow stronger.”

Peter J. Schoemaker, Chief of Staff, Army

Sub-list 2 – For Company-Grade Officers, WO1–CW3, and Company Cadre NCOs

America's First Battles: 1776–1965 / Edited by Charles E. Heller and William A. Stofft –
<http://www.amazon.com/exec/obidos/tg/detail/-/0700602771/104-7704889-0489509?v=glance>

Personal Memoirs of U. S. Grant / Ulysses S. Grant –

http://www.amazon.com/exec/obidos/tg/detail/-/0914427679/qid=1132958330/sr=2-1/ref=pd_bbs_b_2_1/104-7704889-0489509?v=glance&s=books

The Philippine War, 1899–1902 / Brian McAllister Linn –

http://www.amazon.com/exec/obidos/tg/detail/-/0700612254/qid=1132958710/sr=2-1/ref=pd_bbs_b_2_1/104-7704889-0489509?v=glance&s=books

The War To End All Wars: The American Military Experience in World War I / Edward M. Coffman –

http://www.amazon.com/exec/obidos/tg/detail/-/0813109558/qid=1132958392/sr=1-1/ref=sr_1_1/104-7704889-0489509?v=glance&s=books

An Army at Dawn: The War in Africa, 1942–1943, Volume One of the Liberation Trilogy / Rick Atkinson –

http://www.amazon.com/exec/obidos/tg/detail/-/B0000AZW7Q/qid=1132958756/sr=2-1/ref=pd_bbs_b_2_1/104-7704889-0489509?v=glance&s=books

Company Commander / Charles B. MacDonald –
http://www.amazon.com/exec/obidos/tg/detail/-/1580800386/qid=1132958476/sr=2-1/ref=pd_bbs_b_2_1/104-7704889-0489509?v=glance&s=books

East of Chosin: Entrapment and Breakout in Korea, 1950 / Roy E. Appleman –
http://www.amazon.com/exec/obidos/tg/detail/-/0890964653/qid=1132958519/sr=1-1/ref=sr_1_1/104-7704889-0489509?v=glance&s=books

Leadership: The Warrior's Art / Christopher Kolenda –
http://www.amazon.com/exec/obidos/tg/detail/-/0970968213/qid=1132958863/sr=2-1/ref=pd_bbs_b_2_1/104-7704889-0489509?v=glance&s=books

American Soldiers: Ground Combat in the World Wars, Korea, and Vietnam / Peter S. Kindsvatter –
<http://www.amazon.com/exec/obidos/tg/detail/>

[/0700612297/qid=1132958571/sr=1-1/ref=sr_1_1/104-7704889-0489509?v=glance&s=books](http://www.amazon.com/exec/obidos/tg/detail/-/0700612297/qid=1132958571/sr=1-1/ref=sr_1_1/104-7704889-0489509?v=glance&s=books)

The Challenge of Command: Reading for Military Excellence, Art of Command Series / Roger Nye – http://www.amazon.com/exec/obidos/tg/detail/-/0399528040/qid=1132958618/sr=1-1/ref=sr_1_1/104-7704889-0489509?v=glance&s=books

The New Face of War: How War Will Be Fought in the 21st Century / Bruce Berkowitz – http://www.amazon.com/exec/obidos/tg/detail/-/B0000CAR5T/qid=1132958666/sr=2-1/ref=pd_bbs_b_2_1/104-7704889-0489509?v=glance&s=books

Using Psychology in Your Business

By Barton Goldsmith, Ph.D.

Business leaders have used a multitude of tactics and techniques to motivate, activate, stimulate, encourage, revitalize, and inspire their teams. Unfortunately, much of what is still used in today's workplace is yesterday's technology. Take for example the Myers-Briggs and DISC personality type indicators; they are both over 50 years old! In addition, most managers don't have the psychological training necessary to utilize the information gained from these antiquated assessment tools. Leaders require more up to date information that can actually be put to use.

If you really look at how your business uses the "oldies" you will see that most team members kinda shrug off the information about their personalities. What they really need and want is recognition and a pleasant working environment so they can enjoy what they're doing. The number one reason people leave their jobs is because they don't get along with their boss. Though these tests do give some information into the underlying

psychological nuances of team members, they are really more of a curiosity than a team-building tool for today's businesses.

There are more current personality indicators that can be accessed on the web at no cost. But the question remains; is it personality or personal responsibility that makes a great team member or leader? Most psychological indicators can tell you how you think, but can they tell you how to "Think like a leader"?

There is an upside to not thinking like a leader. If everyone did, you'd have no one working for you. Instead they'd be competition. In order to get the most out of a team member and also be able to keep them, there are a couple of facts that will help you. First, remember that recognition is the number one motivator of human beings. The handshake in front of other people (especially management) and the hand written thank you note are just of couple of the ways you can boost your team morale and your bottom line.

Next, if you manage like Attila the Hun, your team members will never go the extra mile. They will dread coming into work and they won't be inspired to think about how to make your business

or department excel. Instead they will be filling out applications on line and spend the time you are paying them for trying to get on the next "Apprentice".

Being nice may sound namby-pamby but the real truth is that every time you put out a little positive energy it comes back to you. Sadly, I have seen very successful companies go under because the CEO was unwilling to simply compliment his or her staff members.

So take a lesson from those who have failed, learn from their mistakes and learn how to motivate your team with solid psychology. My essays are

used by a number of colleges and universities in their management classes and whenever I am asked to comment, I always say that today's top leaders have the equivalent of a Masters Degree in Business and a Doctorate in Psychology.

If you are interested in learning about the work styles of your current, new and prospective hires, and learn more about their team playing capabilities, have them take the Goldsmith Innovation/Implementation Index (G3i) at <http://www.bartongoldsmith.com/>. It's free, fun and you will actually learn if your teams are balanced with thinkers and doers.

Lead-Free Solder – What's Happening?

By Ken Brockel – SOLE Defense Application Division Director

Due to a variety of real and potential health issues, many constituent materials used in the production of electronic products have come under scrutiny. The European Union (EU) has enacted two directives: 2002/95/EC Reduction of Hazardous Substances (RoHS), and 2002/96/EC Waste Electrical and Electronic Equipment (WEEE). Both restrict or eliminate the use of various substances in a variety of products that are produced after July 2006. One of the key materials restricted is lead, which is widely used in electronic solder and electronic component terminations. While these regulations may not apply to the aerospace and high performance industry in electronics, many of the lower tier suppliers will change their products because their primary market is consumer electronics.

For the consumer markets there is probably little impact from this change. However, for aerospace and other high performance applications there are some potentially catastrophic implications that could result from introduction of other soldering alloys being introduced into the product base. There is particular concern with pure tin and the growth of whiskers. Also the higher processing temperatures for lead free alloys could increase

failures of some electronics components. There is also a risk to staying with SnPb solder particularly if Pb-free (non-pure-tin) components are integrated. All aerospace and high performance programs, except software programs, are likely to be impacted by industry transition to Pb-free processes.

The Aerospace Industries Association (AIA) created a cross-functional industry and military project team called Lead Free Electronics Assembly Program (LEAP) to develop procedures and policies concerning the implementation of Lead Free soldering technologies in high reliability aerospace and military applications. By the end of 2006 these documents should be approved as GEIA standards, and by mid 2007 they should be approved as IEC documents. The documents as listed here are all overlapping and integrated to work together to provide a path ahead for the aerospace and other high performance systems industries.

- GEIA-HB-0005-1, Draft 2.2 (10-10-2005) – Program Management/Systems Engineering Management Guidelines For Managing The Transition To Lead-Free Electronics
- GEIA-HB-0005-2, Draft 1.3 – Technical Guidelines for Aerospace and High Performance Electronic Systems Containing Lead-free Solder
- GEIA-STD-0005-1, Draft 2.3 – Performance Standard for Aerospace and High Performance

Electronic Systems Containing Lead-free Solder

- GEIA-STD-0005-2, Draft 2.3 (10-10-2005) – Standard for Mitigating the Effects of Tin Whiskers in Aerospace and High Performance Electronic Systems

SOLE – The International Society for Logistics is playing a major role in the dissemination of information and importance of the lead free transition process and the standards document that are providing the way ahead. The impact on logistics planning for aerospace, high performance military as well as commercial applications in areas such as repair processes, supply quality, configuration control, and life cycle cost mgt could be significant.

Look for articles to be published in the Society's technical journal, the Logistics Spectrum, as well as in papers and demonstrations at this year's 41st Annual International Logistics Conference and Exposition, to be held on 15-17 August 2006 at the Omni Mandalay Hotel Los Colinas, Dallas (Irving), Texas.

Mr. Kenneth Brockel, SOLE's Defense Application Division Director, is the Society's point of contact for LEAP activities. He is a senior program manager at the American Competitive Institute (ACI), with whom SOLE has a strategic alliance.

For more information, call 610-715-2698; or e-mail him at kbrockel@aciusa.org.

This GPO website has congressional documents, public laws, Supreme Court decisions, and the *Federal Register* in a searchable database.

National Technical Information Service (NTIS) – (<http://www.ntis.gov/>)

Search or browse the NTIS catalog of publications or order government publications from more than 200 agencies.

CIA World Factbook – (<http://www.odci.gov/cia/publications/factbook/index.html>)

This website provides guide to country profiles and information on leadership of selected foreign countries. This is the Editor's personal favorite!

Army Publications – (<http://www.usapa.army.mil/>)

This Army link provides ARs, DA PAMs, and forms in electronic format with links to other publication information.

Interesting Links

DTIC (Defense Technical Information Center) – (<http://www.dtic.mil/>)

A searchable site that includes DTIC documents relating to DoD research, development, and acquisition, STINET (Scientific and Technical Information Network), and an extensive list of Weblinks.

GPO Access (Government Printing Office) – (<http://www.gpoaccess.gov/multidb.html>)

Meeting Notices

Luncheon Meetings: Third Tuesday of the month.

Date	Time	Location
November 15, 2005 (Tuesday)	1130-1300	Gibbs Hall
December 2005	NA	NA
January 17, 2006 (Tuesday)	1130-1300	Gibbs Hall
February 21, 2006 (Tuesday)	1130-1300	Gibbs Hall
March 21, 2006 (Tuesday)	1130-1300	Gibbs Hall
April 18, 2006 (Tuesday)	1130-1300	Gibbs Hall
May 16, 2006 (Tuesday)	1130-1300	Gibbs Hall
June 20, 2006	1130-1300	Gibbs Hall

Executive Board Meetings: Last Thursday of the month.

Date	Time	Location
November 24, 2005	1145-1300	Lockheed-Martin, Tinton Falls
cancelled		
January 26, 2006	1145-1300	Lockheed-Martin, Tinton Falls
February 23, 2006	1145-1300	Lockheed-Martin, Tinton Falls
March 30, 2006	1145-1300	Lockheed-Martin, Tinton Falls
April 27, 2006	1145-1300	Lockheed-Martin, Tinton Falls
May 25, 2006	1145-1300	Lockheed-Martin, Tinton Falls
June 29, 2006	1145-1300	Lockheed-Martin, Tinton Falls

Other Functions:

Date	Time	Location
Winter Holiday Function	TBD	TBD
Annual Chapter Symposium May 2006	NA	Eatontown area

2005-2006 Executive Board Members

Please contact Janet Steinberg at 732-389-0390 with any corrections.

GARDEN STATE CHAPTER SOLE - Chapter 7 District 10 2005 - 2006 CHAPTER MANAGEMENT COMMITTEE

11/21/05

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LEF Liaison	Mike Ryskamp	(732) 427-4260	j.michael.ryskamp@us.army.mil
Awards Cmte. Chair	Maureen Boyette	(732) 758-0180	maureen.boyette@mail1.monmouth.army.mil
Newsletter Cmte. Chair	Dr. Michael Harris, CPL	(732) 532-0662	harrism100@comcast.net
Publicity Cmte. Chair	Steve Bromka	(732) 532-0682	steven.bromka@mail1.monmouth.army.mil
Symposium Cmte. Chair	Ken East, CPL	(732) 460-1370	keast@logsec.com
Government Affairs Cmte. Chair	Gloria Richardson	(732) 532-6752	gloria.richardson@mail1.monmouth.army.mil
Industrial Affairs Cmte. Chair	Janet Steinberg	(732) 389-0390	janet.steinberg@lmco.com

Circumstances—what are circumstances? I *make* circumstances.

Napoleon Bonaparte

On no account brood over your wrongdoing. Rolling in the muck is not the best way of getting clean.

Aldous Huxley

God gave you a gift of 86,400 seconds today. Have you used one to say “thank you”?

William A. Ward

The bird of paradise alights only on the hand that does not grasp.

John Berry

**By amending our mistakes, we get wisdom.
By defending our faults, we betray an unsound mind.**

The Sutra of Hui Neng

