



CHIEF OF NAVY RESERVE

1 October 2011

Ready Now: The Navy Reserve Strategic Plan – 2012

Commander's Intent

The Navy Reserve Strategic Plan we articulated in 2009 provided our Mission, Vision and Strategic Focus Areas. Entitled "Ready Now," the plan has driven process improvements in each of the past three years that have enabled our Sailors to serve more effectively while ensuring a more seamless integration of the Navy Reserve with the Navy as a whole. We affirm the validity of this solid, well-constructed plan. It will continue to guide our actions and intentions as we begin the new Fiscal Year.


For FY 2012, we commit ourselves to nine initiatives that will drive us further towards our vision of being a provider of choice of essential warfighting capabilities and expertise. We are further encouraged with how well they align with the three Tenants of the CNO's Sailing Directions. We will put "Warfighting First" as we work to improve our NMPS processes (1.2), provide operational planners (2.1), optimize the Total Force (2.2) and continue our work with new capabilities (2.3); we will help to ensure the Navy's ability to "Operate Forward" through our "digital seabag" initiative (1.4); and our work with accessions (1.1), seamless TRICARE coverage (1.3) and delayed affiliation (3.2) will help us to "Be Ready."

Our Strategic Communications plan will echo and reinforce our Strategic Focus Areas while driving us to think about important strategic concepts, such as strategic depth, wholeness and readiness. Underpinning all of our communications messaging will be those actions that demonstrate our clear commitment and support for those who make our service possible: our Sailors; their families; and employers of our Selected Reserve drilling & mobilized Sailors.

In the decade since 9/11, Reserve Component Sailors, FTS and drilling, have answered our nation's call with distinction while at the same time providing very important strategic depth. Because our Navy Reserve is accessible, ready, innovative and agile, the Navy is able to assign important operational and strategic missions to its Reserve Component with confidence.

Our 2012 Strategic Plan will ensure that we continue to deliver the right capabilities to the Nation, the Navy and Joint Forces at the right time, in the right place, and at the right cost. In doing so, the true prize for our Sailors and the Navy alike will be real and meaningful work as part of "America's Navy: A Global Force for Good."

I look forward to working with you and assisting you in any way I can in the year ahead to ensure we remain: "*Ready Now. Anytime, Anywhere.*"


Dirk J. Debbink
Vice Admiral, U.S. Navy



NAVY RESERVE

Ready Now. Anytime, Anywhere.

Navy Reserve Mission

The mission of the Navy Reserve is to provide strategic depth and deliver operational capabilities to our Navy and Marine Corps team, and Joint forces, from peace to war.

Navy Reserve Vision

Our vision for the Navy Reserve is to be a provider of choice for essential naval warfighting capabilities and expertise, strategically aligned with mission requirements and valued for our readiness, innovation, and agility to respond to any situation.

- We provide the Navy with strategic depth by maintaining unsurpassed individual, command, and force readiness. We are ready to surge forward – anytime, anywhere – from peace to war.
- Our flexibility, responsiveness, and ability to serve across a wide spectrum of operations clearly enhance the Navy Total Force; act as a true force multiplier; and provide unique skill sets toward fulfilling Navy's requirements in an increasingly uncertain world.
- We deliver timely, cost-effective operational capabilities, through our people and equipment, which are relevant and valued by the Navy. We serve alongside active component Sailors and deliver capabilities that are unmatched for quality.
- As Navy's standard for on-demand expertise, we deliver full-time excellence through part-time and full-time service. Our contributions to national security are enabled by policies, processes, and administrative systems that are transparent and seamless, making it easy for Sailors and their families to serve.
- We are the Force that others want to join and our diversity reflects the face of the nation. We give Sailors options that allow them to achieve a true life/work balance while they "Stay Navy" and continue contributing to our warfighting effectiveness.

Our actions and resources are fully aligned to achieve this vision. We are committed to supporting the Fleet and Combatant Commands, ready and fully integrated. We value the contributions of each and every reserve Sailor, recognizing service can and does vary from a few days per year to full-time service. Within our lifelines we provide support to our Sailors, individually and proactively. We stand ready to assist service members' families, whenever and wherever they need our help. And finally, we recognize, respect, and honor the civilian employers whose support enables our Navy Reserve Sailors to serve our Navy and our Nation.

Strategic Focus Areas

- Deliver a Ready and Accessible Force
- Provide Valued Capabilities
- Enable the Continuum of Service

Ready Now: The Navy Reserve Strategic Plan - 2012 Initiatives

<i>Deliver a Ready and Accessible Force</i>		
Initiative	OPR	Champion
1.1 Navy Reserve Support for Accessions. <i>This initiative will develop and execute a campaign plan to help achieve annual Navy Reserve Sailor accession goals.</i>	N951	RDML Cutchen
1.2 NMPS Process Improvement. <i>Work with stakeholder organizations (CNIC, NPC) to gain additional efficiencies in the NMPS process.</i>	N3	RADM Little
1.3 TRICARE Coverage within the Continuum of Service <i>The result of this initiative will prompt Sailors to make TRICARE election options when changing service status thereby avoiding unplanned lapses in coverage.</i>	N9	RDML Harr
1.4 Mobile Computing Devices/Digital Seabag. <i>Develop courses of action to empower Sailors by improving mobile access to Navy Networks.</i>	N956	RDML Cutchen
<i>Provide Valued Capabilities</i>		
Initiative	OPR	Champion
2.1 Navy Reserve Operational Planner Requirements. <i>Assess actual demand for Planner AQD attainment with JI/NI personnel within Joint/COCOM/Fleet staffs. If desired, assist with AQD billet designation. POM for additional training resources after AQD requirements are determined.</i>	N7	RDML Ballance
2.2 Total Force Optimization. <i>This initiative will help the Navy make sure the right Sailor - Active or Reserve - is being used for the job at the best value.</i>	N958	RDML Cutchen
2.3 Navy Reserve within NAE/SWE System Development (2011 cont). <i>Develop and execute an engagement strategy to include foundational force mix considerations for UAS, LCS, and BMD capability and capacity requirement decisions.</i>	CNAFR/ CNSFR	RDML Sadler / RADM Shatynski
<i>Enable the Continuum of Service</i>		
Initiative	OPR	Champion
3.1 Career Summary for Reserve Sailors. <i>This initiative will ensure Sailors obtain an accurate and complete summation of all military service upon retirement.</i>	N951	RDML Cutchen
3.2 NAVET Delayed Affiliation Program (DAP). <i>This initiative will establish a NAVET DAP to help retain high-performing Sailors who cannot affiliate with the Navy Reserve in the current fiscal year.</i>	N951	RDML Cutchen