



# Navy Warfare Development Command

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## Junior Leader Innovation Symposium Closing Comments



**RADM Terry B. Kraft**

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Navy Warfare Development Command  
"Forward... For the Fleet"

GENERATION



TRAINING  
INTEGRATION

ANALYSIS



# Thank You!

- Speakers
- Guests
- Online participants
- NWDC staff

LESSONS  
LEARNED **UNCLASSIFIED**

JOINT  
INTEGRATION

OPERATIONAL  
LEVEL  
EXPERIMENTATION

EXERCISE  
SUPPORT

DOCTRINE  
DEVELOPMENT

COLLABORATION

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Navy Warfare Development Command  
*"Forward . . . For the Fleet"*

GENERATION



# Highlights of Key Findings



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- Innovation is about follow-through & adoption into practice
- Offers strategic advantages for Navy/country (Out think & out pace adversaries)
- Junior leaders are essential to innovation
- Navy leadership reaching out to smart sailors and JOs for ideas that can significantly change the way we do business
- Innovation requires dialogue – Find a forum that suits you and join the conversation
- Private sector is leading with new ideas, we need to leverage their knowledge & research



# Symposium Objectives

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1. Boost awareness & educate junior leaders on the importance of innovation
2. Deputize junior leaders to contribute new ideas to Navy missions
3. Explore new ways to organize, connect, and proliferate open discussion venues
4. Harvest recommendations from junior leaders on key issues confronting the Navy
5. Employ the creative energy of junior leaders to tackle emerging challenges





# 1. Boost awareness & educate junior leaders on the importance of innovation



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- Over 100 different organizations represented
- Need to include innovation in more educational forums
- Efforts are needed to learn how to use new technologies and operating concepts to sustain our warfighting advantage
- Innovation can occur in the face of constraints – When leaders perceive they have to solve problems they rarely concede defeat
- We must instill innovation into our daily operations/actions
- Junior leaders have a professional obligation and vested interest to shape the capabilities of the future Navy



## 2. Deputize junior leaders to contribute new ideas to Navy missions



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- 230 in person & 218 on line participants
- Innovation requires dialogue
- Conceptual Blending – A willingness to consider ideas that don't seem worth considering
- The ability to stick with it is one of the most important predictors of success
- Know where your expertise lies
- Find a way to talk about your ideas
- It is about the idea not the people
- Find something you believe in and demonstrate your grit
- USNI reaching out to smart sailors and JOs for ideas



### 3. Explore new ways to organize, connect, and proliferate open discussion venues



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- Social media and blogging sites are means of communications for the millennial generation – Many forums are available to read, speak, think, and write (In fact participants were more comfortable with chat than live talking)
- USNI reaching out to junior leaders to engage in the professional conversation and to be a place to get information
- Wardroom discussion led by the CO is needed
- Many innovation efforts are focused on expanding access to ideas and problem solvers
- Crowdsourcing ideas – Continuous process of on-line commentary, on-line voting, facilitated routing, SME vetting, and action by leadership
- Expand use of ONR crowdsourcing tools/games



## 4. Harvest recommendations from junior leaders on key issues confronting the Navy



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- Leaders need to provide forums and opportunities for innovative ideas to be considered, developed, and acted upon
- There are resources available to help you
- NWDC Center for Innovation webpage – Contact us to submit ideas & get support
- USNI – Proceedings, Wiki, blog, etc.
- Other websites and blogs are available, Small Wars Journal, Sailorbob, Disruptive Thinkers, etc.
- Excellent suggestions from panel discussion on changing culture
- Incorporate input into Innovator's Guide





## 5. Employ the creative energy of junior leaders to tackle emerging challenges



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- It is not a lack of ideas – It is providing the means to develop and implement ideas
- Always ask the question – Is this something that a machine can do better?
- Don't be the sole owner of a problem – Reach out, collaborateJoin the conversation
- Junior leaders are eager to contribute



# Hotwash/Way Ahead

- Harvest and analyze DCO comments
- Transform good ideas into action
- Deliver AAR to COM USFF
- Contributions from this event will feed and fuel the Senior Innovations Symposium this fall
- Continue the innovation campaign ...
  - Expand network of innovators
  - Expand guest speaker series
  - Facilitate / broker development of “harvested” ideas
    - Assess substantive ideas and potential actions
  - Plan future events
    - Joint / multi-service
    - Classified discussion
- Finalize Innovator’s Guide and distribute widely

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TRAINING  
INTEGRATION

# Links

ANALYSIS



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- Concept nominations to NWDC Center for Innovation

<https://www.nwdc.navy.mil/ncoi/jlis/default.aspx>

- Junior Leader Innovation Symposium Portal:

<https://www.nwdc.navy.mil/ncoi/jlis/default.aspx>

Post-Event Survey:

<https://www.research.net/s/FGKF36Z>

- Navy Lessons Learned:

<https://www.jllis.mil/NAVY/>