



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

OPNAVINST 3590.23G
N13
2 MAY 2012

OPNAV INSTRUCTION 3590.23G

From: Chief of Naval Operations

Subj: THE VICE ADMIRAL JAMES BOND STOCKDALE LEADERSHIP AWARD

1. Purpose. To provide policy and procedures for administering the annual Vice Admiral James Bond Stockdale Leadership Award.

2. Cancellation. OPNAVINST 3590.23F.

3. Background. During his 36 years of distinguished service to the Navy, Vice Admiral James Bond Stockdale was a magnificent leader, renowned teacher, writer, and highly decorated warrior. He possessed rare and unique abilities to inspire those he commanded and those he served. His inspirational leadership style is distilled in his teaching and writing, and formed important cornerstones in naval leadership today. It is appropriate to recognize the single-minded loyalty and selfless dedication to those in command whose influence reflects the enduring example set by Vice Admiral Stockdale.

4. Description of Award

a. The name of the award is "The Vice Admiral James Bond Stockdale Leadership Award."

b. The basic design of the award is a bronze plaque in three-dimensional relief of the likeness of Vice Admiral Stockdale. The plaque is mounted on a wooden frame suitable for desk or bulkhead display.

c. Each plaque awarded will indicate the recipient's name, unit, and the date awarded.

d. Additional items may be presented to the winners, including books authored by Vice Admiral Stockdale ("Thoughts of a Philosophical Fighter Pilot" and "In Love and War"), as permitted by the resources of the prize fund.

e. Two awards will be made annually and presented to selected officers assigned administratively to the U.S. Fleet Forces (Atlantic) and Pacific Fleet (or for the purposes of special warfare and explosive ordnance disposal operations personnel, assigned to commands geographically located within the U.S. Fleet Forces (Atlantic) or Pacific Fleet areas of responsibility).

5. Eligibility for Award. Active Component unrestricted line officers on continuous active duty in the rank of commander or below and serving in command of a single ship, submarine, aviation squadron, assault craft unit, beachmaster unit, mine countermeasures division, maritime expeditionary security squadron, riverine squadron, sea-air-land (SEAL) delivery vehicle team, SEAL team, special boat team, tactical development and evaluation squadron, explosive ordnance disposal mobile unit, or mobile diving and salvage unit, during the nomination cycle (1 June to 31 May) will be eligible for the award. The individual's command tour must overlap the nomination cycle by a minimum of 1 month.

6. Method of Nomination of Selection. Peer nominations will be the only source of nominations. Only commissioned officers who are themselves eligible to be selected in the selection year (1 June to 31 May) may nominate one peer. The nomination will be made on a single-paged, signed letter containing the name and unit of the peer nominated and a justification (which will be held in confidence) based on the criteria. The justification portion of the letter should be approximately 100 typed words. These letters will be forwarded directly to the nominee's fleet commander (U.S. Fleet Forces Command (Atlantic) or U.S. Pacific Fleet). In the case of special warfare and explosive ordnance disposal operations commands, the nomination will be forwarded directly to the fleet commander in which the command is geographically located (for example, the nomination of the commanding officer (CO) of Explosive Ordnance Disposal Mobile Unit Two would be forwarded by the CO making the nomination directly to Commander, U.S. Fleet Forces Command. The nomination of the CO of SEAL Team One would be forwarded by the CO making the nomination directly to Commander, U.S. Pacific Fleet). The fleet commander will forward not more than five of

the most competitive nominees to the Chief of Naval Operations (CNO) for final selection. The CNO will select and announce the names of the selectees from the Atlantic and Pacific Fleets.

7. Criteria for Award. Candidates for the award shall be nominated on the basis of their personal example of excellence in leadership and conspicuous contribution to the improvement of leadership in the Navy. The most important criteria will be a judgment of the unit's overall excellence, which can be attributed to the CO's personal initiatives and performance. Time-honored principles of leadership are well known: setting an outstanding example, motivating subordinates, and enforcing standards. High standards of military behavior, courtesy, demeanor, and appearance have always been the hallmarks of a well-led command. An overall tone of positive achievement is conducive to combat readiness, discipline, and high performance. Truly effective leaders know the weapons system and how to fight it to maximum advantage. They know their personnel and take care of them. In fulfillment of these duties, the CO's conduct is governed by a special set of moral, ethical, and behavioral standards that distinguish the military leader from civilian managers in society at large. This award seeks to recognize certain aspects of those standards by emphasizing selected roles of leadership elucidated by Vice Admiral Stockdale in his writings.

a. Moralist. Commitment to a personal code of conduct which emphasizes strong moral ethics, courage, resolve, and humanity as demonstrated by personal and professional service to members of the naval service.

b. Jurist. Ability to establish policy, which can be implemented and obeyed, and to make those hard decisions, based on the policy, in those difficult situations, which portend endless complications.

c. Teacher. Example of self-discipline, sensitivity to others, and ability to place the major issues in proper perspective while creating the motivational command climate essential for job satisfaction and organizational pride.

d. Steward. Example of competence, proper regard for the rights of others, and personal commitment to the development and maintenance of accepted standards, unit loyalty, and esprit de corps.

e. Philosopher. Ability to reason, understand, and explain the essence of reality and to recognize the need for forethought in dealing with uncertainties.

8. Action

a. The U.S. Fleet Forces and Pacific Fleet commanders will annually solicit nominations within their respective fleets per procedures in paragraph 6. The nominations will be screened and up to five of the most competitive nominees, preferably one from each designator (1110, 1120, 1130, 1140, 13X0) if available, (but not required), will be forwarded to CNO (OPNAV Military Personnel Plans and Policy Division (N13)) prior to 1 July for final approval by CNO.

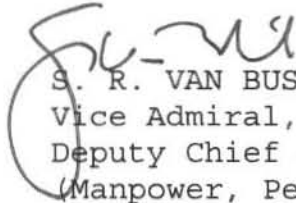
b. The CNO will make the final selection based on a selection board process using pertinent officer record data deemed appropriate. The names of the two selectees will be announced by the CNO with a coordinated news release and naval administrative (NAVADMIN) message.

c. The presentation of the awards will be made by the CNO in November of each year (or as soon thereafter as practical) in Washington, D.C., in the Pentagon's Hall of Heroes if practical. Otherwise, the fleet commanders or their designated representative will present the awards with appropriate ceremony in the name of the CNO.

d. The coordinating office for the selection process and presentation arrangements is CNO (OPNAV Officer Force Plans and Policy Branch (N131)) at (703) 604-5051/Defense Switched Network 664.

9. Records Management. Records created as a result of this instruction, regardless of media and format, shall be managed per Secretary of the Navy (SECNAV) Manual M-5210.1 of January 2012.

10. Reports Control. The nominating procedure and reporting requirement contained in paragraph 6 is exempt from reports control by SECNAV Manual 5214.1 of December 2005.


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