

# Norfolk Naval Shipyard Command Philosophy

Our values are honor, courage, and commitment. Our mission is to safely repair U.S. naval warships to technical standards, on time, and at cost.

Throughout history and into the future, our mission remains an honorable one that directly supports our nation's security and the CNO's three tenets: Warfighting First, Operate Forward, Be Ready. Successful execution of our mission is entirely dependent on the well-being, personal development, and personal accountability of all our people.



**Capt. Scott Brown**  
Norfolk Naval Shipyard's  
107th Commander

## Guiding Principles

### Well-being

Your Safety, Security, Health, and Well-being are the top priority. We will personally support each other to achieve the top priority. We will invest time, effort, and money for the foundation of this priority.

### Brilliant on the Basics

We will invest to brilliantly execute the fundamental people programs of our business: sponsorship, indoctrination, mentoring, individual development planning, qualification, training, education, personal support, and recognition.

### Service

We serve our nation, Navy, shipyard, fellow employees, communities, and families. We are personally accountable to those we serve by our actions and daily service to repair U.S. Navy warships.

**WE ARE AMERICA'S SHIPYARD!**