



PERS 41

**Surface Warfare Officer
Community Brief**



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Assignments (PERS-41)**





Surface Warfare

Warfighting First – Operate Forward – Be Ready

Privilege of leading Sailors, early and often

Surface forces critical to the security of our nation,
everywhere in the world

Sailing and fighting a ship

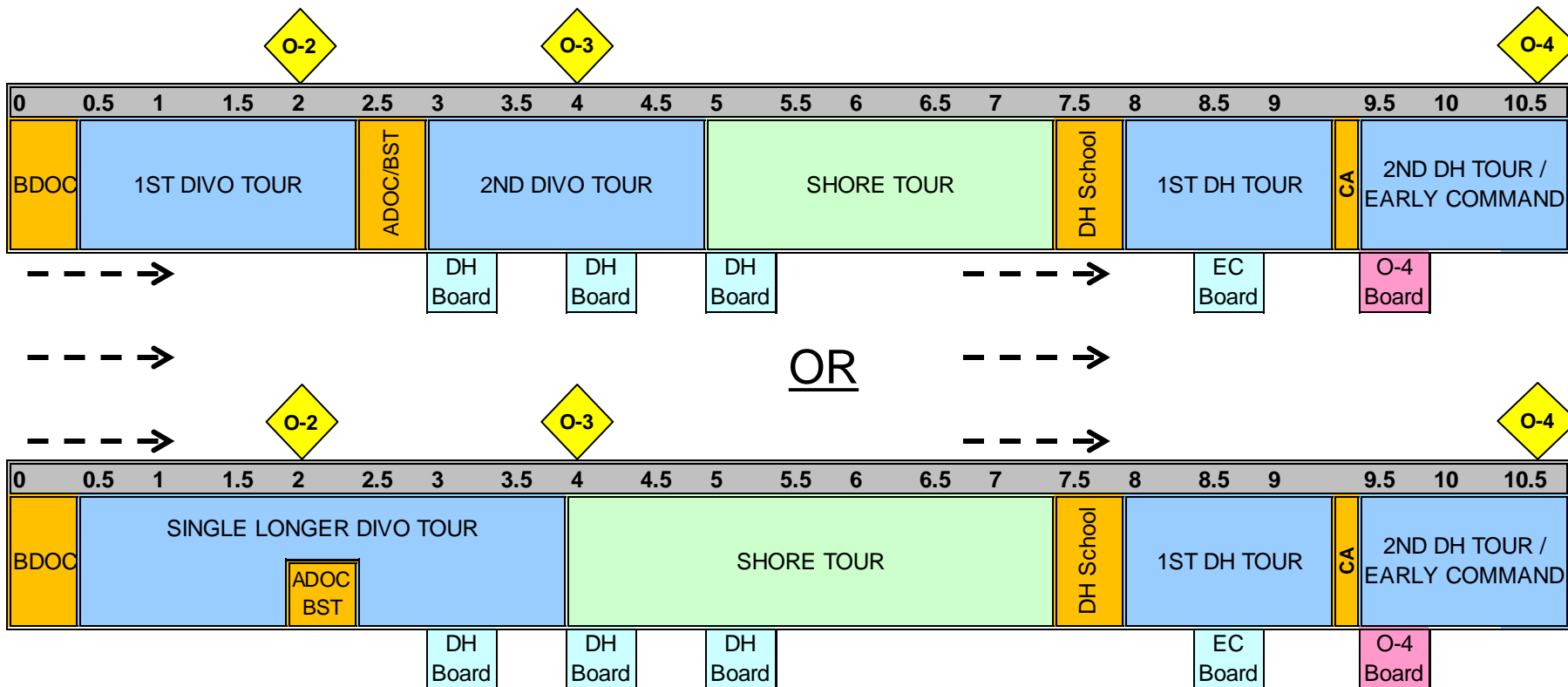
Opportunity: Command, Leadership, Service

Realize Your Potential



Career Path Today: Only Two Linear Paths

“Conveyor Belt”



Reactionary, Needs-Driven, Limited Flexibility



Background

“Your careers will be defined by flexibility, transparency, and choice...”

“Whether we are talking about systems and tactics in the digital age or personnel management, we must evolve to meet the needs of the future battle space and the needs of our people. Today we shift from ‘what-ifs’ to ‘what’s next’...”

- *Secretary of the Navy Ray Mabus*
U.S. Naval Academy Address
12 May 2015



“Going Active”

- The Surface Warfare Community is putting the vision for talent management into action... today.
- This brief overviews and articulates:
 - A talent management model... where we are today in the Surface Force
 - Our Surface Warfare values
 - A new “SWO Career Chart” – transitioning away from a linear career path... and toward an agile, flexible, option-based, values-driven career plan that invests in our people
 - Sailor 2025 initiatives: key enablers and energizing components to the SWO Career Chart
 - The way ahead: a campaign strategy to retain our most talented officers
 - Transparency... not just words, but through meaningful action
 - Our leading edge approach to rewarding performance



Charting a New Course

Agile

WARFIGHTING FIRST!

Flexible

Reward Superior Performance

Develop skills we value

Education at America's elite institutions

Work at a Fortune 500 Company

Take time off

Transparency

Higher Selectivity

Empowerment

What if...?

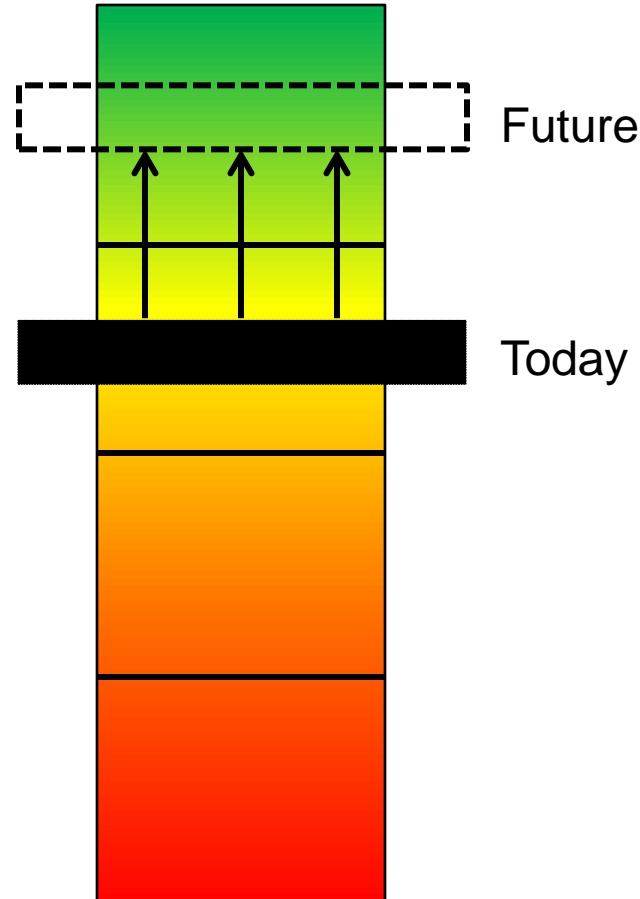
Why not...?

Option-based

Values-driven



Modeling Talent



GOAL: Raise the talent bar and retain our best as future Department Heads and Commanding Officers



Operationalizing Talent Management: “Why?”...“What?” ... “How?”

Why?

We need to retain more of our top talent
... who then lead and develop as CO's
... and Warfare Commanders
... and then DCNO's and Fleet Commanders
... to maintain our dominance as the world's premier maritime power

What?

The need: execute a fundamental strategic shift
From: “Retaining the most willing” (legacy approach)
To: “Retaining the most talented” (future)

How?

Addressed in ensuing slides

Executable: **TODAY**
The future: **STARTS RIGHT NOW !**



Sailor 2025 Initiatives

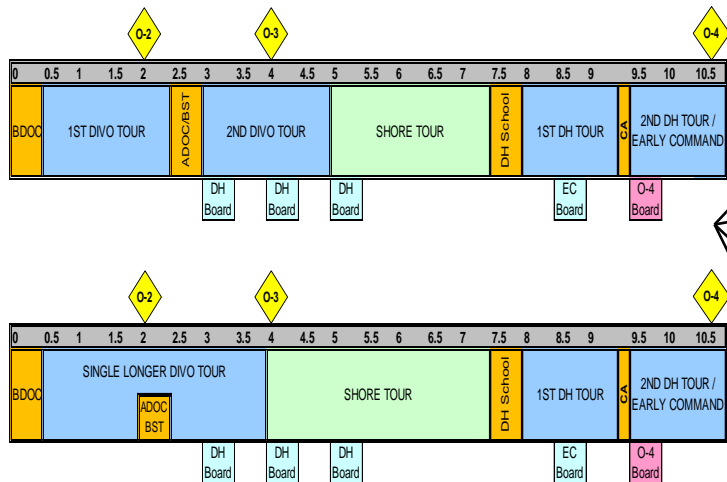
- **BLUF: Critical enabler to retention of top tier talent**
- **Adaptive workforce policies**
 - Increased bonus opportunities
 - Expanded Career Intermission Program (CIP)
 - Increasing Navy quotas from 40... to 400 (PROPOSED)
 - Future: CIP during bonus window
 - Revised spouse co-location policy
 - Our commitment: co-location is the standard
 - Expanded Maternity Leave
- **Building the “Warrior Scholar”**
 - SURFOR connects top talent with new opportunities for Civilian Grad Ed
 - SURFOR identifies top talent for new SECNAV Industry Tour Program
 - Enriching experience w/America’s leading companies
- **Positioning for merit based promotion and leading-edge, “market based” detailing**

New initiatives energize and incentivize top talent



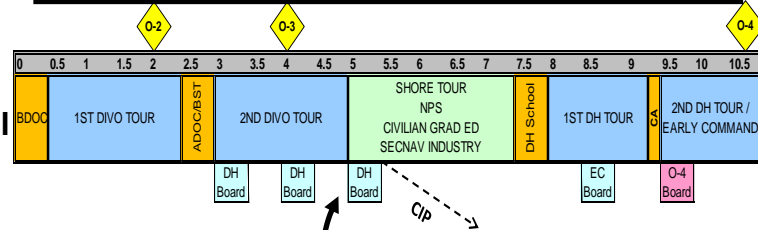
A new SWO Career Chart... Multiple Tracks

LEGACY CAREER PATH

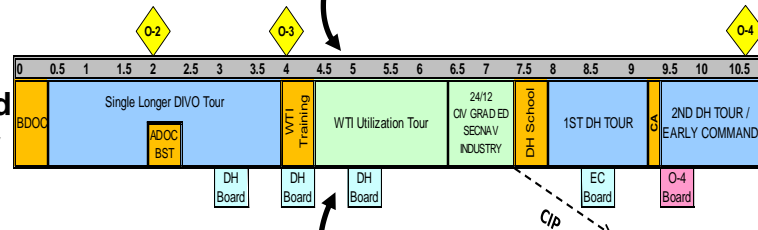


New: Surface Warfare Career Chart

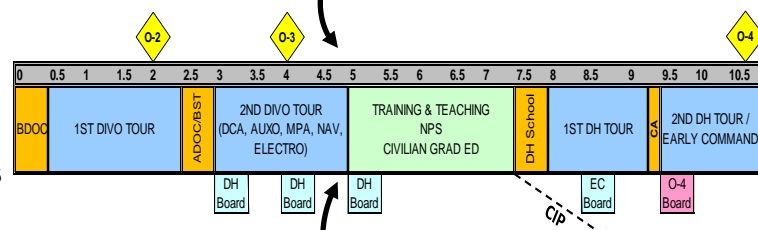
Track 1
Traditional
Path



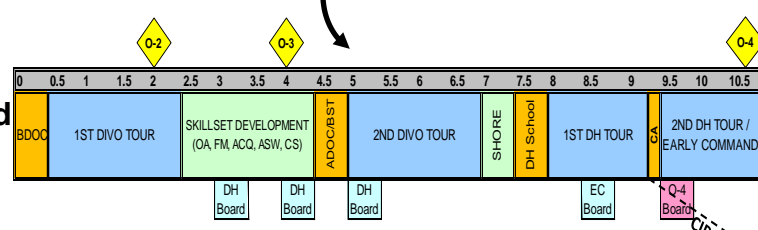
Track 2
Accelerated
Warfighter



Track 3
Enhanced
Readiness



Track 4
Accelerated
Skillset
Building

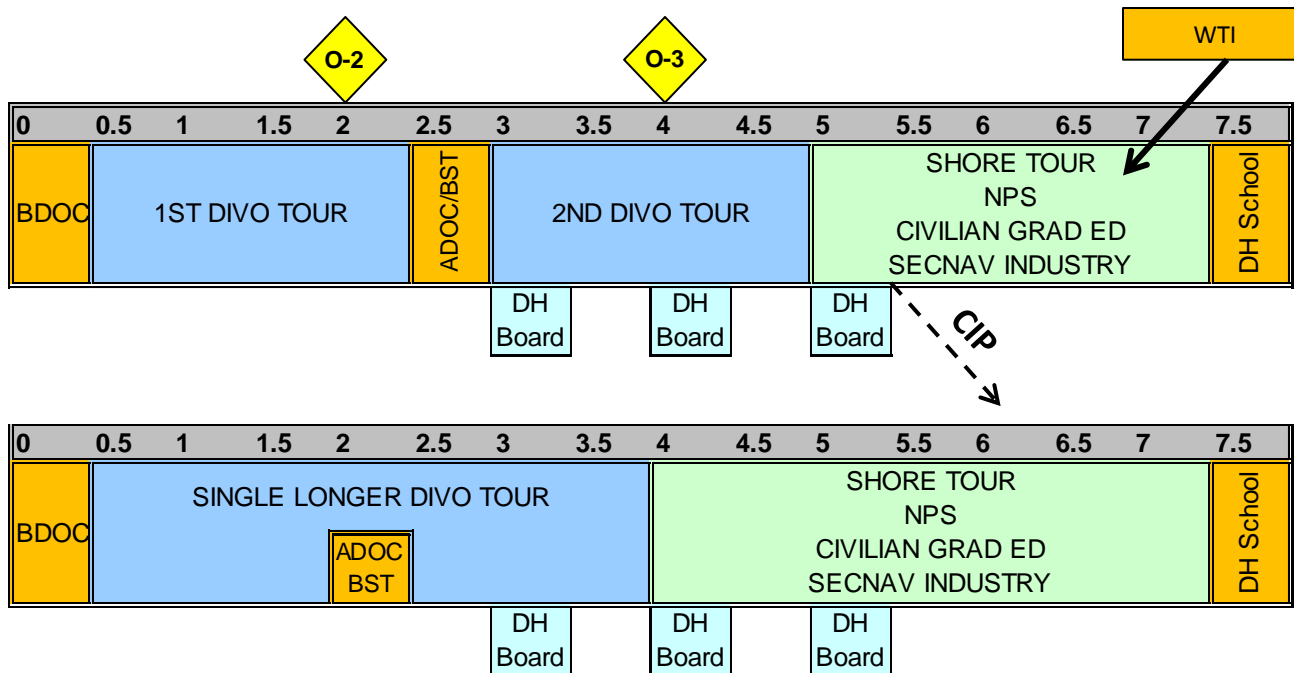


- Multiple paths that connect values with options and opportunities
- Build better CO's, Warfare Commanders and Navy leaders with skills to fight, win, and lead in a variety of environments.

Agile, Flexible, Options-Based, Values-Driven



SWO Career Path – DIVO Traditional

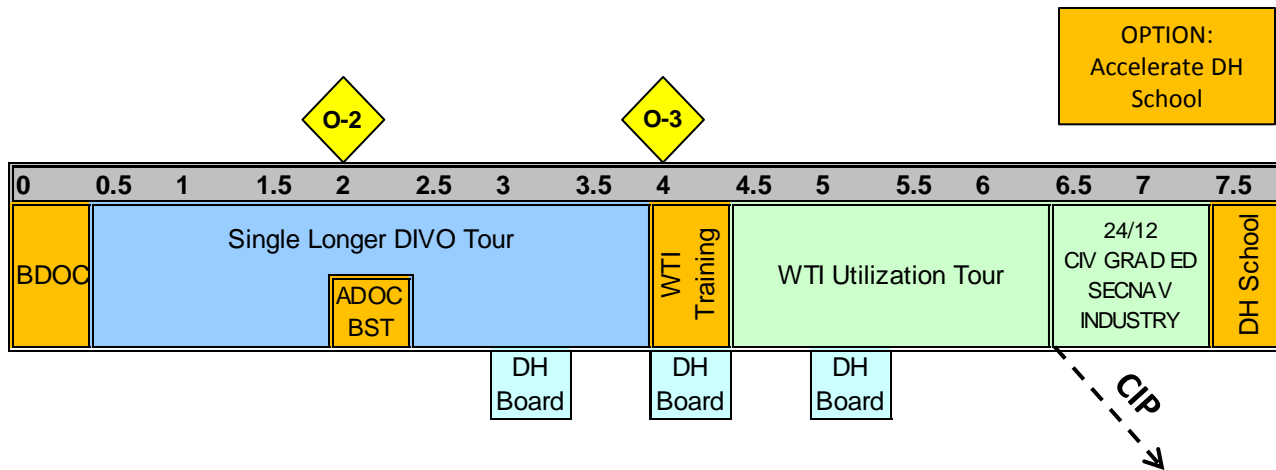


- All current shore duty options remain available
- Proven value to Surface Warfare... sustains current readiness and opportunities
- Invests in tactical development of JO's as WTIs
 - WTI development reinforced with positive language in admin boards (now) and statutory board community briefs (now)
- Values "production tours" at SWOS / BDOC / ATG / NROTC / USNA, et al
 - Backed by precept language in admin boards (now)
- **New:** SECNAV Industry Tours and Civilian Grad Ed fully integrated
- **New:** Expanded opportunity for career intermission (CIP) integrated
- **New:** Well positioned to embrace changes to statutory promotion processes



SWO Career Path – DIVO

“Accelerated Warfighter”

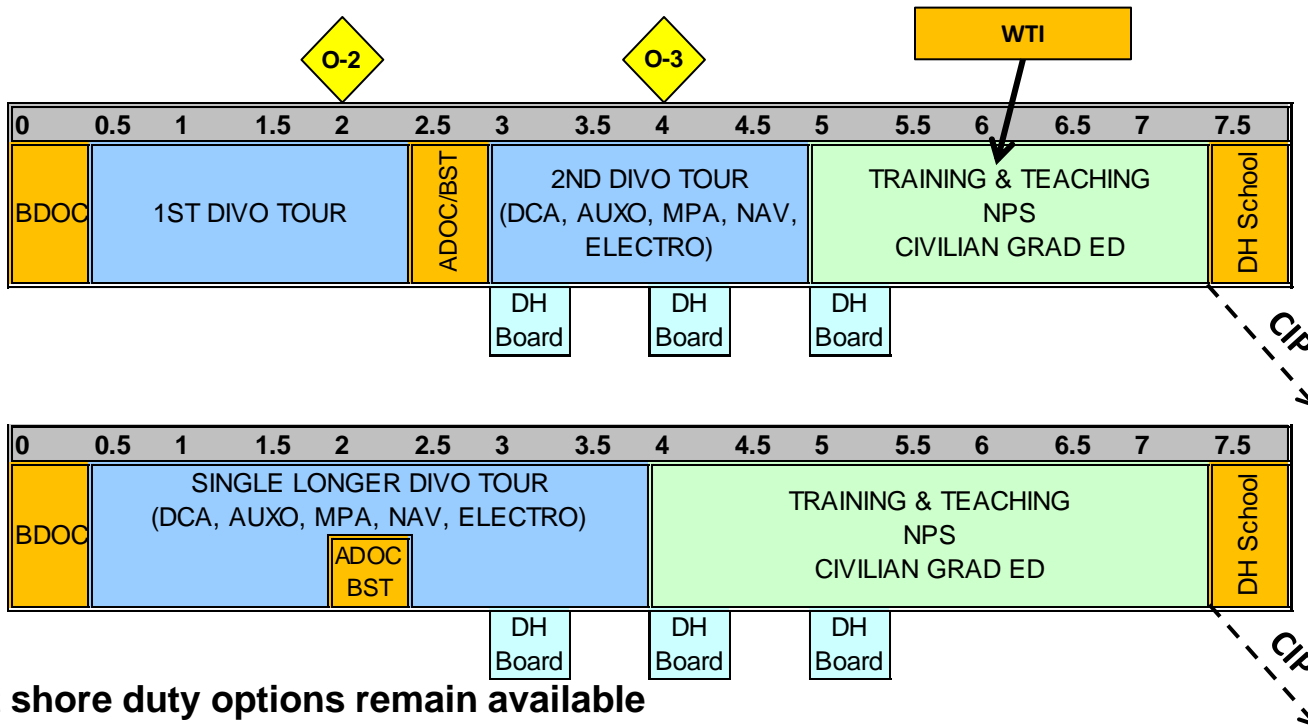


- Builds on strong efforts to date by NSMWDC to grow WTIs
- WTI development reinforced with positive language in admin boards (now) and statutory board community briefs (now)
- **New:** Drives investment in tactical expertise early... Warfare BST... with a defined track for growing warfighters – ASW, SUW, IAMD, AMW
- **New:** Empowers CO’s to identify / invest in talent with a “Warfighting First” priority
- **New:** Embraces and integrates Sailor 2025 initiatives to retain talent
 - Ex: FCO → IAMD WTI → Stanford Masters (not previously possible)
- **New:** Expanded opportunity for career intermission (CIP) integrated
- **New:** Well positioned to embrace changes to statutory promotion processes
- **New:** Option to accelerate to Dept Head School for our very best



SWO Career Path – DIVO

“Enhanced Readiness”

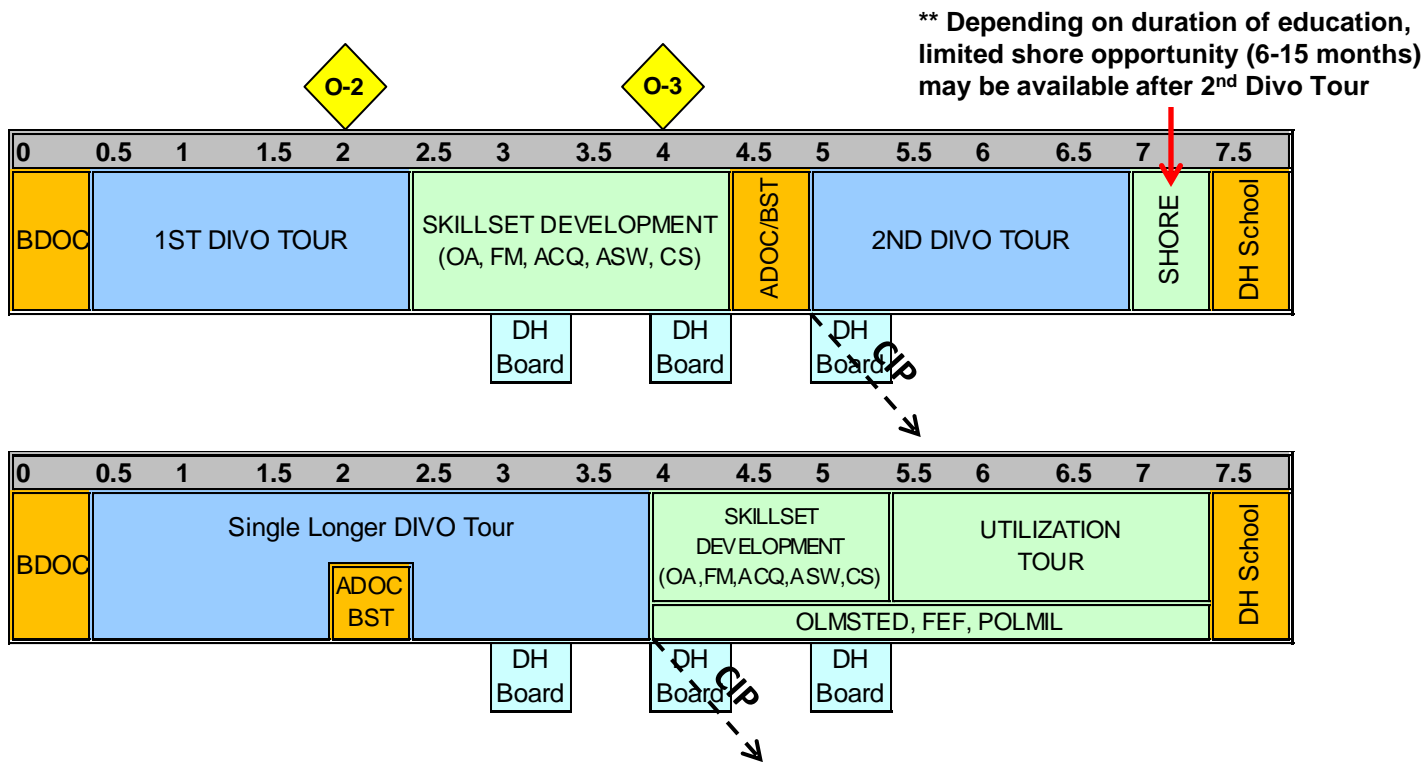


- All current shore duty options remain available
- Drives shipboard readiness expertise early... as a priority
 - Navigation, DC, Engineering
 - Eligible for WTI consideration
- **New:** Emphasizes value-added tours at key community production/readiness hubs
 - SWOS, ATG, BDOC, NROTC, USNA, et al...
 - Culture shift: these tours are VALUED in Surface Warfare
 - (<1 yr old) Value reinforced with precept language in community selection boards
- **New:** SECNAV Industry Tours and Civilian Grad Ed fully integrated
- **New:** Expanded opportunity for career intermission (CIP) integrated
- **New:** Well positioned to embrace changes to statutory promotion processes



SWO Career Path – DIVO

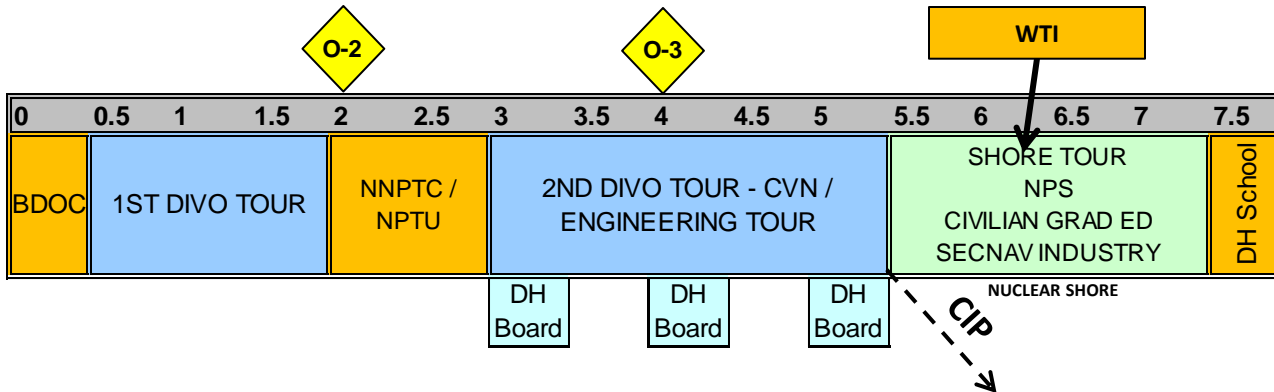
“Accelerated Skillset Development”



- Invests in people early to develop skillsets we need to lead, fight and win as CO's and Warfare Commanders
- **New:** Go to NPS after 1st Divo Tour... earn Masters... then back to sea as a 2nd Tour Divo
 - OR: Single Longer Divo Tour... earn Masters... Utilization Tour w/ OPNAV, CSCS, Olmsted/FEF/PolMil, etc.
- **New:** Heavy investment early in skillsets we value
 - Ops Analysis, Financial Management, Acquisition, ASW, Combat Systems
- **New:** Fleet readiness enabler: Fleet LT's will have afloat experience + broader education
- **New:** Expanded opportunity for career intermission (CIP) integrated
- **New:** Well positioned to embrace changes to statutory promotion processes



SWO Career Path – DIVO Nuclear



- All current shore duty options remain available
- Proven career balance to produce highly effective warfighting ship COs and technically competent CVN ROs
- **New:** Milestone-based career path
 - Provides tour length flexibility
 - Ensures requisite professional proficiency obtained
 - Targets top performers with increased career opportunities
- **New:** Conventional DIVO tour (target – 19 months)
- **New:** CVN DIVO tour (target – 26 months / can flex to 22 months)
- **New:** Opportunity for top performers to FLEX the nuclear track to take advantage of the SWO tracks (i.e., “Accelerated Warfighter”, “Enhanced Readiness”, “Accelerated Skillset Development”)



Cutting Edge Bonus Strategy

- **(New) Junior Officers: \$105K Bonus (PROPOSED)**
 - **(NEW) JO Talent and Performance Reward**
 - For 1st Look DH screened officers ONLY (for commitment as a DH)
 - *Eligible for additional \$30K (\$10K payments at 4, 5, and 6 YCS)*
 - Targeted retention for our TOP PERFORMERS
 - 2015: 80% selectivity ... 2016: 50-60% selectivity
 - 2nd and 3rd payments are based on the talent model, validated by the DH screening board and reward sustained performance
 - Smaller bonus for 2nd/3rd look screened officers
 - **\$75K legacy bonus for DH commitment remains intact**
- **LCDR Bonus remains intact**
- **(New) Post Command: \$36K Bonus (PROPOSED)**
 - \$12K/year for 3 years 19-22 YCS in exchange for 2 years of obligated service

Message:
PERFORMANCE counts and is REWARDED



Campaign Strategy: Targeting Our Best People

- Starting with our most recently screened Dept Heads
- Phase 1 – Talent Model Development
- Phase 2 – Identifying top 50% of talent
- Phase 3 – Outreach
 - Note to Commanding Officers
 - Talking Points to guide midterm counseling/DH Board results
 - CO's empowered and should ask "what will it take to keep you in our community?"
 - Targeted Flag engagement





Bottom Line

SECNAV's imperative

+

Our strong community values

+

Agile, flexible, options-based, values-driven

+

Integrated Sailor 2025 initiatives

+

A focused outreach strategy and transparent communications

+

Top performance recognized and rewarded

**Surface Warfare community:
Well-positioned to retain our top talent
Elevate warfighting readiness to new heights**



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Questions and Answers