

## **“A Pathway to Success” Booklet: Leadership Guide**

The Nuclear Career “Pathway to Success” Booklet is a career mentoring product intended for our Submarine Junior Officers to clearly articulate their specific goals and opportunities, as well as, communicate our team’s commitment to each Officer, their spouse, and their family. This guide should be used to prompt candid conversations between the Commanding Officer, wardroom leadership, Junior Officer, and their spouse, regarding career decision points, duty options, family benefits, and work-life balance.

The work necessary to personalize this booklet for each officer should not be viewed as an administrative burden, but rather an important part of your career counseling sessions with your wardroom. Accurate, specific, and detailed information is critical and will require an investment of time and energy from wardroom leadership. Motivating and retaining the right people is a vital part of our mission and requires a commitment from each Commanding Officer and his wardroom leadership.

The “Pathway to Success” Booklet should be tailored specifically to each individual Officer with information gathered and updated, including their personal goals. The pamphlet should be given to each Officer upon check-in. Time should be provided for our Junior Officers to review this pamphlet with their family and develop thoughtful career goal questions. Within the first six months of the Junior Officer checking onboard, the Commanding Officer should review the personalized “Pathway to Success” with the Junior Officer.

The following key points from each page of the booklet are to be used as a guide in your conversation with your Junior Officers.

### **Submarine Warrior Information:**

- This provides a convenient reference for each Junior Officer and Command on the history of the officer and his/her future qualification and career goal dates.

### **Submarine Officer Career Path:**

- Each milestone page includes a nominal career timeline at the top of the page.
- This provides an overview of the Submarine Officer Career Path.

### **Division Officer Tour:**

- An overview of the Division Officer Tour, this page also provides Qualification and Watchstanding goals that should be completed by the ship for each Junior Officer prior to issuing him/her their individualized Pathway to Success.

### **Rotating to Shore Duty:**

- Stress the importance of the shore tour and the opportunities available.

### **Graduate Education/NOIP/Other Programs/Joint Requirements:**

- These pages provide an overview of the opportunities available to our Junior Officers after the completion of the Division Officer tour.

### **Department Head Tour:**

- An overview of the Department Head Tour, this page discusses many of the common questions regarding SOAC gates, slating and post-DH shore tour availabilities.

### **Statutory Promotion Boards:**

- Discuss the promotion board eligibility and preparations with each Junior Officer, stressing the importance of tracking and maintaining their records up-to-date.

### **Path to Command:**

- An overview of the Executive Officer and Commanding Officer pipeline and tours.

### **Pay and Benefits:**

- This comprehensive foldout provides an overview of Submarine Officer career pay and retirement benefits.
- Although not the focal point of the Pathway to Success, it is important to discuss the monetary benefits and advantages of making a career in the Navy and Submarine force.

### **Additional Pay and Benefits/Resources:**

- The pay and benefit and resource pages are provided for the Junior Officer, *and his/her spouse*, to review.
- It is important to draw attention to the detailer information and to ensure the Junior Officer understands the Command and PERS-42's role in mentoring and guiding their career.

### **Pamphlet Editing Instructions**

- The pamphlet can be edited with Adobe Reader. Versions edited in Adobe Reader cannot be saved. A blank, editable version can be saved to the local hard drive, but none of the edits made will be saved.
- After editing, a copy should be printed and provided to the Officer.
- Select "enable all features" when prompted
- Select "highlight existing fields" in order to see all entries meant to be customized
- To edit the submarine image on the front cover, click and insert file
- To edit ship's logo click and insert file

### **Pamphlet Print Instructions**

- Pages to Print – "All"
- Page Sizing and Handling – select "Booklet"
- Booklet subset: "Both sides"
- Binding: "Left"
- Orientation: "Portrait"