

**Naval Personnel Development Command  
Standup  
10 Jan 2003**

**Greeting**

- Greetings:
  - VIPs
    - Secretary Navas (ASN Manpower & Reserve Affairs)
    - VADM Harms
    - VADM Konetzni
    - VADM (ret) Donnell (VA NL State Pres)
    - MCPON Scott
    - RADM Moran
    - Mrs. Meyera Oberndorf (VA Beach Mayor)
  - Fellow Flag Officers
  - Distinguished guests, fellow servicemen, ladies and gentlemen

**Fine day**

- What a **fine day to be here in Norfolk**, the hub of the Atlantic Fleet.

**Fond memories**

- Many fond memories of Norfolk, VA.
  - Second Fleet, Fleet ASW Training Center Atlantic.

**Celebrate milestone**

- Here today to celebrate a milestone in the journey to the 21<sup>st</sup> Century Workforce.

**Momentous step**

- A momentous step.

**Waypoint in journey**

- A waypoint in a journey.

**Est NPDC**

- The establishment of the Naval Personnel Development Command.

*{pause}*

**Vision**

- When I started my journey as CNO 2 1/2 years ago, my **vision was simple: to make the worlds greatest Navy even better.**

**Tall order**

- A tall order for anyone.

**Focus on fleet**

- The way ahead involved focusing on the fleet, the tip of the spear, the powerful representative of American sovereignty.

**Commitment to Sailors**

- It involved refocusing our commitment to our Sailors as the Navy's most important resource.

**Promises**

- It involved a solemn promise to each and every sailor; offering them the best opportunities available for training, education, and personal growth.
  - Allowing them to excel professionally as well as personally.
  - And most importantly, giving them the opportunity to make a difference.

**Competitive world****Need same tools & opportunities****Invest in them  
They will invest in us****Genesis of Rev**

- But to succeed in the competitive world that we live in...to attract the capable young men & women needed to man our Navy...we had to offer the same tools & opportunities as corporate America.
  
- ***We had to invest in the fine men & women of this country if they were going to invest in us.***
  
- ***And that, ladies and gentlemen, was the genesis of the revolution in training.***  
*{pause}*

## What is output?

## Perf-based Navy

## Use science of learning & human perf

## TF EXCEL Take fix & set sail

## RADM Ulrich took helm

## RADM Moran took helm

- But **what will the revolution produce?**
  - *{Jan Cannon-Bowers}* “The output of the revolution will be a performance-based Navy...the revolution will determine exactly what knowledge, skills and abilities are required to accomplish mission...and use the Science of Learning and Human Performance to develop solutions optimized for the job and tailored for the Sailor.”
  - {pause}*
- To **begin the journey**, **TF EXCEL** was created to **take a fix** and then **set sail** into the revolution in training.
  - RADM Ulrich was first at the helm. He steered a true course, following the vision of a 21<sup>st</sup> Century Workforce.
  - Later, RADM Moran, fresh from commanding Amphibious Group 2, took the watch and continued the journey.

**Culmination:**

**Waypoint in journey**

**Est NPDC**

**Lead growth & development**

**Train 21<sup>st</sup> Cent Workforce**

- Task Force EXCEL has culminated to where we are today...
  - A waypoint in the journey.
  - Establishing the Naval Personnel Development Command.
  - The command that will lead Navy growth & development in the 21<sup>st</sup> Century.
  - Training the 21<sup>st</sup> Century Workforce.

*{pause}*

**RADM Moran leader of revolution**

- As Commander of the Naval Personnel Development Command, **RADM Kevin Moran establishes himself as the leader of the revolution.**

**Orchestrate world-class organization**

- In this capacity he will orchestrate a world-class training organization composed of Learning Centers, Training Support Centers, and a Human Performance Center.

**Not structure...process**

- I say orchestrate because...
  - *{George Horn}* “It’s not about structure...it never was...it’s about process. Naval Personnel Development Command must be transparent, providing the path for development and progress.”

**Transparent**

**Provide path**

**TF EXCEL will still challenge**

- RADM Moran will continue his work with Task Force EXCEL and challenge every assumption in the way we train and educate our sailors.

**Invest in Sailors 1<sup>st</sup>**

- *{George Horn}* “For the first time in 39 years we will invest in our Sailors first...their education won’t be pulled along by platform or system investments.”

**Give Sailors best training Nation offers**

- RADM Moran will give our Sailors the best training this Nation has to offer making them superb warfighters and outstanding citizens.

**TF EXCEL jumpstarted**

- Task Force EXCEL jumpstarted the revolution→ Naval Personnel Development Command will accelerate Navy growth & development into the future.

**NPDC Accelerate**

*{pause}*

**Journey difficult**

- The **journey** has been **incredibly difficult** and there are **many people** who brought this vision to a reality.

**Bigger than oneself**

The men and women of the revolution know what it means to be part of something bigger than ones self.

**Worked tirelessly**

- They've worked tirelessly for over a year

**Challenged assumptions**

- Along the way they challenged all assumptions about when, where, and how we train our Sailors.

**Agile & responsive**

- Devising a training organization that is both agile and responsive.

**Human perf sys model**

- Applying the Human Performance System Model to Navy Training.

**Continuum**

- Developing the Sailor Continuum and the five-vector model.

**5-vector model**

- Your Navy and your Nation appreciate what you have done.

**Navy & Nation appreciates work**

- We will all reap the benefits of your work.

**We will reap benefits**

*{pause}*

**Honor & responsibility**

**1<sup>st</sup> commander**

- **RADM Moran has the honor and responsibility to be the first Commander of the Navy Personnel Command.**

- It's only fitting that the leader of Task Force EXCEL take the helm as the leader of the revolution in Naval Training.

*{pause}*

**Few have opportunity to make such a difference**

- **Kevin, few people ever have the opportunity to make such a difference in so many people's lives.**

**Cherish**

- Cherish it.

**Challenges are opportunities**

- Challenges are opportunities....

**I believe & will support**

- I believe in the revolution and you can count on my full support as you carry out this vitaly important mission.

*{pause}*

**Waypoint not destination**

- Establishing the Naval Personnel Command is **not the destination...it's a waypoint in the journey.**

**Benchmark successes**

- This is an opportunity to benchmark the successes seen by Task Force EXCEL.

**Create culture of learning**

- A chance to create a culture of learning that will constantly renew itself.

**Create agile & responsive system**

- And to create an agile and responsive education and training system that will ensure mission accomplishment and give Sailors unprecedented opportunities to grow.
- ***Because of Naval Personnel Development Command, our Sailors will succeed on the Tip of the Spear and in life itself....and that's a huge.***

*{pause}*

- **RADM Moran, my final direction to you: Stay the course, follow the vision and give the young men & women of this country the tools to make this Navy & this Nation the best the world has ever seen.**
  - Make us proud.
  
- **RADM Moran, step forward & take command.**  
*{Lead Applause}*