

NAVY LEADERSHIP IN THE 21st CENTURY

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JO2 Edward Flynn, *Naval Personnel Development Command Public Affairs*

LITTLE CREEK, Va. – A “Just in Time, Just Enough, Just for Me” leadership program is beginning to take shape in the Navy. Junior Sailors are now being empowered to develop leadership skills and to take on supervisory tasks in their individual work centers. With this, the Navy is creating an environment that grooms effective leaders, regardless of rank structure.

As a Sailor enters the Fleet following basic training and A School, a blended learning solution will be used as a framework to develop leadership skills and management talents.

“We are basically transforming civilians and developing them into Navy leaders. Leadership is going to become an integral part of every Sailors’ daily life,” said Commander, Naval Personnel Development Command Rear Adm. Kevin Moran. “We are going to do what has never been done before.”

From the Center for Naval Leadership (CNL) this revolutionary approach to leadership training and development is spreading throughout the Fleet. Through hands on training at work centers, leadership lectures, correspondence courses, interactive eLearning, and the computer based courses, Sailors are learning and exercising leadership skills.

“Leadership development will begin at levels where application of supervisory and leadership skills first occur,” said CNL Commanding Officer Capt. Chad Sain.

“Junior Sailor development will be paramount. We are working directly with the Fleet to

identify, enhance, and strengthen leadership skills and behaviors, which will ultimately contribute to mission accomplishment.”

After completing the initial phase of leadership training, both officers and enlisted begin a clearly defined *Positional Leadership Progression* path. This leadership training progression is based on the position Sailors hold, not their rank.

To provide Sailors with the best possible leadership training, the CNL is developing best practices and lessons learned from private industry, academia, and those from the other Armed Forces. As part of the strategy to think outside the box in leadership training, CNL recently hosted a Joint Leadership Summit to discuss leadership development and education. By engaging private industry and academia leaders, the Navy is receiving a first hand look at how the most successful companies and universities throughout the country train and educate their employees on leadership techniques.

The Navy is comparing proficiency standards and development opportunities in business and academia with its own, and identifying areas requiring enhancement.

“A new approach to leadership development was studied and valuable lessons learned to further professionalize Sailors throughout the Fleet,” said Sain. “The Navy will set the standard in bringing new leadership techniques directly to the Sailors.”

Among some of the companies and universities providing recommendations to the Navy on leadership development include representatives from WILL Interactive, a world leader in virtual experience training solutions, FranklinCovey, a recognized expert in effectiveness training and productivity tools in the private sector, American Management Systems, a performance management and professional development consultant

corporation, the US Department of Agriculture Graduate School, US Office of Personnel Management, and Harvard Business School Publishing and eLearning.

“Reinventing the wheel is not necessary,” said President and Chief Executive Officer Sharon Sloane of WILL Interactive. “Effective and developed leadership skills already exist that will enable Sailors to learn from the invaluable lessons from industry.”

Because of these revolutionary approaches in leadership training and education, Sailors throughout the Fleet will benefit from a new learning environment that gives them the tools to learn, develop, lead, and grow. “We are committed to building the best Navy possible, through constant leadership training and development for our Sailors,” said Sain.

To learn more about the Navy’s Revolution in Training and the Center for Naval Leadership, visit www.nko.navy.mil or www.excel.navy.mil