



Task Force EXCEL is creating major cultural change by focusing Navy learning on fleet mission requirements through use of human performance measures - providing Sailors with the “tools and opportunities” to grow and develop, professionally, and personally, while improving mission accomplishment. The [Four Quadrant Human Performance System Model](#) is the underlying process by which Task Force EXCEL is redefining Human Performance policies, structures, and mechanisms.

**CNO Challenges Fleet and Task Force Excel Leadership
At Second Meeting of the TFE Board of Advisors**

The CNO defined the processes and products of Task Force Excel (TFE) as the most important “... the Navy has *ever* undertaken” and, next to the war on terrorism, the most profound initiative of his tenure as CNO. He reiterated his personal commitment to the mission and goals of TFE and pledged the full power of his office and resources to its success. CNO stated that “We are... (repeat) **are** going to do this” as he challenged the Combined Fleet Forces Commander (CFFC) and TFE leadership to complete initial TFE goals and objectives in the very near future.

Master Chief Petty Officer of the Navy (MCPON) and 60+ other Admirals and senior leaders then participated in wide ranging discussions covering the Task Force Excel (TFE) five vector model (5VM) initiatives, mission area analyses, and the ‘way-ahead’ during the day long Board of Advisors meeting at the Pentagon.

(For an electronic copy of last week’s BOA briefs, contact [LCDR R.C. Rafter.](#))



ADM Vern Clark, USN
Official U. S. Navy Photo

5VM: *The 5 Vector Model (5VM) defines the perimeters around which Sailor’s personal and professional development is designed. For more information on the 5VM [click here](#). The 5 Vectors include Professional Development, Personal Development, Leadership, Qualifications & Certifications, and Performance.*

Professional Development: *Provides the roadmap showing jobs and competencies required for each career phase (incorporates accepted private industry standards and certifications). Current efforts include MS, IT, DC, MA, QM, SM, AG, STG & SH. Engineering & aviation maintenance rates are under consideration.*

AG- The AG scoping meeting will be 25 March.

IT – IT “A” School pilots new curriculum which includes six weeks of group paced instruction in RF communications, seven weeks of instruction in network administration, and one week of an integrated practical exercise. The network administration portion of the course is taught by CISCO certified military personnel and includes the opportunity to take the CISCO A+ and Net+ Certification Exams.

MA- ADM Natter approved the modification of MA "A" School. Curriculum changes will produce Armed Sentries which meet the requirements identified by the Anti-terrorist/Force Protection (ATFP) Training Continuum (and he approved the calling of a CFFC led manpower analysis conference for new capability MA's).

- TFE Human Performance Cell (HP Cell) completed the Naval Mission Essential Task List (NMETL) for the FP Basics course.
- Visits to NYPD and NCIS New York yielded good insight into planning procedures for inclusion into senior level planning courseware.

MS – The American Culinary Foundation is reviewing how to automatically grant ACF accreditation whenever the Navy teaches culinary programs courses.

- Advertised a Request for Quotation (RFQ) in the Commerce Business Daily to get bids from schools to teach the Foundation and Finishing School Training.
- Received bids from four schools, completed evaluations of the proposals, and conducted site surveys.
- Expect bid selection mid-March with training to start in April (Foundation) and May (Finishing).
- Partnering with Navy Recruiting Command to produce promotional material for TFE awareness, to include the training beta tests and then another production specifically for the recruiting beta test.

SH- HP cell is completing a Job Task Analysis (JTA) for the SH rating. 25 FEB –01 MAR Focus groups were conducted to facilitate the JTA discussion. The JTA identified functional areas, jobs per function, duties per job, a list of job tasks, and levels of skill required for the jobs.

STG- Preliminary Master Task List (PMTL) for the Surface Sonar Technician (STG) rate is approximately 60% complete; final scrub during the 25-29 MAR timeframe. TFE HP Cell coordinating effort to integrate the STG Rate Training Continuum with the ASW Training Device Replacement Study (being conducted by NAWCTSD).

- Develop KSAs and recommend options for the STG rate and use that data in determining how best to reengineer/replace the training devices currently used for ASW in general, and the STG rate in particular.

QM- The preliminary Career Master Task List (CMTL) is 80% complete. The second working group meeting is scheduled for 18 March in Norfolk.

Personal Development: *Focuses on Sailor development, including financial management, health and fitness, and safety, as well as college-level educational requirements that allow you to complete your degree.*

The beta test of the Seven Habits of Highly Effective People on-line course began 14 March.

- Beta test participants cover a spectrum of rates, ranks, commands and geographic locations. The test will run through 20 MAR.
- Preparatory work continues on pilot tests for CPR, Unplanned Pregnancy, and Physical Fitness for submission to the HP Cell.
- Initial investigatory work has started on a pilot for Safe Driving.

Leadership: NAVLEADTRAU Little Creek initiated a Division Officer “proof of concept” on 4 Mar 02. Concept will incorporate a blended solution of e-learning, and residential training options.

- Working Group members attended a demonstration of the Leadership Facilitator Web Portal prototype on 01 MAR, the Five Vector Model Integration Scoping Conference, 06-07 MAR as well as the C3F and USS BELLEAU WOOD Leadership Summits.
- A 14-15 March TFE-SWOS meeting for initiation of the leadership beta test are underway. CNET is providing the curriculum outline and training objectives for the Basic, Intermediate, and Advanced Officer Leadership Training Courses that will be a part of this beta test.

Qualifications and Certifications: *Designed to recognize Navy qualifications & civilian certifications.*

NTR.

Performance: Commander Navy Personnel Command briefed the TFE Board of Advisors on the status of the Performance vector. NPC is fully engaged in revolutionizing the performance and evaluation process, structures, and mechanisms which define how the Navy incentivizes performance and behavior.

Mission/Function Area Analysis: *Requirements-based analysis of Navy missions and functions which analytically link resources to war-fighting capability. Correlates Force and unit level tasks, conditions, and standards to Sailor level knowledge, skills, and abilities. Current focus areas include ATW, C5I, Engineering, and Damage Control.*

ATW: ATFPWDC is revising Armed Sentry Course to provide students with more hands-on time to qualify on weapons and perform Armed Sentry duties. HP Cell completed literature review study on Live Fire Simulator Mix. Summary of results:

- Simulation used by a motivated instructor in conjunction with live-fire qualification produces a significantly better war fighter.
- Mobile Security Force Units will use modular training from existing sites (USMC, USCG) to gain skill sets based on ATFP Training Continuum and Navy Mission Essential Task Lists (NMETLs).
- Conducted a Tactics, Techniques & Procedures (TTP) Conference week of 25 Feb.
- Developed detailed TTP for Access points, Sentries, Vehicle Searches, Weapons procedures, Chief of the Guard, Force Protection Training Team and Detect-to-Engage sequences.

C5I : Objectives and analysis process for the IT Continuum Working Group and the initial C4 Mission Area Analysis were presented to the TFE Board of Advisors on 08 March (to view the brief in its entirety). Both groups are:

- Developing a list of requirements at the force, and individual levels.
- Mapping the 3600+ individual level tasks to the 61 C4 mission functions to determine and address any gaps in the learning.
- Proposed six beta tests to support hypotheses in both areas that explain required or desired improvements.

The outcome of these efforts will highlight the need to change existing processes, policies, and structures to the IT Continuum and C4 Mission Area Analysis.

Damage Control: Damage Control Mission Area Analysis DC/MAA sponsor VADM LaFleur and CAPT Andy Diefenbach met with TFE DC/MAA lead CAPT Watt. Next DC/MAA working group meets 26-27 MAR 02.

- TFE has been working with ICERTA (www.prosafefire.com) to develop a better training program for Navy fire fighters. Eight Sailors will be attending the initial 40-day course in Okayla, Florida, beginning March 4, 2002. State congressional members, local fire and police and school officials, along with the mayor, kicked off the initial course with the eight Sailors. Click below to view the meeting minutes and meeting SOE from the most recent DC scoping meeting.



"DC Mission Area
Analysis Scoping Meeting



"DC Mission Area
Analysis Scoping Meeting

Engineering : Holding meeting this week in Norfolk.

Applied Projects, Betas, and Short Term Deliverables

5VM Implementation: N13 sponsored the first meeting of the team 6-7 March. Representatives from TFE, N1, N79, NAVMAC, NETPDTC, EPMAC, CNPC, and CNET attended. The charter of the team is to evaluate the force-wide implications, focus on intended and unintended consequences to current Manpower, Personnel and Training (MPT) systems of implementing the 5VM. The focus rating for the first meeting was MS.

- Team members were assigned 34 actions to start integration of these initiatives into the MPT system. The next Integration Team meeting will be held in Millington, TN in early April. The focus rating will be IT.

Acquisition: Scoping meeting will be held second week in April.

Major Command Training Experiment: *The purpose of the Major Training Command Experiment is to more efficiently provide training to STG's and the surface community in support of ASW.*

The Major Command Training Experiment (MCTE) came up with a timeline for completion of various tasks for the STG Rating Analysis...the first step in the overall reengineering of ASW Training in the Navy.

- 35 folks were in attendance at the first MCTE meeting representing CNSF, NAWCTSD, OPNAV (including N13 & N77) and various training commands.
- The MCTE Flag Steering Group, consisting of CNET, CNPC & CNSF, will meet 03 May.
- Meeting highlights included various training and funding issues raised by CNET, OPNAV N 76, FASW San Diego and CNSF.
- The POA&M (all done by 30 SEP) includes:
 - STG Master Task List development conducted by NETPDC Validation of MTLs (using NMETL as a basis), completion of Job Task Analysis
 - Approval of JTA by CNSF
 - Approval of KSA' by CNSF
 - Define alternative solutions,
 - Assessments and implications of proposed alternative solutions
 - Fleet Select solutions lead by CNSF
 - Flag Steering Group approval to proceed with solutions

Knowledge Management: Enterprise WEBPORT workshop held 26-27 MAR . Thirty-five personnel from CNET, N6, DONCIO, N79, TF WEB, PERSCOM, ASN MRA, TF EXCEL and CLF participated in the workshop. Deliverables from the meeting included:

- list of short-term (<2 weeks) improvements to WEBPORT
- identification of opportunity/challenge areas over the coming weeks and ID of leaders/teams to work each of the areas
- identification of other organizations/initiatives that need to be involved or made aware of the WEBPORT.

A more detailed summary of the workshop will be available for next week's SITREP.

SVC SCH Support: NTR

Preventative Maintenance System (PMS) Tool: NTR

Additional Cell Reports:

This section allows TFE Cells to report on matters not covered in the above listed categories. Significant portions of individual cell inputs are spread across the spectrum of TFE efforts listed above, this section allows for input of other items which may be of interest.

HP: A series of HP Seminars are being planned to familiarize Sailors with the four quadrant model and train prospective performance consultants. The seminars are tentatively being scheduled for the following dates and locations: 26-28 March, San Diego; 9-11 Apr, Norfolk; 23-25 Apr, Pensacola; 7-9 May DC; and 21-23 May, Great Lakes. Click below for specific HP activities this last week.



"HP Progress Mar
13.doc"

- TFE HP Cell Lead briefed TFE Board of Advisors on the status of TFE HP Cell efforts to date. Click below to view Dr. Cannon-Bowers brief:



B- HP CELL.ppt

LANT: Battlegroup C4I Training 90% Goal: George Washington BG = 85%/ Harry S. Truman BG = 60%

- TFE LANT responded to an emergent need of the Harry S Truman Battle Group for router training. TFE LANT located vendors to provide the requested training, and included in the agreement to provide training a provision that upon graduation from the course, each student gets a voucher (\$125 value) to take the CCNA certification. Two graduates have already taken and passed the CCNA certification exam.

PAC: Working with NAVOSHENVTRACEN San Diego re environmental certifications and training certifications for engineering ratings. Other efforts this week included:

5 MAR TFE PAC ETCM briefed TFE to USS Antietam CPO Mess
6-7 MAR TFE PAC Lead attended 5VM Integration Meeting with N13
7 MAR TFE Dr. Dull attended IWAR IPT VTC at COMNAVAIRPAC
8 MAR TFE PAC Lead attended Board of Advisor meeting at Pentagon
12 MAR TFE PAC ETCM briefing at FTC Training Officer Seminar

CNET- NTR

Washington DC: CNO attended the second TFE Board of Advisors meeting in the Pentagon. The "Centers and Structures" brief anchored a the 5VM vector progress updates and 'way-ahead' briefs. A BOA follow-up message will be on the streets in the near future. TFE DC briefed the new Human Resource Community on TFE efforts to date.

- TFE Chief of Staff and TFE Program Manager LT Lloyd briefed BUMED at their Medical Community Flag Off-site. CAPT Peters presented a brief on TFE that included the Five-Vector Model, the Human Performance System Model, and the "Center for..." concept.

- LT Lloyd participated in the working group meetings that were designed to “flesh-out” the various functions of the new organization and discuss TFE initiatives that may have an impact on Navy medical education and training.
- Participants in the offsite were particularly interested in the Sailor Continuum, and saw the need for an integrated, career spanning, approach to learning and development. This is reflected in their mission statement for the Navy Medical Institute for Learning Excellence.

For detailed information on all current TFE projects:

- [Click Here](#) if you are outside the CNET Enterprise Network (most users).
- [Click here](#) if you're inside the CNET Enterprise Network.
- If you do not currently have access to the database, and would like to request permission for access [click here](#) .
- Once inside the system, find the ‘Project’ section, and double click on the last entry *Program Database*, and you're in!

A data sort function for each column allows you to ID and pull up all initiatives related to project areas. For example, using the data search engine, insert project code and * sign (i.e. C4I*) to view all projects associated with C4I, their POC, action officer, status etc.