



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 (see page 3) is the underlying process by which Task Force EXCEL is redefining Human Performance policies, structures, and mechanisms.

ATW TRAINING FOR COMMANDING OFFICERS.

By JO2 Jd Walter, Task Force EXCEL Public Affairs

As a result of the USS Cole and 9/11 tragedies, we all understand that Anti-terrorism warfare (ATW) involves every Sailor, at every level, at every duty station. Four levels of ATW training have been targeted Navy leadership: Level one, required by all Sailors; Level two, for Anti-terrorism Officers (ATO); level three, for Commanding Officers; and level four, for Fleet and Force Commanders. Expeditionary Warfare Training Group Atlantic Fleet, (EWTGLANT) NAB Little Creek, Va., recently conducted level three training that incorporated the latest interactive judgment training software, integrating advanced technologies and alternative educational delivery systems.

For the rest of this story and more go to <http://www.excel.navy.mil/> or contact Task Force Excel’s PAO at kirchner.gary@ndw.navy.mil Also check out Tech Central Stations “GI Joe College” article (as featured on the AFIS Early Bird site at <http://ebird.dtic.mil/Feb2002/s20020220college.htm>.



Commanding Officers will receive ATW training just like every other Sailor. (Official 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, MA, QM, SM, AG, STG & SH. Damage Control, engineering & aviation maintenance rates are under consideration.*

IT – C5I/IT Brief to ADM Natter scheduled for early next week. HP Cell entering Job Task Analysis (JTA) task ratings (DIF, knowledge, and performance levels) and Knowledge, Skill, and Abilities (KSAs) mapping data into workshop spreadsheet e-files. HP Cell and CNET reviewing JTA data.

MA- MA JTA workshop scheduled for 04 MAR in San Antonio. TFE program manager and HP Cell met with NCIS, New York and NYPD to discuss ‘industry’ KSAs as well as NYPD procedures when New York is undertaking anti-terrorism planning for major events.

MS – NTR

STS- NTR

QM- Working group meeting held this week. Began work on JTA and commercial certification research.

- Partnering with US Coast Guard and Merchant Marine Academy to assess training and work experience requirements for licensure and certification.
- NETPDTC is taking the working groups initial working group requirements and will be expanding the task analysis for the major job families over the next two weeks.
- At the next QM working group meeting, scheduled for 19-22 MAR, fleet representatives on the TFE QM working group will review, modify and approve the human performance requirements.

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.*

Leadership: The first Beta Test proposal was submitted last week: objective of beta is to compare the effectiveness of current Navy training to training enhanced to meet the requirements of the new Fleet-Developed Leadership Competency Model. Plans to initiate the test are underway, and a meeting has been scheduled with SWOS representatives in mid-March.

- A final Leadership Competency Model (a single coherent framework of leadership and competency models for officer and enlisted personnel (along with the associated KSA and Attitudes expressed in behavioral terms) document will result from the mid-March meeting with SWOS representatives CNET.
- Navy-wide mentorship continuum draft from TFE PAC was forwarded to TFE Leadership working group lead for inclusion in the development of the Leadership Vector Model and to WEBPORT for consideration for the Sailors home page.
- The HP Cell has begun their initial analysis of leadership requirements by focusing on the key leadership competency of "teambuilding," making use of the HP Cell's extensive knowledge of team performance, evaluation, and development options. Concept for a teambuilding competency pilot, targeting officers en route to department head assignments, has been drafted. It will make use of the results of NAWC-TSD's research in "Team Dimensional Training". Potential pilot sites are SWOS and NAVSUBSCOL.
- Arrangements are being made for HP cell/Leadership Vector personnel to meet with schoolhouse personnel the week of 11 MAR to work out detailed pilot implementation planning.

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

Performance: NTR.

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: NTR.

C5I : Linkage of the NMETLs with the Job Training Analysis of the training community were discussed. The intent is to develop a process to certify Readiness to Deploy of a battle group for the NMETLs of

C4ISR. The beta tests are expected to cover one year, with recommendations at the end of that period to the various process owners.

[Damage Control](#): Kim Williams participated in the Damage Control (DC) Scoping Meeting conducted in San Diego 12 & 13 February 2002. It was determined at the scoping meeting that two working groups will be established (a Requirements Working Group and a Training and Technology Working Group).

- Damage Control Scoping meeting was completed 15 FEB (see attachment below for details).



"DCScoping Meeting
Timeline1.doc"

[Engineering](#) : ENG Scoping Meeting conducted 14-15 FEB. The participants decided to form two separate working groups as follows: Working Group 1 will focus on defining the engineer of the future and will meet 11-15 March to make a first-cut at identifying future requirements. Working Group 2 will focus on defining the current engineering ratings and will meet 18-22 March to begin compiling documentation of current competencies, KSAs, jobs, tasks, etc. The next Executive Steering Committee meeting is tentatively scheduled for 26-29 March to debrief the first working group meetings.

Applied Projects, Betas, and Short Term Deliverables

[5VM Implementation](#): [CDR Gary Grice](#), (OPNAV N13 staff, is the new 5VM Implementation Project Lead for Task Force Excel.

[Acquisition](#): NTR

[Major Command Training Experiment](#): OPNAV (N769) will host meeting at Fleet ASW, San Diego 28 FEB 02.

[Knowledge Management](#): Over 20 participants from CNET, N6, DONCIO, N79, TF WEB, PERSCOM, ASN MRA, TF EXCEL, Army Knowledge Online, CLF, OTT, will participate in the 26-27 FEB workshop at FTC Norfolk. The deliverables from the meeting are:

- a clearly defined scope for WEBPORT
- identify and coalesce short/long term opportunities and develop a proposed POAM
- prepare for the 08 MAR CNO briefing
- agreement on a way-ahead

[SVC SCH Support](#): Meeting held in NORVA led/hosted by CFFC N41, with NAVSUP representatives, NAVMAC, NETPDTC and TF EXCEL worked out the requirements for the Center for Service Support, an initiative which will establish "cradle to grave" requirements for ratings viewed as service support. The framework, ratings to be included, roles and responsibilities, etc., will be validated by a 04 MAR working group with members from all process owners/stakeholders of the ratings being reviewed for inclusion into this center.

[Preventative Maintenance System \(PMS\) Tool](#): NTR

Individual Cell Reports:

[HP](#): [Click here](#) to request your free CD of the briefs on human performance and Task Force Excel presented two weeks ago at the first TFE HP CELL workshop. Detailed progress report of the HP Cell's efforts is attached below:

- HP Cell Schedule. (note: the bulk of HP Cell efforts is imbedded in individual areas across the spectrum of TFE efforts listed above i.e. MA, MS, IT, etc.)

[LANT](#): NTR

[PAC](#): TFE PAC BOD meets Friday, 15 FEB with VADM Harms.

[CNET](#)- VADM Harms hosted a TFE and Training CO's conference in Pensacola on 20-21 FEB.

- Working the Regional Training Authority (RTA) Europe initiative to institute learning, education and training oversight in the European AOR. Will be giving a TFE brief to the CINCUSNAVEUR headquarters staff 25 FEB and working the CNE N7 and RTA relationship 25-27 FEB. Discussions will focus on CNE requirements for the AOR for learning, education and training.
- Will be visiting Sigonella, Sicily to discuss establishment of a Local Training Authority (LTA), particulars of the LEAD training being established in Sigonella, possible firefighting training and electronic classroom within the base infrastructure, 27-28 FEB.
- 28FEB-2 MAR at NSA, La Maddellena, Sardinia and visit to the USS Emory S. Land in response to a request by CDR, SIXTHFLEET to work the issue of distance learning for the approx. 1500 sailors stationed onboard the ship.

[Washington DC](#): Briefed Human Resource (HR) Community flag officers and senior leadership on Task Force Excel efforts and discussed points of concurrence between TFE and the new officer HR community.

- Coordinated with N13 a calling message for 5VM implementation scoping meeting, to be released by RADM Henry week of 25 FEB.
- Jennifer "Jenny" Smoak, a Presidential Management Intern (PMI) reported to DC cell for duty. Jenny will be working on the personal and professional development vectors during her 6-month association with TFE.
- ThomasGroup to meet with RADM Ulrich 22 FEB in Washington.
- 26-27 FEB Enterprise WEB Port Program Objective Meeting in Norfolk.
- 28FEB-01MAR TFE OPS Officer program manager meeting in Pensacola.
- 22 FEB Personal Development Industry Benchmarking Forum in Washington DC.
- 27 FEB Personal Development CPR Beta Review in Washington DC.
- 28 FEB ESC VTC Several sites in each of Millington, Washington, and Norfolk.
- 08 MAR BOA in Washington with CNO and MCPON.

[Click Here](#) to view the entire TFE project database (50MB) if you are outside the Enterprise Network.

[Click Here](#) if you are inside the Enterprise Network. Under the Project section, the last entry is the Program Database. Pay particular attention to the coding schema; request Project Leads review the TFE coded number and provide feedback. Pay particular attention to the "???" place holder, as it denotes we couldn't figure which project area the item belongs (many are closely related: i.e. IT or C4I). A data sort function for each column allows users to ID and pull up all initiatives related to project areas. For example, using the data search engine, insert project code* (i.e. C4I*) to view all projects associated with C4I, their POC, action officer, status etc.