



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 human performance process by which Task Force EXCEL and partners are redefining Navy policies, structures, and mechanisms.

Task Force Excel Leadership meets at Naval Post-Graduate School

Rear Admiral Ulrich, Commander Task Force Excel, and senior TFE leadership met with industry and academic experts at the Naval Post-Graduate School’s Center for Executive Education, to discuss the foundation for a new Navy training and learning architecture.

The blue ribbon panel engaged in intense discussions focused around how to best improve readiness of Sailors when they first hit the fleet and how to best sustain that readiness and performance through the life cycle of an individual’s career.

Watch the TFE SITREP for more developments in the near future, or contact [Mr. George Horn](#) if you have specific questions or concerns.



MCPON is an active member of the TFE Board of Advisors (BOA).
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.

SH- Knowledge, Skills and Abilities (KSA), which feed the JTA, have been created for the following jobs: barber, laundry operator, retail sales person, retail sales manager, hotel desk clerk, and purchasing agent.

STG- Major Training Command Experiment (MTCE)/STG Master Task List (MTL) validation Working Group meeting 08-19 APR. The validated MTL will be used in the JTA to determine performance interventions, to assign priorities, and to identify required KSAs. Preliminary work has begun to identify potential contractors to conduct the JTA Workshop.

QM- The data for the job task list is 95% complete. An SME scrub of the functional areas scoped out at the first TFE QM meeting began this week.

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: *Focuses on the development of personnel to assume positions of leadership responsibility.*

Workshop in Norfolk 28-29 MAR to discuss the new Center for Naval Leadership's scope/purpose, functions, structure, implementation strategy, manpower requirements, and KSA/Training requirements.

- Generating a Statement of Work for Quadrant 2 (HPSM) support (including, but not limited to measurement) prior to obtaining industry proposals.

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

Performance:

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:

C5I: HP Cell meeting next week concurrent with the IT workshop to organize and staff the C5ISR Mission Area Analysis appropriately.

Damage Control:

Engineering:

Applied Projects, Betas, and Short Term Deliverables

5VM Implementation: CNET, NPC, OPNAV meeting 03 APR to review action items from the first 5VM Integration Team meeting. Contact CDR Grice for further information.

- Request all commands with assigned actions from the 06-07 MAR meeting:
 - Complete review of initiatives.
 - Provide CDR Grice an email NLT Monday, 1 April with a brief report of each action assigned, including estimated costs or savings, status, etc. That this data will eventually be briefed at the highest levels, thorough research is a must!
 - RSVP for 03 APR, and be prepared to discuss in detail your assigned action items, to CDR Grice (703-693-7234) email (n132d3@bupers.navy.mil) NLT **TODAY 29 March.**
 - Be prepared to discuss in detail each assigned action at the VTC.
- The second meeting of the 5VM Integration Team will be 09-11 APR at CNPC Headquarters. Further details on logistics, security, parking, etc. will be provided by email.
 - The second meeting will focus on the IT rating, Personal Development, and Leadership Vectors.
 - In preparation for the meeting, request each Integration Team member:
 - ✓ RSVP to CDR Grice and LCDR Mark Bourne at CNPC NLT Tuesday 02 APR.
 - ✓ Briefers should provide CDR Grice an electronic copy of their brief NLT 03 APR.
 - ✓ Forward this SITREP to any necessary attendees, or advise CDR Grice so he can contact them directly.

Acquisition: Workshop scheduled for 02/03 APR. The purpose of this meeting is to discuss the methodology for TFE's input into the acquisition process. This effort is in parallel with the N79 (CAPT Kunkel) focus on the Navy Training System Plan MOD IPT.

- We will initially be concentrating on the top down policies and processes in acquisition.
- The agenda includes, but is not limited to, determining the policies and processes that need to be changed, how the change will be done in the short, mid and long-term, and the necessary actions to accomplish this task.

Knowledge Management: WEBPORT: Web layout for mentoring posted on the Quick Place web site for review/comment.

SVC SCH Support:

Preventative Maintenance System (PMS) Tool:

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: HP Seminars – Dates for the seminars are as follows:

3 Apr	San Diego
10 Apr	Norfolk
24 Apr	Great Lakes
30 Apr	DC
29 May	Pensacola
30 May	New Orleans
12 Jun	Newport

- PMS Tool – 02 APR meeting in Norfolk to ID test platform.
- HP Career Path – HP cell working define the Career Path for Performance Consultants. The areas to be developed include a performance consultant role description for 3 levels, a career path description, an education plan both tactical and strategic, a measurement plan, and a certification plan.



"HP Progress Mar
27.doc"

LANT:

PAC:



"TASK FORCE EXCEL
PAC Report 03-27-02

CNET-

Washington DC: Personal development vector lead briefed Navy Human Resources Board of Directors Working Group in advance of meeting with the NHRBOD ESC on 08 APR on future pregnancy awareness programs and the five vector model.

- RADM Ulrich met with VADM Tracy, Director of the Navy Staff (DNS) and met with RADM Harvey (N12), RADM Henry (N13), re the centers and structures development.
- Met with the Navy Enlisted Community Managers (ECMs) for discussions about the 5VM and its implementation.
- Met with Price-Waterhouse consultants about personal development vector and related change management issues.
- Next RADM Ulrich-CNO meeting 12 APR.
- Briefed NHRBOD on 5VM and a successful 'beta tested' USMC pregnancy awareness program.
- RADM and COS meeting with USAF in San Antonio 01-02 APR.