



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.

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 AG, BM, CT, DC, EM, EN, GSM, GSE, HT, IC, IT, MA, MM, MR, MS, QM, SH, SM, STG. Very soon TFE will begin efforts in AD, AM, AS, AW, AZ, BU, CM, CE, EA, EO, SW, STS, and UT.*

Aviation Ratings: Click below for aviation rating information fresh from the first scoping meeting. The first working group meeting is scheduled for 10 -14 JUN in Pensacola.



"Aviation Ratings.doc"

Civil Engineering- Pre-scoping meeting conducted with RADM Johnson, RADM Loose and other senior officers in the civil engineering community. RADM Johnson will sponsor a scoping meeting for sometime in JUN.

IT – The IT working group is developing a plan to move IT professionals away from use of Training Technical Equipment (TTE) and toward use of a PC-based Training Solution.

➤ Next working group meeting is planned for 12-14 Jun in Norfolk.

Professional Mariner (QM, SM, BM): For results of the last scoping meeting click below (use MSWord to open): Next working meeting is planned for 17-21 JUN in Norfolk.



"Scoping Results MSG"

STG: The Job Task Analysis (JTA) workshop is complete. Working group members are assembling and analyzing the JTA data, for forwarding to the HP cell.

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: Developing plans for standing up the first HP Cell detachment at the new Anti Terrorist Warfare (ATW) Center.

C4: C4 Working group met with Commander Second Fleet (C2F), Commander Atlantic Fleet, Deputy Chief of Staff for Training (CLF N7), and Afloat Training Group Atlantic (ATGLANT), to discuss integration of Navy Mission Essential Task List (N/METL) and Unit Mission Essential Task List (U/METL) and also to work toward development of FXP procedures for the C4 Mission Area Analysis.

- Next C4 working group meeting is planned for 10-12 Jun in Norfolk.

Damage Control: Next meeting of the Damage Control Working group is scheduled for 25-28 JUN.

Applied Projects, Betas, and Short Term Deliverables:

Center for Naval Leadership: The proposed Naval Leadership Competency Model (NLCM) and Naval Leadership Competencies and Performance Requirements (NLCPR) are in the Task Force EXCEL review and approval process.

- The NLCM is composed of five core-competencies: Accomplishing Mission, Leading People, Leading Change, Working with People, and Resource Stewardship. Within the five core competencies are 25 defined leadership competencies. These competencies in the NLCM provide a model for use in developing a leadership staff of Work Center Supervisors; Leading Petty Officers and Leading Chief Petty Officers; Command, Fleet, and Force Master Chiefs; Division Officers and Department Heads; and Commanding Officers and Flag-level Commanders.
- The third in a series of conferences for Working Groups comprised of principal stakeholders within the Navy leadership development community was held last week. The Working Group was chartered to develop data and proposals for the organizational functions for the Center for Naval Leadership (CNL). The proposed organizational functions for the CNL include the Functional Management, Knowledge Management, Training Director function, and the Human Performance Consultant function; all are functions related to the implementation of the proposed Naval Leadership Competency Model (NLCM).

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 – Attendance at the seminars to date has been 219. The next seminars will be in Newport and Great Lakes with dates to be determined. More to follow.

- HP Career Path – The HP team continues to post updated guidance and tool information at: <http://www.ntsc.navy.mil/Resources/Library/TaskForceExcel.cfm>



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- TFE Chief of staff, HP Cell reps, and KPMG consulting met this week to discuss the development of an implementation plan for standing up the Human Performance Center. An initial workshop with invitees from The Fleet, and several key human performance and manpower and personnel commands (NAVMAC, NETPDTC, NAWC-TSD) and Task Force Excel has been scheduled for 11-12 JUN in Norfolk.

LANT:



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Washington DC: RADM Ulrich and several Mess Management Specialists appeared on the 'Today Show' this week in a segment which highlighted Task Force Excel and the NAVSUP efforts to improve the MS training continuum. Click here to view the segment:

<http://www.lifelines2000.org/media/video/ramfiles/excel/excel-today-56wmv.asx> .

- VADM Harms (CNET), VADM Konetzni (Deputy Combatant Commander, LANT), and RADM Ulrich met with CNO today (31 MAY) to finalize discussion regarding the specific functions of the 'Centers' (Center for Naval Leadership, Center for Service Support etc).
- RADM Ulrich presented Task Force Excel efforts and initiatives to several thousand Sailors at the Surface Navy Association (SNA) symposium in San Diego.
- TFE Chief of Staff, CAPT Matt Peters, met with CNO and Franklin-Covey Consulting to review future Navy change implementation strategy.
- TFE met with KPMG Consulting to review Phase III implementation plans and objectives.