



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.

THE NAVY AND THE SCIENCE OF LEARNING

*By JOCS Denny Bannister
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TASK FORCE EXCEL HUMAN PERFORMANCE CELL ORLANDO, Fla. – With the launch of the Navy’s Revolution in Training, the Chief of Naval Operations’ initiative to revitalize training and education by incorporating the latest eLearning technologies and alternative course delivery methods, the Navy began investigating the science of learning. In an effort to create a culture of learning, the Navy is taking a hard look at how people learn. By applying the fairly recent findings of the science, and how they relate to human performance, the Navy is creating revolutionary changes in its own training program.

To read the entire story, [click here](#), or visit the Task Force EXCEL web <http://www.excel.navy.mil/>



SVM: *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, 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, PN, SK, STS, and YN. Additional proposed rates include CT and MN.*

Aviation Ratings: Aviation Ratings Scoping meeting, 14-15 May in Norfolk.

Professional Mariner (QM, SM, BM): Scoping meeting is scheduled for 16-17 May at Fleet ASW Training Center, Norfolk. Meeting participants will develop charter, mission, POA&M and deliverables for the project.

SH: The HP Team has developed tools and strategy to facilitate the second workshop.

MS: The NAVSUP team is conducting a baseline metric gathering initiative with the TR battle group.

STG: A private industry team has been selected to conduct the Job Task Analysis/Knowledge, Skills and Abilities (JTA/KSA) workshops for the STG rating analysis. A JTA workshop has been scheduled for 13-24 MAY at the Fleet ASW Training Center in San Diego.

- Commander, Undersea Surveillance System (CUSS) is working with Task Force Excel to review the current status of the shore-based STG component, to better understand of the In-shore Undersea Surveillance System (IUSS) perspective.

STS: An STS rating Pre-Scoping Meeting with COMSUBLANT, OPNAV (N779) and Task Force Excel program manager was held this week in Washington DC. The purpose of this meeting was to plan the STS rating analysis and sketch out notional POA&M the STS rate.

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 Personal Development Quadrant 2 (Q2) Team is analyzing the Personal Development requirements.

- An instrument for evaluating and comparing solutions is being developed this week which can serve as a template for the team (and possibly other vectors). A members of the Q2 team in DC met with the Apollo Consulting Group and Franklin Covey representatives to investigate content providers on a broad range of learning topics.

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: Working issues related to filling six Human Performance positions at Anti-Terrorism Force Protection Warfare Development Center (ATFPWTC).

C4: A C4 Working Group meeting has been scheduled for the week of 13 May in San Diego. See Draft POAM for C4 Mission area analysis listed below:



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Damage Control: The TFE Human Performance Cell is processing Quadrant I (see hyperlink four quadrant human performance system model, top of first page) data collected in three of seven major DC functional areas (fire-fighting, C2, and HAZMAT). A report of this analysis will be drafted no later than 17 May. The remaining four functional areas will be processed through Quadrant I in late June.

ENG: The project team has analyzed 172 of the 909 engineering watch station qualifications that are common to all platforms and common to all engineers. The 172 watch stations equate to 5,530 identified tasks. The project team was able to reduce those tasks by 36% (to 1,995) by eliminating duplicate and redundant items.

ASW: TFE ASW working group personnel attended the Aviation ASW Human Performance Requirements Review and the associated AW Rate Senior Enlisted Forum sponsored by COMNAVAIRLANT at NWTC Dam Neck, VA.

Applied Projects, Betas, and Short Term Deliverables:

Center of Service Support: Two steering groups, one focusing on standing up the Center for Service Support by 03 June, and another beginning a functional analysis of the 17 service ratings. The working group for functional analysis is scheduled for 20-24 May.

Center for Naval Leadership: The working group is mapping the behaviors from Team Dimensional Training to the new Leadership Competency Model, as well as to the training objectives of current Intermediate Officer Leadership Courses.

- TFE HP Cell will be visiting the Army Research Institute (ARI)-sponsored Leader Development Workshop to be held 30-31 May in Kansas City, MO, to learn about Army research on developing leaders.

Preventative Maintenance System (PMS) Tool: Over 550 photographs were taken aboard an FFG-7 in Mayport to support the development of 31 unique computer 'nodes' which will be used in the hi-tech PMS tool development. The areas photographed included the "horseshoe passageway" (full of damage control gear), the Damage Control Repair Locker 5, the AFFF station, Damage Control Central and the upper and lower levels of Auxiliary Machinery Room 2.

HP Career Path: The TFE Human Performance Cell approved the requirement for the HP Consultant Job Aide, HP Consultant Job Profile (including roles, duties and KSAs), roles of the HP Consultants in the Centers and the Hub, 12 specialty HP areas, requirements for enlisted involvement, and the outline for the HP training. For information on this effort and a copy of the Working Group Guidelines, please see: <http://www.ntsc.navy.mil/Resources/Library/TaskForceExcel.cfm>

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 –Dr. Jan Canon-Bowers next Human Performance seminars are scheduled for:

29 May	Pensacola
30 May	New Orleans
12 Jun	Newport
26 Jun	Great Lakes



"HP Progress.doc"

LANT:



"Sitrep Input 10
MAY.doc"

PAC:



"PAC SITREP 10
may02.doc"

Washington DC:

- 03 Jun, RADM's Cosgriff (Commander Cruiser Destroyer Group Eight), Soderberg (NAVSUP), Ulrich (TFE), Howeing (NPC), Brown (OPNAV N60) and Henry (N13) are meeting in Norfolk with designated fleet and force master chiefs to discuss the MS and IT pilot programs scheduled for the Theodore Roosevelt Battle Group later this Spring.
- Task Force Excel leadership meeting next week (14-15 MAY) to define Regional Training Authority architecture and functionality.
- RADM Ulrich meeting next week with:
 - Assistant Secretary of the Navy for Manpower and Reserve Affairs to discuss to review strategies for harmonizing SECNAV instructions with TFE initiatives.
 - Under-Secretary of Defense for Readiness to discuss TFE efforts and their wider impact upon the DoD.
 - Brigadier General Hassan, USAF Director of Senior Staff to discuss USAF-TFE perspectives on leadership development.
 - Director of the Navy Staff (VADM Tracey) to discuss Centers and Structures architecture.