

Navy Talent Management & Sailor Wellbeing



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RDML Michael Schwerin
PERS-00K/Talent Management Center of Excellence
Reserve Deputy, Commander Navy Personnel Command





US Navy Current Topics: Health of the Force

- **The Health of the Force Survey offers an opportunity for Sailors to provide direct feedback to leadership on how Navy programs and policies affect their personal and professional lives.**
- **Retention: the percentage of E1-E6 and O1-O3 planning to remain in the Navy until retirement rebounded from 37% and 35% in 2022 to 44% and 40% in 2023, respectively.**
- **Work Environment: trust in Navy senior leaders also improved in 2023, increasing from 28% in 2021 to 45% in 2023 for junior enlisted (E1-E6) and from 45% to 52% for officers (O1-O3).**



Sailors aboard the U.S. Navy aircraft carrier Ronald Regan deployed in the Philippine Sea on Jun. 8, 2024. (Mass Communication Specialist 3rd Class Kyree Rogers/U.S. Navy)

US Navy Current Topics: Culture of Excellence 2.0



- **Culture of Excellence 2.0 is fundamentally about building Great People, Great Leaders, and Great Teams. Everyone is a Sailor... both Officer and Enlisted**
 - Civilians are a critical part of the Navy Team... providing continuity and expertise
 - Our Core Values drive what we do... every day
 - Great People are shaped by Great Leaders... to become Great Teams
 - Our People are tough and resilient... strong in Mind, Body, and Spirit
 - Our Leaders demonstrate great character and competence... and build great culture
 - Our Teams are Connected and Inclusive... creating a sense of belonging for their People



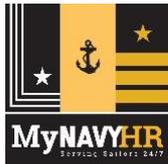


US Navy Current Topics: Quality of Service

- The Navy is committed to developing strong warfighting teams, recruiting and retaining talented people, and ensuring our quality of service meets the highest standards.
- Leaders at every level must ensure that every service member and civilian in our Navy trust that we prioritize their and their family's well-being.
- The FY25 budget request contains a 4.5% basic pay increase for Sailors, improved quality of unaccompanied housing, \$1 billion for barracks construction and renovation, \$144 million for housing sustainment, \$41 million in food and housing options for Sailors assigned to ships undergoing maintenance, and allocates \$570 million in funding for childcare centers.



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Talent Management Center of Excellence

North Star, Current State, and End State



Implement talent management policies, systems, and training by incentivizing GRGB behaviors that grow our capability and culture in developing, evaluating, selecting, and promoting high-performing, high-potential Sailors who can outthink and outfight any adversary

NORTH STAR

CURRENT STATE

END STATE

Navy Leadership Assessment Program
(Main Effort)

Effective assessment & selection processes incentivizing GRGB behaviors & leadership competencies

- Pending 3&4 Star approval
- Codify Policies
- FY 24 Phased Implementation

FY 24 phased implementation program to assess & incentivize GRGB behaviors & leadership competencies

Performance Evaluation Transformation

Modernize performance evaluation policies & systems to develop & identify best and fully qualified

- Research, policy analysis, & prototyping
- Requirements development

Meaningful performance feedback for Sailors to grow professionally that provides the Navy clear information for selection boards

MyNavy Coaching

Advancing Navy culture by developing leaders through peer-to-peer coaching skills

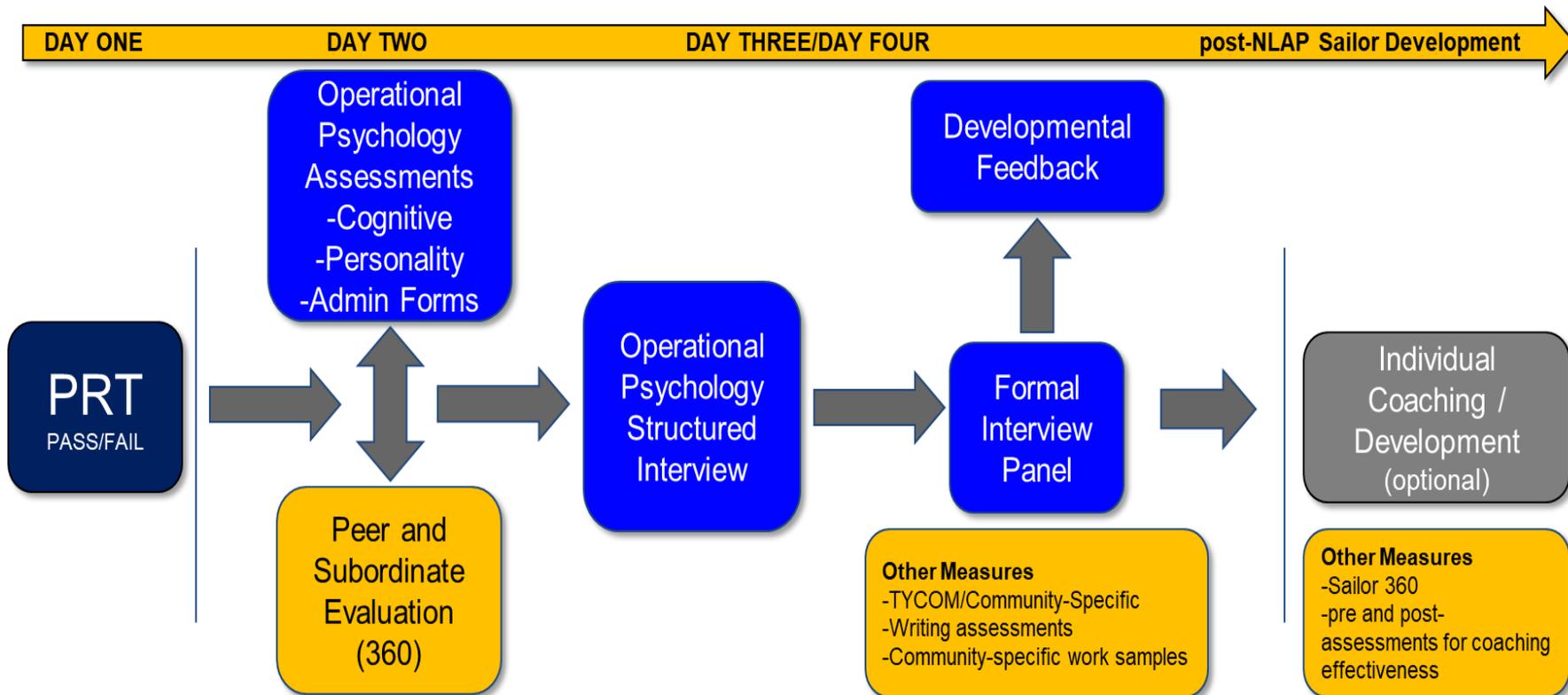
- Growing cadre of coaches
- Developing measures
- Exploring coaching apps to augment NLAP initiatives

Increased engagement leading to greater performance & leadership development among Sailors

Integrated efforts to Incentivize GRGB Behaviors



Navy Leadership Assessment Program (NLAP) Process



*Based on the Gold Standard of Personnel Selection Utilized for Decades
The Process Is World-Class, Efficient, Effective, Consistent, and Fair*

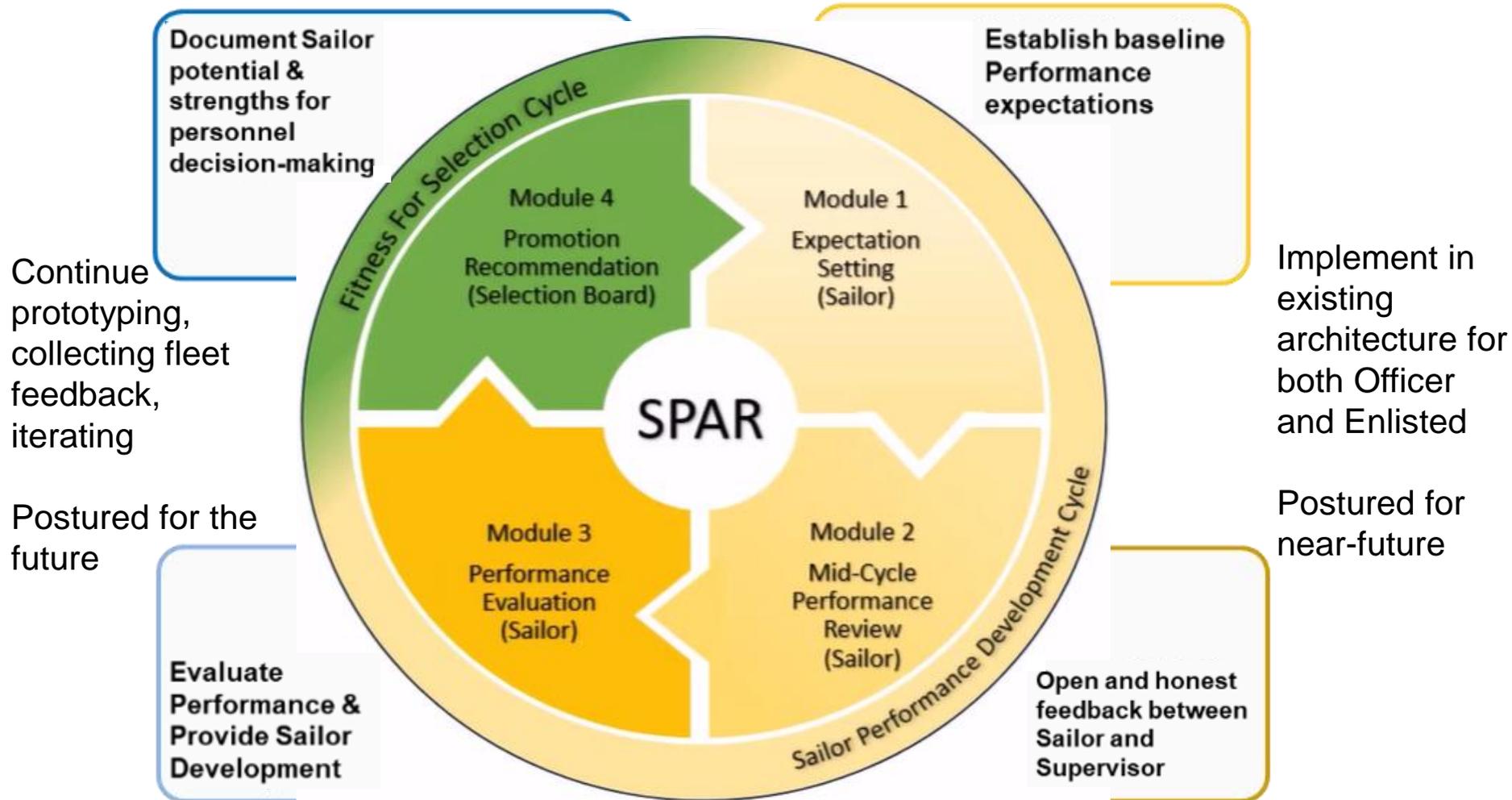


Navy Leadership Assessment Program (NLAP)

- ❑ NLAP is approved by CNO for implementation
- ❑ FY24 implementation timeline for Command Qualification Screen Boards for SUBFOR, EDO, Public Affairs, SURFOR and EOD Slate Talent Management solidified; potential pilot #2 for AIRFOR in FY24 Q4
- ❑ Functional requirements established to develop IT solutions for secure data storage, analysis and visual display boards (ONR funding with RDT&E until transition)
- ❑ ONR to finalize Navy Leadership Competency Model and align with CoE 2.0 and NLDF 4.0 – community-driven scientific foundation that maps to CoE 2.0
- ❑ Coaching pilot study using MNC coaches and commercial coaching app for NLAP candidate post-board development in FY24 Q2-Q4



Sailor Performance Appraisal & Recommendation Prototype





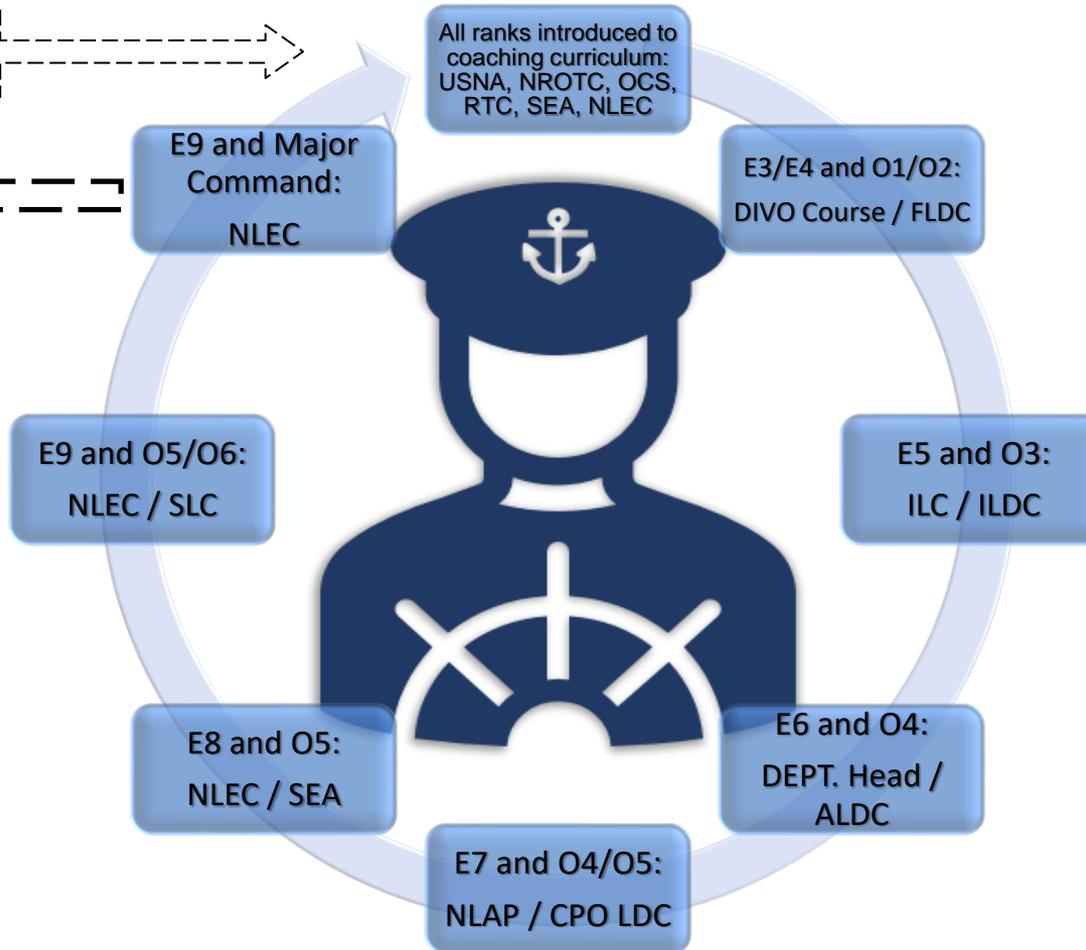
Performance Evaluation Transformation

- ❑ Guiding principles: FAIR, SIMPLE, HELPFUL
- ❑ Four module, interconnected prototype known as SPAR (Sailor Performance Appraisal and Recommendation). Two sequences:
 - Sailor Development Sequence (**Module 1**: Expectation Setting, **Module 2**: Mid-cycle Performance Review, **Module 3**: Performance Evaluation)
 - Fitness for Selection Sequence (**Module 4**: Promotion Recommendation)
- ❑ Exploring feasibility of incorporating SPAR Modules 1 (Expectation Setting) and 2 (Mid-cycle Performance Review & close-out) into existing performance-centric programs, such as Career Information Management System (CIMS), & Career Waypoints (C-WAY)
- ❑ Continued prototyping, feedback, & development for Modules 3 (Performance Evaluation) and 4 (Promotion Recommendation)
- ❑ FY24 approved NPS study to reduce risk for future personnel selection: “*Performance Evaluation & Promotion Recommendation: Best Practices for Selection Boards*” and “*Identifying Cognitive Biases in Selection Boards Using a Data-Driven Approach*” will explore how to best visualize performance data (current and future) at selection board



MyNavy Coaching

Sailor Lifecycle



- Sailors are introduced to the MNC curriculum and the coaching concepts at their accession point.
- Through out the Sailors entire career they are formally coached at their mid-term evaluation utilizing the updated BUPERINST 1610, NAVPERS 1610/19 (Individual Development Plan) and NAVPERS 1610/20 (Mid-term Counseling Checklist). **Modules 1&2 for PET soon to be implemented in this process.**
- At each advancement and career milestone, the MNC curriculum is reinforced through their corresponding Leadership/Development training.
- NLAP participants are offered coaching for post-board development

Note: The Sailor Lifecycle graphic is for informational purposes. Actual timelines and career event cycles may vary.



MyNavy Coaching

- Launching coaching app pilot study 1) for NLAP candidates for post-board development and 2) for broader Navy scalability.
- 5-day course curriculum finalized and in the process of being certified. First official 5-Day course to be conducted in April at NLEEC Newport, RI.
- One-year BetterUp contract offering professional coaching to 380 participants (March 2024-2025)
- Total of 70 certified coaches performing coaching services at various commands throughout the fleet.
- Total of 140 personnel JQR qualified to conduct MyNavy Coaching workshops in their geographic area.
- Developing measures to evaluate the success of coaching and Mid-Term Counseling on performance and retention.

Questions & Discussion