

Sailor Gram

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BRILLIANT ON THE BASICS

Topic: *Command Indoctrination (SAILOR)*

Personal interaction between the entire chain of command and each SAILOR – from day one to their PRD – is critical to keeping our Sailors focused on their professional growth and support of their families.

Executing and oversight of the programs highlighted by "Brilliant on the Basics" will provide the foundation for the success of our Sailors while in the Navy and will ensure the Navy remains an employer of choice and a Top 50 organization into the future.

Command Indoctrination is the cornerstone for communicating requirements and expectations to newly reporting Sailors. The Indoctrination Program is the Navy's official program to facilitate the integration of Sailors into their new working and living environment. Commands are responsible for ensuring Indoctrination is provided to all personnel within 30 days of reporting or within 3 drill weekends. It is at this required course, that command mission, policy and standards are verbalized to Sailors. Chief of Naval Operations has provided guidelines to allow each command to tailor this training to their specific platform; and mandates the inclusion of Navy Pride and Professionalism information in the course.

A great sponsorship program must be followed up by an effective Indoctrination Program. [OPNAVINST 1740.3C](#) (press Ctrl and click on link to see instruction) provides a template of required topics for the course. Guidance also mandates training for each of the Command Training Team Members (CTT) prior to delivery of Navy Pride and Professionalism.

Training of team members, evaluating and updating information sends a strong, positive signal that the Indoctrination Program is a valued part of setting Sailors on a path for success and that they are a valued member of the team. Indoctrination also sets the tone for what is expected of both Sailors and leadership. This process is essential to setting professional development goals and command expectations. When Sailors have a clear understanding of job requirements and command mission, Sailors perform better. Indoctrination correlates with long term success, personally and professionally. Including spouses in the indoctrination process can also provide great returns in family support and understanding.

A well organized indoctrination program lays the foundation for a successful and rewarding tour for our Sailors and families. Every command should have a program specifically tailored to their unique needs. OPNAVINST 1740.3C, Command Sponsor and Indoctrination Program, is the implementation tool for this element of Brilliant on the Basis.

"The Navy's Sponsor and Indoctrination Program is the foundation for building command relationships and assisting families worldwide. It is and has been a valuable tool to me for over 30 years." ~ CDR T.P. Wadley

- Training Coordinators shall conduct command indoctrination training as specified by current course requirements.
- Maintaining an effective proactive indoctrination program sets our Sailors up for success!