



# RHUMB LINES

*Straight Lines to Navigate By*



November 29, 2007

## Career Development Tools... Ensuring Effective Leadership of our Sailors

*"Sailors make decisions based on the information they have. If the primary source of career information is 'scuttlebutt' or other unofficial channels, and not timely and accurate information from their command leadership, then Sailors will make decisions based on incomplete knowledge."*

– Vice Adm. J.C. Harvey, Jr., Chief of Naval Personnel

The Navy missed FY-07 reenlistment goals by a small margin which suggests a challenging time in retention. Command leaders must work with their Career Counselors to ensure we conduct Career Development Boards for **all** Sailors in order to positively impact retention!

### Career Development Board (CDB)... A proven delivery method of career information

- The #1 source of important information for enlisted Sailors (out of more than 30 sources) is the LPO and LCPO. Get them involved in the CDB and Sailors will listen.
- An effective CDB may be completed in 20-30 minutes and should include information and discussion on watch qualifications, education, advancement, pay, family readiness, rating health, command expectations and Sailor goals.
- CDBs are required for all Sailors upon reporting aboard, after six months on board, 12 months on board, and at 12 month intervals thereafter. Official guidance is contained in OPNAVINST 1040.11B.

### Career Information Management System (CIMS)... Your resource to kickstart the CDB

- The primary function of CIMS is to assist those who are responsible for the career development of Sailors with tracking, conducting, and documenting CDBs. CIMS allows access to Sailors' electronic service records, providing leaders the information needed to conduct a professional CDB.
- Fed by the Navy Standard Integrated Personnel System (NSIPS), CIMS remains updated and follows the Sailor from command to command.
- To learn more about CIMS visit <http://www.npc.navy.mil/CareerInfo/StayNavyTools/CIMS/>

### Career Management Symposium (CMS)... BUPERS comes to you!

- Nothing is better than face to face communication. CMSs are held worldwide in fleet concentration areas, giving Sailors a chance to meet with the experts about career development and provide feedback on retention issues.
- CMS experts include detailers and teams from the Center for Career Development – the people who write the orders, cut SRB checks and run selection boards.
- For current CMS schedule, visit <http://www.npc.navy.mil/CareerInfo/CareerManagementSymposia/Schedule2/>

### Key Messages

- CDBs are a key ingredient in the basics of retention and for career advancement.
- Retaining our highly skilled and motivated people is the basis for the Navy's operational readiness.
- We intend to attract, recruit, and retain a diverse, high-performing, competency-based and mission-focused force and ensure for the welfare of our Sailors, Navy civilians and their families (CNO Guidance).

### Facts & Figures

The Navy did not meet FY07 reenlistment goals in two of the three key zones:

|                 | FY07 | FY07       | FY08 |
|-----------------|------|------------|------|
| Zone            | Goal | Reenlisted | Goal |
| • A (< 6 yrs)   | 50%  | 46.6%      | 48%  |
| • B (6-10 yrs)  | 60%  | 58.2%      | 58%  |
| • C (10-16 yrs) | 80%  | 82%        | 82%  |