



## @USNPEOPLE WEEKLY WIRE

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### 2) Navy Families Get More Lead Time on Overseas Screening with a Letter of Intent / 3 SEP 14 [\[LINK\]](#)

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The LOI would go to the Sailor's command and allows the Sailor and dependents to begin the overseas screening process immediately, instead of waiting for orders. Sailors have to complete overseas screening within 30 days of receiving the LOI. Their families have 60 days. If they don't complete the screening within that window, they will automatically be considered for reassignment to a needs-of-the-Navy assignment.

### 3) Enlisted Leadership Training Review Asks Sailors: What Do You Need? / 4 SEP 14 [\[LINK\]](#)

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## **1) Fiscal Year 2015 General Military Training Requirements Announced / 3 SEP 14 [[LINK](#)]**

By Susan D. Henson, Center for Personal and Professional Development Public Affairs

The Navy's General Military Training (GMT) schedule for fiscal year 2015 (FY-15), announced Sept. 2, outlines significant changes for the program, according to Naval Administrative Message (NAVADMIN) 202/14.

"We listened to what the fleet had to say and what command leaders recommended, and as a result the Navy is giving command triads greater flexibility and more say in how their individual commands deliver GMT topics," said Capt. Ferdinand Reid, commanding officer of the Center for Personal and Professional Development, which administers the GMT program.

The feedback came from a variety of levels throughout the Navy and was provided to the Navy's Flag/Senior Executive Planning Board for Training, with input from U.S. Fleet Forces Command, as well as numerous others, according to the message. The outcome of this coordination was the consolidation of several training topics into fewer lessons and eliminating anger management as a topic altogether.

Another significant change is command leaders will have the option of what subjects to deliver that satisfy the personal financial management (PFM) GMT requirement.

"This allows commanders to best meet the needs of their command by tailoring the training to their Sailors' knowledge level and requirements," said Reid.

Examples of PFM topics include car buying strategies, credit management, home buying, and financial planning for deployment.

The NAVADMIN also lists required training for FY-15, provides updated guidance for unit commanders regarding which lessons must be delivered face to face, and gives discretion on how some lessons are delivered to Sailors in their commands.

"All the required lessons are listed on the Navy Knowledge Online (NKO) GMT page along with the standardized training materials. Content is also available on Navy eLearning for certain topics that aren't required to be delivered in face to face sessions," said Reid.

GMT is an opportunity for command leaders to have targeted, meaningful conversations with their Sailors about character, integrity and professionalism using the GMT content as their road map, he said.

In keeping with guidance that supports the Navy's efforts of reducing administrative distractions to eliminate administrative burdens on the fleet, FY-15 GMT topics are divided into two categories.

Category one training must be conducted as face to face sessions led by facilitators at the command level. Commands are directed to use senior leadership, such as chief petty officers and command training team members, to deliver this category of training.

"We encourage commands to partner with local subject matter experts and collateral duty officers to complement the standardized GMT content. This will help expand the impact of the training experience for Sailors," Reid said.

FY-15 training topics in category one include Equal Opportunity; Hazing Policy and Prevention; Sexual Assault Prevention and Response Awareness; and Suicide Awareness and Prevention.

The topics listed on the NKO GMT page not identified as category one are considered category two. The delivery method for category two lessons is at the discretion of unit commanders. Several, but not all, category two lessons are available as web based training and can also be delivered in face to face sessions. When multiple delivery methods exist, commanders may also choose to combine them in order to most effectively balance command operational requirements with training opportunities.

To help commands plan their training, the NKO GMT page has a planning calendar that lays out suggested months for training delivery coinciding with national and Navy wide communication themes.

These won't be the only changes to the Navy GMT program, said Reid.

"We're constantly reviewing GMT materials with the intent of delivering the most up to date training to meet fleet needs and Sailors' learning styles," he said. "Because of this, we update the GMT page on NKO on a monthly basis, at a minimum. So keep checking the NKO GMT page and please send us feedback on how we can improve GMT lessons and the overall program."

Sailors with feedback should submit it to the Center for Personal and Professional Development (CPPD) via email at [gmt.distribution@navy.mil](mailto:gmt.distribution@navy.mil).

## **2) Navy Families Get More Lead Time on Overseas Screening with a Letter of Intent / 3 SEP 14 [\[LINK\]](#)**

From Navy Personnel Command Public Affairs

Life just got easier for Navy families going overseas with their Sailor with the release of a Navy message Sept. 3.

Previously Sailors and their families had to wait for hard-copy orders to start their overseas screening. Now a Letter of Intent (LOI) will allow them to start the process.

"A working group was convened to evaluate the current overseas screening process and it came up with some recommendations. They recommended Navy Personnel Command issue a Letter of Intent (LOI) once a Sailor is identified for an overseas billet," said Capt. Chris Harris, director, Distribution Management. "The LOI would go to the Sailor's command and allows the Sailor and dependents to begin the overseas screening process immediately, instead of waiting for orders."

According to NAVADMIN 203/14, official orders will not be released until by Navy Personnel Command (NPC) until screening is complete and the Sailor and family members are eligible. Sailors have to complete overseas screening within 30 days of receiving the LOI. Their families have 60 days. If they don't complete the screening within that window, they will automatically be considered for reassignment to a needs-of-the-Navy assignment.

"We know that delays are sometimes unavoidable, due to circumstances beyond a Sailor's control, so waiver requests will be considered by NPC," said Harris.

### **3) Enlisted Leadership Training Review Asks Sailors: What Do You Need? / 4 SEP 14 [\[LINK\]](#)**

By Susan D. Henson, Center for Personal and Professional Development Public Affairs

Sailors with opinions or ideas about how to best develop enlisted leaders are being asked to provide input on two Navy courses that are currently under review, said the review project's leader Sept. 4.

The Center for Personal and Professional Development (CPPD) is the Curriculum Control Authority for the Petty Officer Second and Petty Officer First Class Selectee Leadership courses. CPPD administers the courses' content, which is then taught to Sailors by their commands. As part of its course review process, CPPD is conducting a large-scale, fleet-wide research project to assess the current courses' value and effectiveness, according to Don Squibb, outcome and assessment manager for CPPD's Requirements Directorate. The project is called Enlisted Leadership Requirements Review (ELRR).

"We're collecting data for the ELRR project from across geographic regions, paygrades, ratings and communities to evaluate the current state of enlisted leadership training for first and second class petty officers and ask Sailors what training they need," said Squibb, who is the project lead. "We're casting a wide net because we need to define the 'what is' from the fleet's perspective before we can recommend the best possible updates to the training that CPPD provides our Navy's junior enlisted leaders."

The ELRR project consists of CPPD teams visiting fleet concentration areas globally to conduct focus groups, which are each approximately two hours in length. The primary focus groups consist of nine active duty petty officers each (three E-4s, three E-5s, and three E-6s). Additional groups for chiefs and officers are being planned and will be held if deemed necessary after a review of the initial findings from the primary focus groups.

CPPD's focus group facilitators will gather fleet recommendations on delivery and content improvements for the revised Enlisted Leadership Training curriculum. Squibb said the questions center on active duty Sailors' experiences in their current leadership roles. Participants will also be asked to provide ideas for training topics based on their own perspectives of what they believe they need to know, or in the case of more senior petty officers, what they wish they'd known prior to assuming higher leadership positions.

Commands that agree to participate in the project will nominate their focus group participants on the basis of paygrade, according to Squibb. Sailors not selected to participate in a focus group but wanting to voice an opinion can provide their input by completing a survey.

"While the primary focus group participants will be active duty Sailors, Reserve Component Sailors are invited to participate in the online surveys," he said. "The ELRR is focusing on training specifically for active duty Sailors. The training for reserve Sailors will be reviewed at a later, undetermined date."

The online surveys are open to E-1 through O-6 Active or Reserve Component Sailors. Three surveys are planned, according to Squibb. The first survey is currently open and assesses how much time Sailors spend on technical, management and leadership tasks.

"The online surveys will assess relevant issues driving leadership training and professional development requirements," he said.

All feedback will remain anonymous. Squibb said the information CPPD collects through the focus groups and surveys will not be attributed to any single command or Sailor. Narrative comments will be aggregated and quantified for analysis, which CPPD will use to develop course revision recommendations.

CPPD Executive Director Doug Kibbey said the success of the ELRR project is dependent on Sailors' degree of participation.

"We continually look for ways to refine and improve training for the fleet," said Kibbey. "For any of CPPD's course reviews, fleet feedback is key to formulating the best possible training for our Sailors' development and Navy mission readiness. The ELRR project is especially dependent on Sailors' input - in fact it's vital to ensuring we provide the best possible leader development opportunities and relevant training that supports the fleet's needs."

Sailors interested in participating in the first online survey can access it at [https://www.research.net/s/LDRSHP\\_WORKTIME](https://www.research.net/s/LDRSHP_WORKTIME). Links for follow-on surveys will be announced via Sailors' chain of command, as well as through command career counselors, Navy Counselors, command enlisted leaders and Navy College Offices.

#### **4) Aviation Command Retention Bonus is Back / 5 SEP 14 [LINK](#)**

From Chief of Naval Personnel

After a year's worth of work and staffing, Navy leadership approved the restoration of the Aviation Command Retention Bonus (ACRB) this week. This will increase the pool of talented and qualified officers with command experience to fill critical commander and captain jobs.

Below are the 5 top things you need to know about ACRB:

1. The potential for an improving economy has increased job opportunities in the civilian sector for skilled O5 aviators. With this bonus we get a "two-fer," it will provide compensation for our most talented operators to continue their service as well as motivation for junior officers to pursue an aviation command career path.
2. The bonus will be paid to O5 commanding officers (CO) (operational, operational training or special mission) in two installments of \$18K, COs may apply for the bonus upon taking command. First payment can occur during the command tour, second payment will be one year later.
3. COs who take the bonus are obligated to serve through their 20th and 21st years of service--ensuring we have needed O5s with command experience, encouraging retention until these officers are in zone for promotion to O6.
4. Specifics will be promulgated in an upcoming NAVADMIN and will be detailed on the Navy Personnel Command Aviation Career Continuation Pay (ACCP) website at <http://www.public.navy.mil/bupers-npc/officer/detailing/aviation/ocm/pages/>
5. A similar bonus for Surface Warfare Officers is in work.

## 5) V38 Blog: RAND Military Workplace Study / 4 SEP 14 [\[LINK\]](#)

By Adm. Michelle Howard, Vice Chief of Naval Operations

Shipmates, I wanted to take a moment to talk about the *RAND Military Workplace Study* and why it's important to me. The Study is a survey that asks questions about your individual workplace conditions.

As a leader, I believe that every Sailor deserves a responsible, professional and safe work environment. It's through surveys, like command climate surveys you take at the ship or squadron level, that we as leaders understand whether we've created the environment that allows each of you to succeed.

The surveys give you a voice. If things are good, leaders like to know. If things are not good, leaders need to know. Information gives leaders the opportunity to keep things good, or make improvements.

The RAND Military Workplace Study is a confidential survey, and not all of you will be asked to take it. If invited, I ask that you remember our core values and have the courage to honestly answer the questions. I will listen if you choose to speak.

As I visit many of you throughout the Fleet, I am continually impressed by all of you. You are patriots serving our Country. You have embraced the CNO's Tenets: "Warfighting First, Operate Forward, and Be Ready." I believe the foundation of supporting the tenets is our ability to take care of ourselves and our Shipmates.

The RAND Military Workplace Study allows us to do just that.

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