November is National American Indian Heritage Month

This month, we honor National American Indian Heritage Month celebrating achievements of American Indians and Alaska Natives and recognizing the central role they have played in the nation’s history. American Indians and Alaska Natives have a legacy of honorable service that permeates naval history through every major armed conflict for more than 200 years. More than 22,000 American Indians or Alaska Natives serve in the U.S. military and their contributions have been critical to the nation’s defense.

MyNavy Career Development Symposium…Coming to Hawaii, Rota

Mark your calendar! Next year, the MyNavy Career Development Symposium (CDS) team is heading to Hawaii in January and Rota, Spain in February. During the recent November CDS at NAS Lemoore, subject matter experts provided more than 800 Sailors the newest information on enlisted advancement exam changes, meritorious advancement program expansion, Navy family-friendly changes, tuition assistance, Navy credentialing and even a preview of the new performance evaluation counseling tool prototype. Sailors also had the opportunity to talk face-to-face with details and community managers about career planning, available assignments and how to navigate their careers. Sixty-three PACT (Professional Apprentice Career Track) Sailors were awarded rates based on their preferences, qualifications and available opportunities.

Sailors who attended MyNavy CDS, NAS Lemoore are invited to participate in a brief survey about the event, so we know how to make future symposiums better! The survey is available at: https://survey.max.gov/498225.

Each CDS is an opportunity for Sailors to provide feedback to Navy personnel leaders on changes they would like to see made to improve the Navy. Many of the recent personnel programs and changes are a direct result of Fleet Sailors input.

For videos, stories and information about MyNavy CDS visit: https://www.public.navy.mil/bupers-npc/career/talentmanagement/Pages/CDS.aspx.

In-Residence URL Graduate Education Policy Change

Unrestricted Line (URL) community administrative boards have begun selecting the most fully-qualified, due course officers for attendance at in-residence graduate education (IRGE) programs and in-residence Joint Professional Military Education (JPME). This new board reflects the Navy’s continued emphasis on developing Navy leaders who understand the art and science of warfighting and can lead in complex strategic environments.

In-residence education programs, such as Naval War College, Naval Postgraduate School, Fleet Scholar Education Program, Olmstead Scholar and other similar programs provide the best opportunities to mature critical and strategic thinking skills for Navy leaders. Tuition assistance, graduate education vouchers and other opportunities remain open for all officers without the board requirement.

Starting with Fiscal Year 2020, statutory and administrative boards will adhere to revised precept language that enforces the value and importance of IRGE programs in their selection of officers for promotion and career milestones. URL officers in year group 2015 and beyond will be required to graduate from an IRGE program prior to assuming major command. However, these officers will be able to screen for major command prior to graduating from an in-residence program. This will allow maximum career flexibility to meet the graduate education requirement.

To meet the requirements of this policy, IRGE is defined as a completion of a graduate degree or professional military education program allowing officers to dedicate time in an academic environment. The program may be funded through the Navy or self-funded. Distance learning degree programs and the compressed JPME Phase II course at Joint Forces Staff College will not count toward this requirement.

For more information read NAVADMIN 263/18 at www.npc.navy.mil. To contact your detailer, go to the NPC PERS-4 detailing website at https://www.public.navy.mil/bupers-npc/office/Detailing/Pages/default2.aspx.
MCPON Smith
Letter to the Fleet

The world stage is a very dynamic and challenging one, with many nations maturing their ability to efficiently operate in the maritime environment. The evolution of technology, and our Navy’s growth in this new “great powers” era demands that our Navy apply resources in a far more refined and complex manner. As our Navy’s storied legacy continues, the Navy the Nation Needs will demand more from us. We must become stronger, run faster and effectively build teams to compete and win in high-end warfare at sea.

Institutional loyalty – “ship, shipmate, self” – as well as organizational transparency and clear messaging will continue to be a priority, as well as dignity and respect between all of our teammates. Understanding the solemn privilege we have as stewards of the public trust will be emphasized. Austerity and humility are necessary attributes to embrace as we carefully manage the resources the American public has entrusted to us.

Every Navy leader aspires to leave behind a better and more prepared Navy than the one they found when they arrived and I am no different. The principal concern of the Office of the MCPON remains first and foremost to serve as a determined advocate on behalf of our enlisted force, as well as to find ways to leverage our 3,000 master chiefs in leading 31,000 chief petty officers to build winning teams in preparation for the future fight. Together we must set a blistering pace above, on and below the sea, projecting strength so profoundly that we give pause to anyone who would dare challenge us.

Four great strengths of the Mess are technical competence, innovative thinking, communication and networking. These skills give us the ability to be a force multiplier in both peace and war, enabling us to solve the greatest challenges by connecting our Navy horizontally. Known for using deckplate skills and experience to innovate and get results, the Mess will be absolutely essential to finding new and better ways to build muscle memory that develops toughness, which will lead to true combat readiness.

We must keep Sailors from getting sidetracked or distracted, keeping them instead laser-focused on combat at sea against a determined enemy. To that end, we are engaged in delivering tools to the fleet, to render greater efficiencies in both personnel management and how we educate and train our Sailors. Those efforts will return time and opportunity to the deckplates, allowing leaders to focus on tactical skills and warfighting readiness.

Throughout our history, our greatest return value has never been our machinery – rather, it has been the courage of the American Sailor facing adversity around the world. Perseverance, fortitude and spirit of service that each and every one of you brings to the fight will give us the decisive edge in the fight to come.

Congratulations Petty Officers!
Over 22,000 active, Full Time Support and Selected Reserve Petty Officers will advance to E-4, E-5 and E-6! Check out who made the list at https://www.navy.mil/ah_online/ftrStory.asp?issue=3&id=107863

Navy’s 2018 Vice Admiral James Bond Stockdale Recipients

Chief of Naval Operations Adm. John Richardson presents the 2018 Vice Admiral James Bond Stockdale Leadership Award in the Pentagon Hall of Heroes, Nov. 14.

This year’s recipients are Cmdr. Michael Lisa, Pacific Fleet and Cmdr. Allen Siegrist, Atlantic Fleet. The award is presented annually to two commissioned officers on active duty in the grade of commander or below who are serving in command of a single unit, and who serve as examples of excellence in leadership and conspicuous contribution to the improvement of leadership in the Navy. Congratulations!

Breastfeeding in the Navy

Decisions that affect both your personal and professional life are often the hardest to make. Breastfeeding after giving birth is one of them, but Navy wants to help make that easier. In fact, research shows that breastfeeding not only supports both Sailor and infant health, but it is also cost-effective and improves world balance.

Navy supports Sailors who decide to breastfeed and pump breastmilk upon return to duty and commands must provide a clean, private lactation space (not a restroom) with ready access to running water. These spaces are no longer a “nice to have” – they are a must have!

Check out Navy’s new Breastfeeding in the Navy webpage to learn more about why breastfeeding matters, how to set up a lactation room or Nursing Mother’s Program in your own command, as well as best practices for lactation rooms and much more! For more information, visit https://www.public.navy.mil/bupers-npc/support/inclusion/Pages/Breastfeeding-in-the-Navy.aspx

Apps Amazing!!

Domestic Violence Prevention

The Domestic Violence Prevention All Hands app, revised for 2018, provides easy access to information for the prevention of domestic violence and child abuse. The recent upgrade includes info about Talia’s Law for reporting child abuse and new requirements for all instances of child abuse to be reported to the Family Advocacy Program.

Learning objectives covered in the app include:

- Define domestic violence and child abuse
- Identify the types of domestic violence
- Identify the three phases within the cycle of domestic violence
- Identify domestic violence reporting options
- Identify characteristics of the two reporting options
- Identify requirements for reporting any suspected child abuse

Download the app through the Navy App Locker at https://www.applocker.navy.mil/#/apps, and iTunes and Google Play online stores.
Have questions? Check out the DoD BRS web page at https://militarypay.defense.gov/blendedretirement/.

Finding a Balance: Practicing Self-Care Using Boundaries

Trying to keep people happy and avoid rocking the boat can be demanding and exhausting to one’s physical, emotional and psychological health. People pleasing can come in the form of agreeing to every favor, task or assignment. It could be allowing people to be present in personal space even when preferring to be alone. Or it may be putting up with behaviors that cause frequent feelings of anger, frustration or sadness and never acknowledging it to the offender. If you’re experiencing any of this may indicate a need to explore the process of setting boundaries.

A boundary is the deliberate space you establish between yourself and someone else. Boundaries define the behaviors, actions and characteristics that are not tolerable within a relationship.

It’s important to determine what you will and will not accept in all relationships, including those with family, friends or shipmates. Setting boundaries limits unwanted behaviors and treatment from the people in your life. It indicates that while your relationship with others is important to you, you still prioritize your own feelings and emotions. “No” is a complete sentence and is essential in the process of setting boundaries. Comfortably saying “no” to unwanted requests or inconsiderate actions tells your family members, friends, romantic partners and fellow Sailors that you are not afraid to advocate for yourself.

Setting healthy boundaries can be difficult, but it is a necessary self-care act crucial for psychological wellbeing and for maintaining integrity in your relationships with others. Adhering to your boundaries and refusing to allow negotiation is part of learning to take care of yourself.

Here are some tips:

- Understand and acknowledge your values and your feelings. Centering your own emotions is necessary for establishing boundaries.
- Make your boundaries and consequences clear. Unless you clearly communicate to the people in your life what your boundaries are, they will never know what they are or how to avoid overstepping them. Be assertive.
- Don’t feel bad about setting boundaries. Setting boundaries is a necessary part of a comprehensive self-care routine. Maintaining boundaries allows you to focus on your own physical, emotional and psychological health.
- Know when your boundaries are not being respected and respond accordingly. Prioritize your own boundaries and don’t feel pressured to give multiple chances to someone who understands your boundaries but refuses to acknowledge them.

If you or a shipmate are dealing with psychological health concerns or issues with a spouse, family member or children, the Fleet and Family Support Program provides support through counseling services. Find your local Fleet and Family Support Center at https://www.cnic.navy.mil/ffr/family_readiness/fleet_and_family_support_program.html.

MNCC Got Something to Say About MNCC? We’re Listening!

Have you used the Navy’s new MyNavy Career Center Contact Center? If so, leadership and contact agents want to know about your customer experience. The Interactive Customer Evaluation (ICE) system is a web-based program that allows you to provide quick and easy online feedback about services provided by MNCC...the good, the bad and everything in between.

ICE helps us improve our customer service by giving our managers crucial information regarding the level of satisfaction of services provided through these feedback reports. There is also an option in ICE to request a follow-up. This tool not only ensures the contact agents and service providers receive your feedback, but they have an opportunity to get back with you about your comments. Sailor-focused customer service is our number one priority as we continue transforming the Navy’s pay and personnel services.