

R 261419Z SEP 08

FM CNO WASHINGTON DC//N1//

TO NAVADMIN

INFO CNO WASHINGTON DC//N1//

BT

UNCLAS //N05351//

NAVADMIN 272/08

MSGID/GENADMIN/CNO WASHINGTON DC/N1/SEP//

SUBJ/ENLISTED NAVY LEADERSHIP DEVELOPMENT//

REF/A/GENADMIN/CNO WASHINGTON DC/192052Z JAN 06//

REF/B/DOC/BUPERS/2 NOV 2007//

REF/C/DOC/OPNAV/13 NOV 1990//

REF/D/DOC/OPNAV/3 APR 2003//

NARR/REF A IS NAVADMIN 033/06, NAVY LEADERSHIP CONTINUUM. REF B IS BUPERSINST 1430.16F, ADVANCEMENT MANUAL FOR ENLISTED PERSONNEL OF THE U.S. NAVY AND U.S. NAVY RESERVE. REF C IS OPNAVINST 5351.2, ENLISTED NAVY LEADER DEVELOPMENT. REF D IS OPNAVINST 3120.32C, STANDARD ORGANIZATION AND REGULATIONS OF THE U.S. NAVY.//

RMKS/1. THIS NAVADMIN ESTABLISHES POLICY AND PROCEDURES FOR NEW UNIT TRAINING REQUIREMENTS FOR PETTY OFFICER FIRST AND SECOND CLASS SELECTEES AS PART OF THEIR ENLISTED LEADERSHIP DEVELOPMENT. BUILDING ON THE SUCCESS OF THE PETTY OFFICER SELECTEE COURSE INTRODUCED IN 2006 AND THE CPO SELECTEE COURSE INTRODUCED IN 2007, THIS NEW TRAINING REPRESENTS A FUNDAMENTAL CHANGE IN HOW WE PROVIDE LEADERSHIP TRAINING TO OUR PO1 AND PO2 SELECTEES, AIMED AT IMPROVING OUR DECK PLATE LEADERS. AS WITH THE PO AND CPO SELECTEE COURSES, COMMANDS WILL NOW HAVE THE OPPORTUNITY AND RESPONSIBILITY TO DEVELOP THEIR ENLISTED LEADERSHIP. USING CURRICULUM DIRECTLY AIMED AT THE NEWLY SELECTED PO1 AND PO2, THE NEW COURSES WILL PROVIDE MORE RELEVANT AND TIMELY LEADERSHIP TRAINING. THIS NEW POLICY ALSO ELIMINATES A POTENTIAL IMPEDIMENT TO ADVANCEMENT BY REMOVING THE REQUIREMENT TO COMPLETE LEADERSHIP TRAINING IN ORDER TO BE ELIGIBLE TO TAKE AN ADVANCEMENT EXAM. THIS NOT ONLY REMOVES AN ADVANCEMENT BARRIER, BUT BY FOCUSING ONLY ON THOSE SELECTED FOR ADVANCEMENT, PROVIDES A SIGNIFICANT MANPOWER SAVINGS AS COMMANDS WILL NO LONGER BE REQUIRED TO SEND MOST OF THEIR SAILORS TAD FOR LEADERSHIP SCHOOLS. AS HAS OCCURRED WITH THE OTHER SELECTEE COURSES, I EXPECT COMMAND MASTER CHIEFS AND THE CHIEFS' MESS TO STEP FORWARD AND EXECUTE THIS TRAINING TO PROVIDE OUR NEW SELECTEES WITH MORE EFFECTIVE AND MORE RELEVANT LEADERSHIP TRAINING.

2. THIS MESSAGE ANNOUNCES THE FOLLOWING CHANGES TO ENLISTED LEADERSHIP TRAINING THAT APPLY TO ACTIVE DUTY, FULL TIME SUPPORT, AND DRILLING SELECTED RESERVISTS:

A. ESTABLISHES NEW COMMAND DELIVERED LEADERSHIP COURSES FOR PO1 AND PO2 SELECTEES.

B. REMOVES THE REQUIREMENTS TO COMPLETE LEADERSHIP TRAINING IN ORDER TO PARTICIPATE IN THE E6 AND E7 ADVANCEMENT EXAMINATIONS AND THE E8 SELECTION BOARD.

C. ESTABLISHES PROCEDURES FOR IMPLEMENTATION OF THE NEW TRAINING.

D. ANNOUNCES A NEW LEADERSHIP CURRENCY COURSE FOR PETTY OFFICERS THAT COMPLEMENTS CHIEFS MESS TRAINING.

E. PROVIDES WAIVER GUIDELINES FOR THE NEW TRAINING.

3. THIS MESSAGE SUPERSEDES PROCEDURES OF REFS A AND B THAT APPLY TO ENLISTED PERSONNEL AND AMENDS REF C POLICY. THE POLICY AND PROCEDURES DELINEATED IN REF A FOR OFFICER LEADERSHIP DEVELOPMENT REMAIN IN EFFECT. CHANGES TO REF C WILL BE PUBLISHED WITH THE NEXT SCHEDULED UPDATE.

4. THERE ARE NO CHANGES IN REQUIREMENTS FOR THE PETTY OFFICER SELECTEE LEADERSHIP COURSE (POSLC) FOR SAILORS SELECTED FOR E4, AND NO CHANGES IN REQUIREMENTS FOR THE CHIEF PETTY OFFICER SELECTEE LEADERSHIP COURSE (CPOSLC) FOR SAILORS SELECTED FOR PROMOTION TO CHIEF PETTY OFFICER.

5. THE NEW PETTY OFFICER FIRST CLASS SELECTEE LEADERSHIP COURSE (PO1SLC) WILL BE REQUIRED FOR ALL PO1 SELECTEES FROM THE FEBRUARY/MARCH 2009 EXAM AND ALL SUBSEQUENT EXAMS.

A. EFFECTIVE 1 OCTOBER 2008, THE REQUIREMENT FOR ALL E5 PERSONNEL TO COMPLETE THE WORK CENTER SUPERVISOR LEADERSHIP COURSE (WCSLC) PRIOR TO PARTICIPATION IN THE E6 ADVANCEMENT EXAMINATION IS REMOVED. THE AUGUST/ SEPTEMBER 2008 E6 EXAM WAS THE LAST CYCLE REQUIRING THE COMPLETION OF THE WCSLC. WCSLC CONVENINGS WILL END ON 1 OCTOBER 2008.

B. FOR THE FEBRUARY/MARCH 2009 EXAM CYCLE ONLY, COMPLETION OF PHASES ONE AND TWO OF THE NEW UNIT LEVEL PO1SLC WILL BE REQUIRED NOT LATER THAN 31 AUGUST 2009.

C. FOR ALL SUBSEQUENT EXAM CYCLES, PO1 SELECTEES MUST COMPLETE PHASE ONE OF THE PO1SLC AT THEIR RESPECTIVE COMMAND PRIOR TO FROCKING. PO1S WILL THEN COMPLETE PHASE TWO PRIOR TO THE DATE OF THE FIRST ADVANCEMENT PAY INCREMENT OF THE RESPECTIVE EXAMINATION CYCLE.

6. THE NEW PETTY OFFICER SECOND CLASS SELECTEE LEADERSHIP COURSE (PO2SLC) WILL BE REQUIRED FOR ALL PO2 SELECTEES FROM THE AUGUST/SEPTEMBER 2009 EXAM AND ALL SUBSEQUENT EXAMS.

A. FOR THE AUGUST/SEPTEMBER 2009 EXAM CYCLE ONLY, COMPLETION OF PHASES ONE AND TWO OF THE NEW PO2SLC WILL BE REQUIRED NOT LATER THAN 28 FEBRUARY 2010.

B. FOR ALL SUBSEQUENT EXAM CYCLES, SELECTEES MUST COMPLETE PHASE ONE OF THE PO2SLC AT THEIR RESPECTIVE COMMAND PRIOR TO FROCKING. PO2'S WILL THEN COMPLETE PHASE TWO OF THE PO2SLC PRIOR TO THE DATE OF THE FIRST ADVANCEMENT PAY INCREMENT OF THE EXAMINATION CYCLE.

7. THIS MESSAGE REMOVES THE REQUIREMENT FOR ALL E6 PERSONNEL TO COMPLETE THE LEADING PETTY OFFICER LEADERSHIP COURSE (LPOLC) PRIOR TO PARTICIPATION IN THE E7 ADVANCEMENT EXAMINATION. COMPLETION OF THE LPOLC IS NOT REQUIRED FOR THE JANUARY/FEBRUARY 2009 E7 EXAM CYCLE. LPOLC CONVENINGS WILL END ON 1 FEBRUARY 2009.

8. THE REQUIREMENT FOR ALL E7 PERSONNEL TO COMPLETE THE LEADING CHIEF PETTY OFFICER LEADERSHIP COURSE (LCPOLC) PRIOR TO CONSIDERATION BY THE E8 SELECTION BOARD IS ALSO REMOVED. COMPLETION OF THE LCPOLC IS NOT REQUIRED FOR THE MARCH/APRIL 2009 E8 SELECTION BOARDS. LCPOLC CONVENINGS WILL END ON 1 MAY 2009.

9. ENLISTED LEADERSHIP DEVELOPMENT IS A SEQUENTIAL AND PROGRESSIVE CONTINUUM OF COURSES ADMINISTERED AS UNIT TRAINING IAW CHAPTER 8 OF REF D.

D. THIS UNIT LEVEL LEADERSHIP TRAINING IS DESIGNED TO COINCIDE WITH SELECTION AND ADVANCEMENT TO DESIGNATED PAYGRADES. DURING THE PERIOD OF TRANSITION TO THE NEW COURSES OF INSTRUCTION, THE CENTER FOR PERSONAL AND PROFESSIONAL DEVELOPMENT (CPPD) WILL MAINTAIN CLASSROOM AND INSTRUCTOR CAPABILITY TO SUPPORT THOSE COMMANDS NEEDING ASSISTANCE. CPPD PROVIDES SUBJECT MATTER EXPERTS (SME) WHO WILL OFFER ASSISTANCE WITH LEADERSHIP CONTENT AND INSTRUCTIONAL DELIVERY MATTERS.

A. DETAILS ABOUT UNIT TRAINING ARE ACCESSIBLE IN THE NAVY KNOWLEDGE ONLINE (NKO) PORTAL VIA [WWW.NKO.NAVY.MIL](http://WWW.NKO.NAVY.MIL) BY CLICKING ON THE LEADERSHIP TAB. CPPD HAS DEVELOPED A SERIES OF FREQUENTLY ASKED QUESTIONS, COMPLETE WITH HOW-TO DIRECTIONS, ON NKO. NOTIONAL SCHEDULES, LEARNING SITES, CONTACT NUMBERS AND RELATED INFORMATION WILL BE AVAILABLE ON NKO WITH MONTHLY UPDATES UPON RELEASE OF THIS MESSAGE.

B. COMPLETION OF LEADERSHIP TRAINING COURSES SHALL BE DOCUMENTED BY ALL COMMANDS IN THE FLEET TRAINING MANAGEMENT AND PERSONNEL SYSTEM (FLTTPS). COMPLETION DATA WILL BE ENTERED VIA THE COURSE COMPLETION

ENTRY MENU OPTION AT [HTTPS://NTMPSWEB.NTMP.S.NAVY.MIL/FLTMPS/](https://ntmpswb.ntmps.navy.mil/fltmps/). FOR FLTMP ASSISTANCE, CALL THE FLTMP HELPDESK AT 866-438-2898.

10. A NEW LEADERSHIP CURRENCY COURSE (LCC) IS BEING DEVELOPED THAT WILL SUPPORT SAILORS IN PAYGRADES E4-E6. THE LCC IS UNIT TRAINING THAT WILL BE EXPRESSLY DESIGNED WITH RELEVANT CONTENT RELATED TO FLEET INTEREST ITEMS OR TO SPECIAL EMPHASIS PROGRAMS. THIS NEW TRAINING WILL BE INTRODUCED IN LATE CY 2009 AND WILL FOCUS ON PAYGRADE SPECIFIC LEADERSHIP RESPONSIBILITIES. THE NEW CHIEF'S MESS TRAINING (CMT) INTRODUCED IN 2007 PROVIDES SIMILAR UNIT LEVEL TRAINING FOR E7-E9. SAILORS WILL COMPLETE LCC/CMT MODULES DURING THE ANNUAL TRAINING CYCLE AT THEIR RESPECTIVE COMMANDS.

11. NEW PETTY OFFICER SELECTEE LEADERSHIP COURSE IMPLEMENTATION:

A. THE NEW PO1SLC WILL BE AVAILABLE FOR DOWNLOAD VIA NKO ON 30 SEPTEMBER 2008. THE CD/DVD VERSION WILL BE DISTRIBUTED IN OCTOBER 2008. TO ASSIST COMMANDS WITH DEVELOPING THE EXPERTISE TO CONDUCT THE COURSE WITHIN THEIR UNIT, CPPD WILL OFFER A TRAIN-THE-TRAINER COURSE BEGINNING IN OCTOBER 2008. IN ADDITION, CPPD WILL OFFER A LIMITED NUMBER OF PO1SLC CLASSROOM COURSES IN FLEET CONCENTRATION AREAS. TAKING THIS CLASSROOM COURSE WILL FULFILL THE OBLIGATION FOR TAKING THE PO1SLC WHEN SELECTED FOR ADVANCEMENT.

B. BEGINNING IN MARCH 2009, THE NEW PO2SLC WILL BE DISTRIBUTED TO ALL COMMANDS AND AVAILABLE FOR DOWNLOAD VIA NKO. CPPD WILL OFFER A TRAIN-THE- TRAINER COURSE FOR THE PO2SLC BEGINNING IN APRIL 2009. CPPD WILL ALSO OFFER A LIMITED NUMBER OF PO2SLC CLASSROOM COURSES IN FLEET CONCENTRATION AREAS. TAKING THIS CLASSROOM COURSE WILL FULFILL THE OBLIGATION FOR TAKING THE PO2SLC WHEN SELECTED FOR ADVANCEMENT.

12. CONTINUING LEADERSHIP COURSES

A. THE PETTY OFFICER SELECTEE LEADERSHIP COURSE (POS LC) SUPPORTS SAILORS SELECTED FOR PETTY OFFICER THIRD CLASS (PO3). IMPLEMENTED IN 2006, COMMANDS WILL CONTINUE TO PRESENT THIS COURSE AS REQUIRED UNIT TRAINING. PO3 SELECTEES WILL COMPLETE THE 24-HOUR POS LC AT THEIR RESPECTIVE COMMAND PRIOR TO FROCKING.

B. THE CHIEF PETTY OFFICER SELECTEE LEADERSHIP COURSE (CPOS LC) SUPPORTS SAILORS SELECTED FOR CPO. IMPLEMENTED IN 2007, COMMANDS WILL CONTINUE TO PRESENT THIS COURSE AS REQUIRED UNIT TRAINING. SELECTEES WILL COMPLETE PHASE ONE AND PHASE TWO OF THE CPOS LC AT THEIR RESPECTIVE COMMAND PRIOR TO FROCKING.

C. THE COMMAND MASTER CHIEF/CHIEF OF THE BOAT LEADERSHIP COURSE (CMC/COBLC) SUPPORTS SAILORS SELECTED AS CMC (NEC 9580) OR COB (NEC 9579). SELECTEES WILL ATTEND THE TWO-WEEK CMC/COBLC AT NEWPORT, RI, ENROUTE TO THEIR TOUR. COMPLETION OF THE SENIOR ENLISTED ACADEMY COURSE (SEAC) IS A PREREQUISITE FOR THE CMC/COBLC.

D. THE CMC/COB SPOUSE LEADERSHIP COURSE PROVIDES INFORMATION FOR SPOUSES OF DESIGNATED CMCS/COBS. THIS IS A ONE-WEEK COURSE SCHEDULED DURING THE SECOND WEEK OF EACH CMC/COBLC. ATTENDANCE IS STRICTLY LIMITED TO SPOUSES OF STUDENTS IN THE CONCURRENT CLASS.

13. THERE ARE NO GRANDFATHER PROVISIONS FOR ANY OF THESE LEADERSHIP COURSES. THE SELECTEE COURSES, LCC AND CMT ARE UNIT LEVEL TRAINING REQUIREMENTS THAT PROVIDE LEARNING, MENTORING, AND COACHING OPPORTUNITIES FOR THE FLEET. CHANGES TO ENLISTED ADVANCEMENT ELIGIBILITY REQUIREMENTS OUTLINED IN REF B WILL BE PUBLISHED WITH THE NEXT SCHEDULED CHANGE.

14. LEADERSHIP DEVELOPMENT WAIVERS PROVIDE THE FLEXIBILITY TO RESPOND TO OPERATIONAL DEMANDS; HOWEVER, THEY DO NOT RELIEVE COMMANDS OF THE TRAINING REQUIREMENTS.

A. WAIVER AUTHORITY FOR E4-E8 PERSONNEL IS HEREBY DELEGATED TO THE RESPECTIVE ISIC. WHEN OPERATIONS NECESSITATE FROCKING OR ADVANCEMENT

OF ENLISTED SAILORS BEFORE THEY HAVE COMPLETED THEIR APPLICABLE COURSE, COMMANDING OFFICERS SHALL REQUEST AN ISIC WAIVER, DOCUMENT IT IN THE MEMBER'S SERVICE RECORD ON NAVPERS 1070/613 ADMINISTRATIVE REMARKS (PAGE 13), AND ENSURE COURSE COMPLETION AT THE EARLIEST OPPORTUNITY.

B. ONLY PERS-4 MAY WAIVE THE REQUIREMENT FOR DESIGNATED CMC/COB'S TO ATTEND LEADERSHIP TRAINING EN ROUTE TO AN ASSIGNMENT.

C. WHEN A WAIVER IS GRANTED AND THE APPROPRIATE COURSE IS NOT COMPLETED PRIOR TO A SAILOR DETACHING FROM A COMMAND, RESPONSIBILITY IS TRANSFERRED TO THE GAINING COMMANDING OFFICER TO ENSURE COMPLETION.

15. COMMANDING OFFICERS SHALL PROVIDE PERSONAL AND POSITIVE LEADERSHIP FOR UNIT TRAINING CONSISTENT WITH REF D, AND ENSURE THAT PERSONNEL ATTENDING COURSES ARE FULLY ENGAGED.

16. POINT OF CONTACT: CDR GEORGE MICHAELS, CPPD DIRECTOR OF TRAINING, AT (757) 492-5661/DSN 492 OR EMAIL AT GEORGE.MICHAELS(AT)NAVY.MIL.

17. RELEASED BY VADM M. E. FERGUSON III, N1.//

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