Secret Weapon of the Best Teams

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The Navy is a Team-Oriented Organization

SOMETIMES WE RUSH IN
AFTER THE STORM.
SOMETIMES
WE ARE THE STORM.
Tools to Achieve Victory

- **WE FACE:** Enemies who attack in non-traditional ways and must be countered with a wider range of capabilities
- **WE MUST:** Reexamine our approaches in every aspect of our operations
- **WE NEED:** Increased innovation, problem solving ability, engagement, retention and overall performance

SIX necessary problem solving elements - 93% of people are biased toward ONLY ONE element¹

Homogenous Teams: 30%
- More risky decisions¹

Diverse Teams: 20%
- More innovative decisions¹

Diverse teams more likely to represent ALL SIX elements¹ and are more effective problem solvers²

58%
- More likely to accurately assess a situation³

Inclusion & Diversity Enable Maximum Possible Performance

- Gender-diverse organizations: 15% more likely to outperform other organizations⁴
- Ethnically diverse organizations: 35% more likely to outperform other organizations⁴
- Peace negotiations: 35% more likely to last at least 15 years if women participate at its creation⁵
Capability, Energy, Results

Recruit  Develop  Retain

Leadership Makes It Happen

Diversity

Value experiences different from your own

Expect all Sailors to contribute

Engage diverse resources: Skills, capabilities and talents

Inclusion

Recognize Sailors for their actions

Develop your Sailors to make decisions
Your Secret Weapons

Mitigate Negative Effects of Bias
- Be inclusive
- Make a checklist
- Delay decisions
- Serve as a mentor
- Seek out mentors

Organizational Awareness
- Request Navy Culture Workshop
- Value Command Climate Survey
- Support Command Resiliency Team

Leadership and Communication
- Demonstrate Competence & Character
- Advocate for your Sailors

Cultural Awareness
- Be curious
- Use CNO’s Professional Reading Program
- Engage One Navy Team: Active + Reserve + Civilian

Leaders and Teams Who Are Ready for Decisive Combat Operations
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