

TOP 50 NEWSGRAM

Mar-Apr 2012



CPO 365

365 Days of Leadership Training to enter the Goat Locker

Effective leadership is the cornerstone to building a strong Navy. A Navy where everyone, from enlisted to officer, knows that they matter. If adequate training is provided to become an effective leader, people will feel empowered and motivated to accomplish the mission. This is just what the Chief Petty Officer (CPO) 365 program aims to do: To provide ample training to future Chief Petty Officers so they become effective leaders.

The CPO 365 program, created by Master Chief Petty Officer of the Navy Rick West, went Navy-wide in 2010 and is intended to be the guiding principles for inducting new Chief Petty Officers. The program provides CPO mentorship to First Class Petty Officers while introducing them to the responsibility, accountability, and leadership they will encounter after inducted as Chief Petty Officers. FCCS (SW) Steven G. Pochop Jr., who volunteered for the program as a Phase One Coordinator, strongly believes in the impact of leadership training. "The dedicated effort to train our junior personnel at any level will elevate the strength of our Navy as a whole," said Pochop.

The CPO 365 program extends what was previously a six-week training course for CPO Selectees into a year-round approach. Phase I begins with all First Class Petty Officers on September 17th of each year. Phase II begins in the spring, after the release of the Chief Petty Officer board-eligible list, and develops the understanding behind becoming a productive Chief Petty Officer. Phase III is the final phase and is for those selected for Chief. Phase III encompasses final training and induction into the Chief's Mess. Training during the program can include topics such as: Navy policies and procedures, leadership, Navy heritage, equal opportunity guidance, sponsorship and indoctrination, Fleet and Family Support Center Programs, career development boards, (Continued on next page)



Award's Corner

Upcoming Awards	Deadline to NIZ	Submission Deadline	Expected Notification
C. Everett Koop National Health Award	N/A (submissions made to sponsor)	25 May 2012	Sep 2012
Catalyst Awards	N134 Facilitating	10 Jun 2012	Aug 2012
Workplace Leaders for Financial Education Awards	June 11	1 Jul 2012	N/A

For a complete list of awards received to-date visit:

<http://www.public.navy.mil/bupers-npc/organization/bupers/Top50/Pages/AwardsToDate.aspx>

CPO 365

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and physical fitness and nutrition.

MACS (SW) Todd Bruce, volunteered to become the CPO 365 command coordinator for Navy Region Southwest (CNRSW) and was directly involved with Deckplate Leadership. This portion of the program involves training future Chief Petty Officers on the importance of interacting with their Sailors and knowing who they are and what they can offer their command and the Navy. A big piece of this, according to Bruce, is the importance of direct involvement with Sailors. "The Sailors need to know that we're here to support them and their families," he said. "By getting out on the deckplates and away from your desk, it lets them know we care." This leadership style is what the program hopes to instill in all future CPOs. Effective leadership is not just about getting the job done, but also about inspiring people. "Development of junior First Class Petty Officers into effective leaders opens up lines of communication up and down the chain of command," said Bruce.

The CPO 365 program is an excellent example of how training for effective leadership from the start can build a better Navy. MACS (SW) Bruce believes that good leadership skills, instilled early, can pay big dividends in the long run and are transferable skills Sailors can pass on to another regardless of rank. "The dedicated effort to train our junior personnel at any level will elevate the strength of our Navy as a whole," said Bruce.

According to FCCS (SW) Pochop, the benefits of leadership training doesn't stop when a CPO 365 program ends. It can serve as the framework for other programs to ensure the resounding themes remain with an attention to leadership and to the complete investment in the Sailor's training. "The refinements and lessons learned from this program will provide an outstanding model for other similar programs at other pay grade levels," said Pochop.

Quote of the Month

"There are a lot of opportunities you are given serving in the Navy. This is only one more benefit for setting yourself and the Navy up for success."

- MACS (SW) Todd Bruce

Did You Know?

- April 1, 1993, marked the 100th anniversary of the creation of the Chief Petty Officer.
- The precedence of petty officers was not really introduced until U.S. Navy Regulations, approved February 15, 1853, were published.
- 46 Chief Petty Officers have been awarded the Medal of Honor beginning with the Spanish American War in 1898.
- On January 1, 1884, nine years before the creation of the Chief Petty Officer, only three rates existed that carried the title of Chief - Boatswain's Mate, Gunner's Mate, and Quartermaster--all were paid \$35.00 per month.

War of 1812 Leadership

The War of 1812 exemplified the impact of effective leadership as demonstrated by:

- Captain Isaac Hull of the USS *Constitution* who led his sailors to a victory against the HMS *Guerriere* in ship-to-ship action
- Commodore Daniel Patterson who correctly predicted that the enemy blow would come at New Orleans rather than Mobile. By his leadership Patterson's small naval squadron prevented the British Navy from advancing thus allowing General Andrew Jackson to prepare his defenses and gain the historic New Orleans victory.

A Letter from the Editor

As I approach the end of my first two months as the Navy Top 50 Initiative Lead, I want to take a moment to reflect on what the Navy as a Top 50 organization means to me.

Growing up in a Navy family, I lived and breathed Navy my entire life. Based on this history I am very enthusiastic about having the opportunity to communicate the message of Navy as a Top 50 organization.

The idea Navy is a Top 50 organization is a no brainer. The Navy exemplifies everything that a great and respected organization is and should be. We have men and women that dedicate their lives to serving our country and the strength of families that support them. We offer training and leadership opportunities that are unparalleled, and a chance for someone to better their life through service to their country. All of these factors, combined with the mission the Navy carries out each and every day, fills me with an overwhelming sense of pride and admiration that I truly hope will resonate through my work and effort to communicate to the world that Navy *is* a Top 50 organization.

So how do I turn something that is so clear to me into a message that can resonate with many different audiences? The career Navy officer? The 18-year-old Sailor fresh out of boot camp? The Sailor who is witnessing the impact of ERB and now contemplating if re-enlisting is worth it? The 16-year-old high school student wondering if the Navy is the way to go?

This is *my* challenge and mission over the course of my time here: To continue to build on the successes already achieved by the Top 50 Initiative and to explore and implement new ideas that will continue to demonstrate to all audiences that the United States Navy truly *is* a Top 50 Organization and should be seriously considered an Employer of Choice.

Warm Regards,
Christina Holden

CPO 365 Quick Facts...

1. The initiative went Navy-wide in 2010.
2. It includes opportunities for community outreach.
3. The purpose is to instill leadership skills and guiding principles to First Class Petty Officers throughout the year.
4. The program takes place in three phases culminating with Induction.
5. Phase I is designed for all First Class Petty Officers.
6. Phase II begins in the spring following the release of the Chief Petty Officer board-eligible list.
7. Phase III encompasses the induction season and is the final training period.
8. After one 365-day program ends, another one begins the following day.
9. Training Topics include: Navy heritage, policies and procedures, Perform-to-Serve, career development boards, physical fitness, and nutrition.



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Award Spotlight

C. Everett Koop National Health Awards

Description: The C. Everett Koop National Health Award recognizes population health promotion and improvement programs. Each year, awards are presented by The Health Project's (THP) leadership to winning organizations as part of the annual HERO Forum each Fall. The mission of THP is to seek out, evaluate, promote and distribute programs with demonstrated effectiveness in influencing personal health habits and the cost effective use of health care services. These programs have the objectives of providing appropriate quality of care and sharply reducing the alarming rate of health care inflation by holding down unnecessary expenditures. The project is a dedicated undertaking, capitalizing on carefully selected private and public health initiatives which have measurably improved the health status of Americans. It will store those proven programs in a repository so that corporations and community agencies may draw on them according to their needs, constantly improving and expanding them through a widening user network centered in THP in order to improve health care outcomes throughout the country. For more information visit www.thehealthproject.com.

Criteria: To receive the Koop Award, there are three considerations, (1) the program must meet THP's goal of reducing the need and demand for medical services, (2) the program must share the objectives of the Healthy People health promotion targets, and (3) the program must prove net health care and/or productivity cost reductions while improving population health.

Past winners: Notable recipients include Chevron, Citibank, FedEx, Lockheed Martin of Ohio, and Texas Instruments.

Application deadline: May 25, 2012

Tools and Resources

1. Naval History and Heritage Command: History of the Chief Petty Officer
<http://www.history.navy.mil/faqs/faq46-1.htm>
2. Master Chief Petty Officer of the Navy
<http://www.navy.mil/mcpon/index.asp>
3. Master Chief Petty Officer of the Navy Podcast
<http://www.navy.mil/navydata/mcponplist.asp>

