



RHUMB LINES

Straight Lines to Navigate By



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Programs of Excellence

"This year's Optimas Award winners have faced a variety of business challenges and answered them with creative initiatives that have one thing in common: a belief that the organization with the best practices and best workforce wins."

– John Hollon, *Workforce Management Magazine* Editor

The Navy is enhancing programs and policies at the unit-level and across the service, placing great emphasis on compensation, benefits, diversity, learning and development and life-work integration. As a direct result, Navy earned recognition through 12 major awards in the past 18 months; the most recent is the [2009 Optimas Award for "General Excellence."](#)

Navy Recognized for Excellence

The "General Excellence" Award recognizes organizational success across the following categories: competitive advantage, financial impact, global outlook, innovation, managing change, partnership, ethical practice, service and vision. The Navy is the first in the Department of Defense and the second government agency, to join past winners such as Google, Hewlett Packard and AT&T.

Programs of Excellence

The Navy focuses on performance and taking care of its people by fostering programs and policies to support a culture of trust, respect, communication, and cooperation. Recognition was considered for the following programs.

- [Assignment Incentive Pay Program](#), the online assignment system, encourages volunteerism for hard-to-fill assignments by giving Sailors a more direct role in managing their career paths through an incentive pay bidding system.
- [Global War on Terror Support Assignment Process Initiative](#) provides greater assignment predictability and improved morale by allowing Sailors the opportunity to volunteer and plan for combat-zone assignments.
- [Center for Language, Regional Expertise and Culture Program](#) prepares Sailors for overseas assignments and enhances mission success by strengthening communication and cultural awareness.
- [Credentialing Opportunities Online \(COOL\)](#) program provides independent occupational certification for Sailors in each of the Navy's 64 enlisted career fields.
- [Advancement Exam Development Conference Initiative](#) enables subject-matter experts from the fleet to convene and author annual advancement examinations, allowing 85 of 100 full-time exam writers to be released for high-priority assignments, saving \$7 million per year.
- [The Navy College Program Distance Learning Partnership](#) provides greater access to higher education for Sailors through partnerships with colleges and universities to offer associate and bachelor degrees via distance learning.
- [Task Force Life Work](#) efforts partner the professional and personal developmental needs of Sailors and their families, to enhance recruiting and retaining our best and brightest to ensure mission success.
- Crisis Action Organization (CAO) informs personnel readiness by assisting commands in effectively accounting for Navy personnel and their families following catastrophic events such as severe hurricanes, tornadoes or wildfires using a web-based system, [Navy Family Accountability and Assessment System](#). CAO also provides a venue to address post-incident needs to assist families re-stabilize.

Key Messages

- The Navy is an [employer of choice](#) and believes people deserve a work environment that is professionally and personally rewarding.
- The Navy continues to emphasize its competitive advantage to attract and retain a quality force.
- Mission accomplishment is the Navy's top priority and is achieved through the sustainment of a high-quality force.

Facts & Figures

- The Crisis Action Team is a component of the Crisis Action Organization which monitors the 1.2 million members of the Navy Total Force and their families.
- The Navy College Program partners with 32 institutions, offering 240 online degree programs.
- Nearly 11,000 Sailors are currently deployed as an Individual Augmentee or in a Global War on Terrorism Support Assignment (GSA).