



Sea Warrior Program (PMW 240) Overview

Program Manager:

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eSolutions for Sailors and Fleet Readiness



Today's Navy is Facing Unprecedented Challenges

- Expanding net-centric operations during shrinking fiscal environment
- Millennial Sailors will revolutionize how the Navy thinks and fights
- Need for speed and precision in matching people to billets
- Maintaining legacy systems is impeding strategic IT investment
- Cost of manpower is the largest component of FY09 Navy budget
(Source: Navy Posture Statement)





The Gap We Must Close

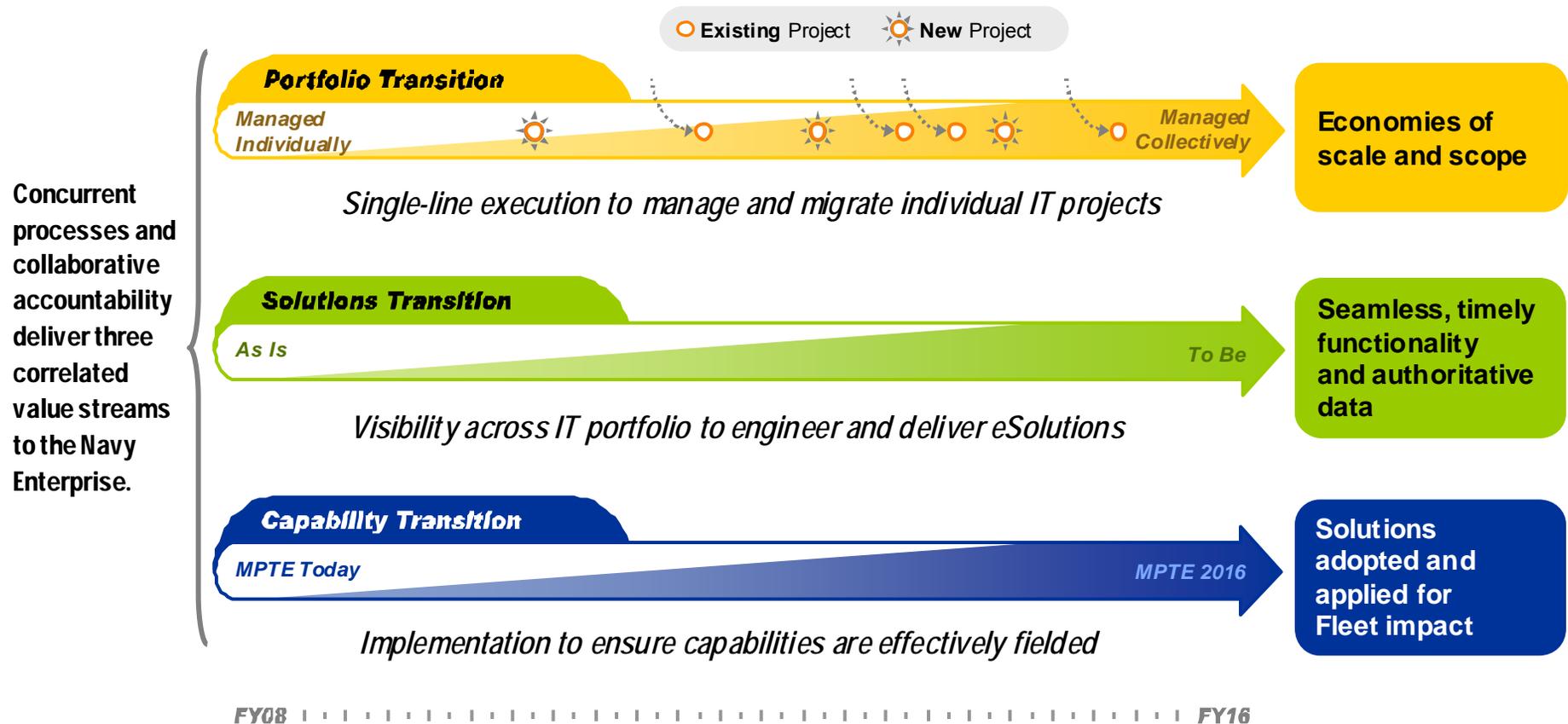
Integrate disparate business systems and data to realize savings, flexibility, and agility essential to the Maritime Strategy.

- Average age of MPTE systems is 26 years
- MPTE consists of over 740 applications interconnected by approximately 2,000 interfaces and 240,000 data elements
- More than 100 portals and 2,000 websites across the Navy, most serving duplicate needs
- Absence of data quality/integration will at least double software development costs
- Disconnected Help Desks lack standardized access and impede trouble ticket analytics



Emerging Enterprise Processes to Drive Change

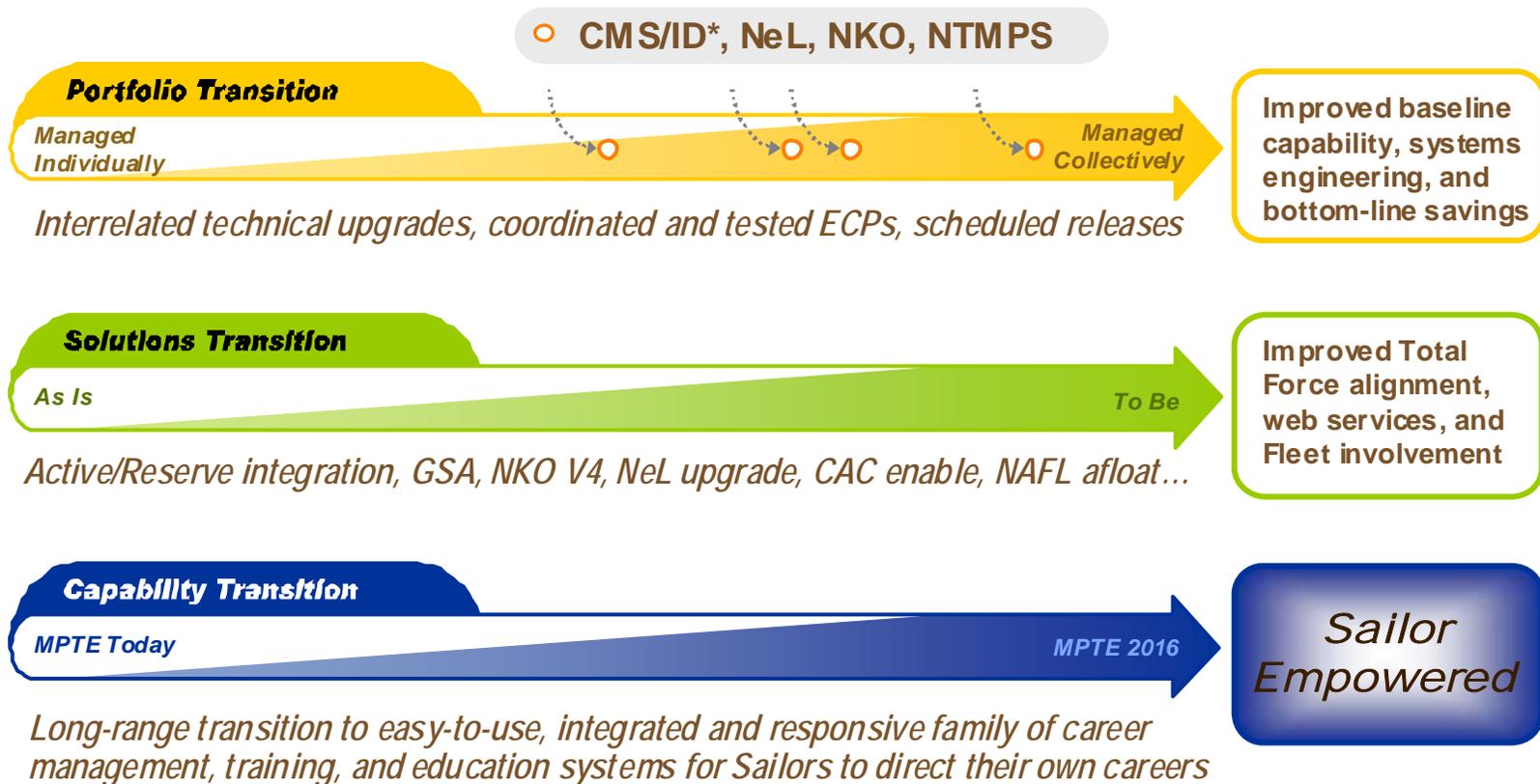
Transitioning from stove-piped IT to enterprise IT for ashore, afloat, and expeditionary units.





Example: Spiral One Development of Navy Career Tools

Spiral One focuses on Sailors and their needs while addressing information access, quality improvements, and technical gaps.



[*Career Management System/Interactive Detailing (CMS/ID) is the centerpiece of Spiral One.]



Our Program's Play in the Plan

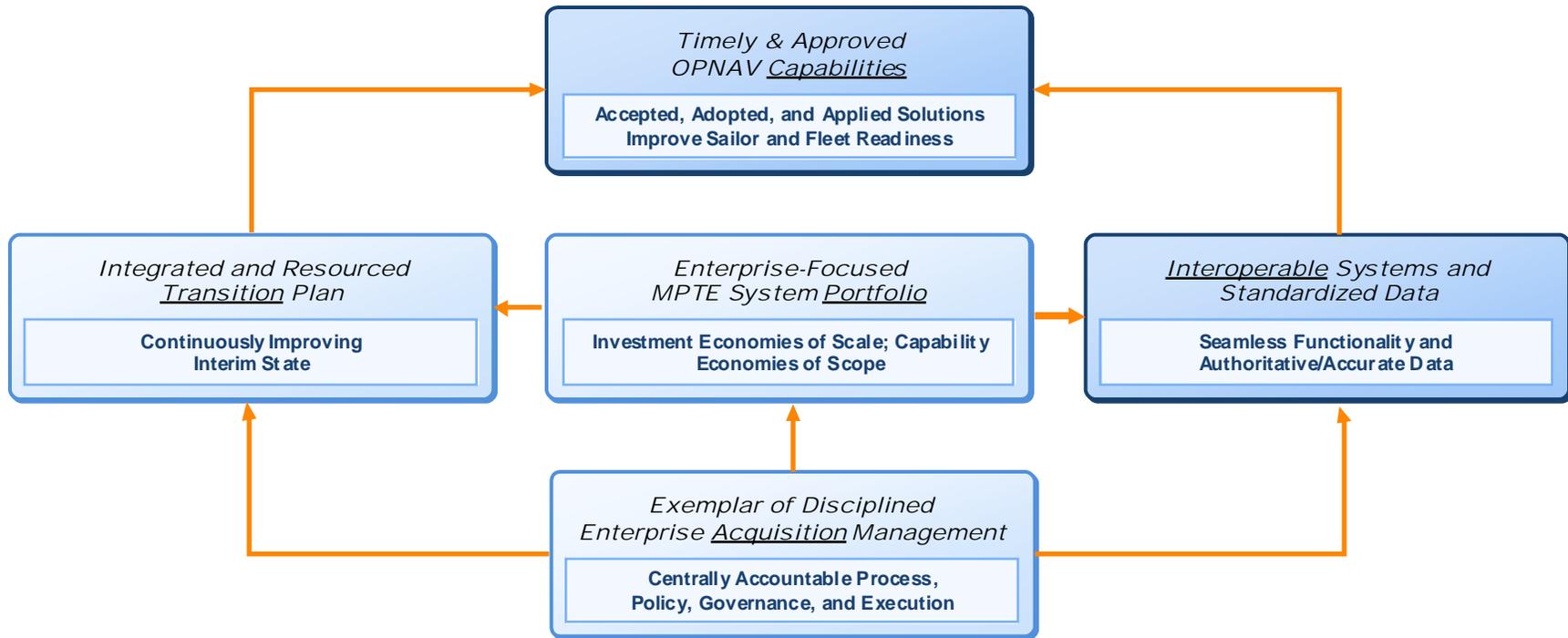
The single IT acquisition agent for non-tactical business operations addressing MPTE capability gaps, legacy systems, and Distance Support.

PMW 240 Guiding Principles

- **Capabilities, not systems, aligned to Navy enterprise and fleet needs**
- **Centralized program management with decentralized execution**
- **Rigorous systems engineering and systematic releases**
- **Data as strategic asset**
- **Product fielding is a component of successful IT delivery**

Our Goals and Outcomes

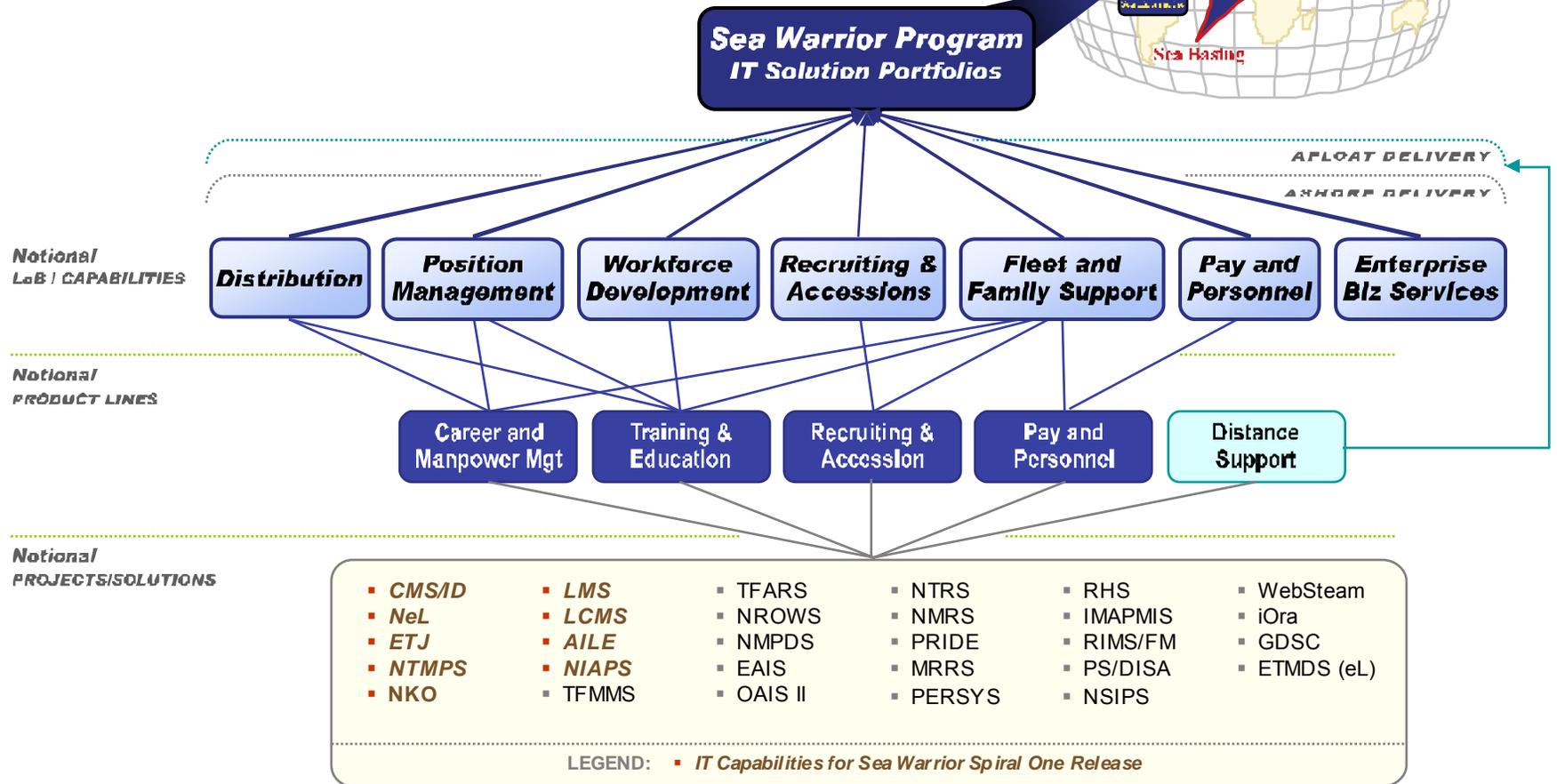
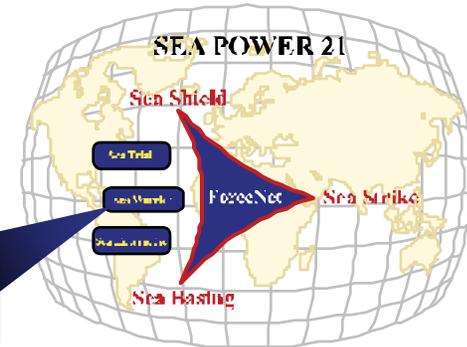
A shared focus drives strategic direction and alignment of work.



- Mission Goals
- Management Goals

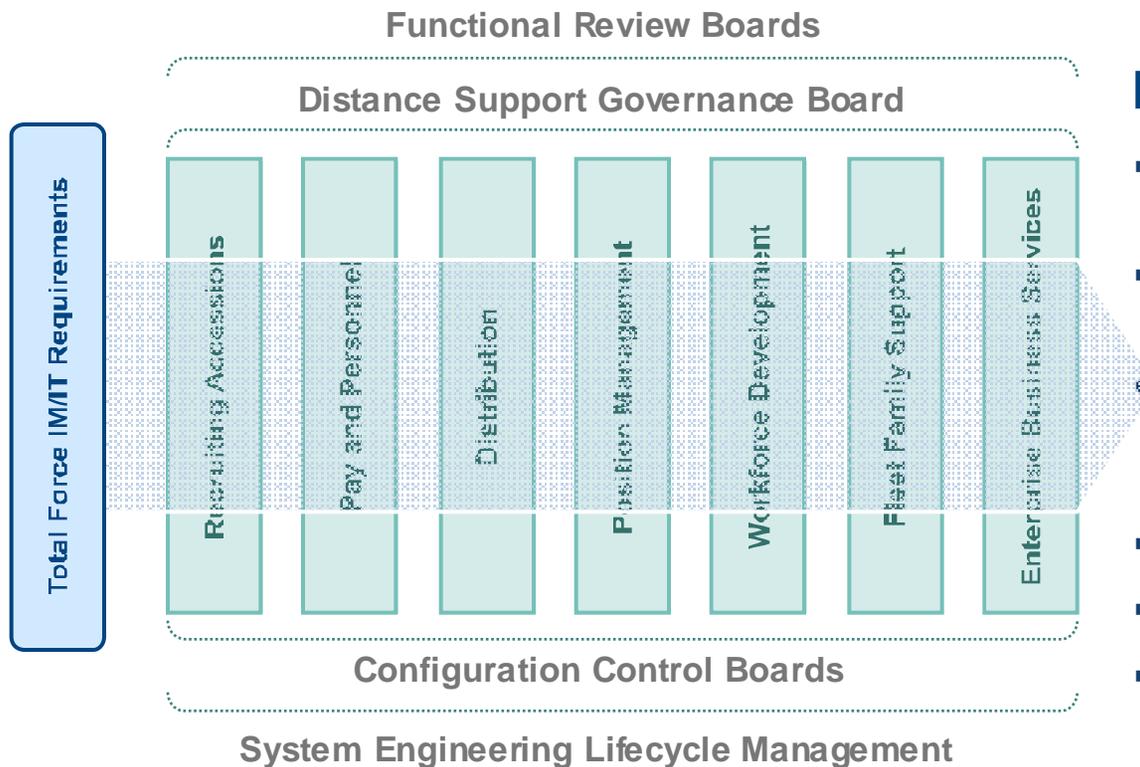
Our Product Lines

Aligning to business capabilities provides a foundation to analyze and inform IT investment decisions.



Our Business Model

IT requirements, funding, and program management are being conceptually realigned to a unifying framework .



Benefits:

- Build on Sea Warrior Spiral One model
- Evaluated and prioritized requirements
- Increased execution rigor and decision-making flexibility across IT inventory
- Simplified budget structure
- Improved visibility
- Collaborative accountability

Key Areas: Navy Career Tools

TARGET: Sailor self-service career management anytime, anywhere and support Fleet readiness reporting.

On the path from disconnected Sailor-facing systems to Sailor empowerment.

- **2006-2009: Improving baseline technical capability ashore and afloat and increasing program rigor**
 - Career Management System/Interactive Detailing (CMS/ID)
 - Navy eLearning (NeL)
 - Navy Knowledge Online (NKO)
 - Electronic Training Jacket (ETJ)
 - Navy Training Management and Planning System (NTMPS)
- **Integration of functionality for Active and Reserve Components**
- **Sailors to submit own job applications via Internet**

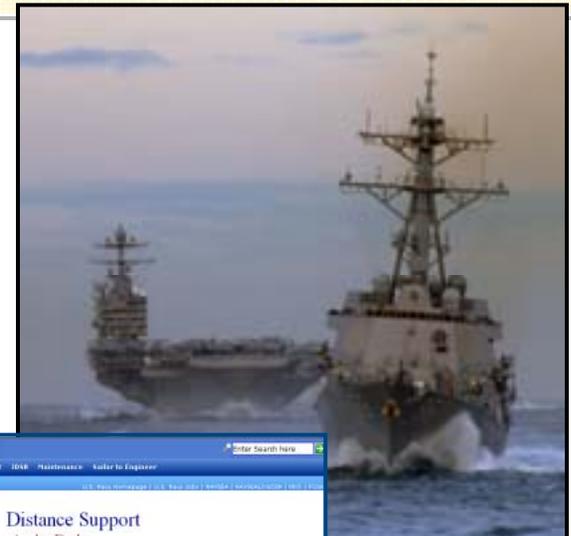




Key Areas: Distance Support (DS)

Target: Improve IT infrastructure and transition to enterprise Customer Relationship Management (eCRM).

- Integrating existing DS program elements into PMW 240 structure
- Navy Information/Application Product Suite (NIAPS) development and delivery
 - Synchronized with Navy Career Tools releases
 - Fleet installations on the rise (200+)
 - Visibility into data sync and replication via remote monitoring tools
- eCustomer Relationship Management
 - Global Distance Support Center as 24/7/365 single point of entry for reach-back/tech assist
 - eCRM shared data environment

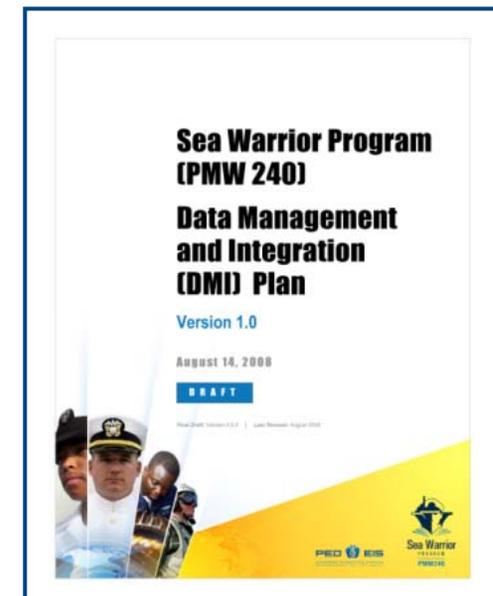




Key Areas: Data Management & Integration

Target: Authoritative Data Store (ADS) core technology toward an integrated Navy HR information environment.

- **Engineering lead on data strategies and development for more agile MPTE enterprise information management**
- **Four near-term concurrent work streams**
 - *PRIDE Modernization* – Consolidate costly point-to-point interfaces into recruiting/accessions ADS
 - *Future Pay/Pers* – Integrate disparate pay and personnel databases/interfaces into ADS
 - *Information Architecture* – Application migration for Navy data center consolidation (DECC-N NAVADMIN 05 FEB 09)
 - *Operational Data Requirements/Analysis* – Ongoing profiling and quality improvement for training, pay/pers, and recruiting/accessions





Key Areas: PRIDE Modernization

Target: Migrate legacy functionality and data to enable interoperability for NRC enlisted recruiting mission.

- **Scope of Personalized Recruiting for Immediate and Delayed Enlistment (PRIDE) Modernization**
 - Overhaul end-of-life system for classification and reservation of accessed Sailors
 - Enable recruiting information to be shared across multiple commands
 - Apply open standards, allowing ability to incorporate future high-priority requirements
 - Compliance with NMCI
- **Acquisition approach**
 - System development lifecycle and program rigor
 - Ongoing business, functional, technical workshops
 - Documented and approved business requirements



MILLINGTON, TENNESSEE
NAVY RECRUITING COMMAND
"Building Our Navy's Future, One Sailor at a Time!"

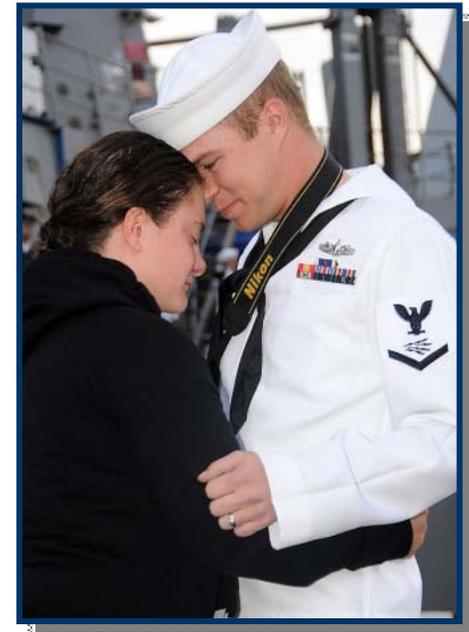




Key Areas: Future Pay/Personnel Solution

Target: Transition to common data and process elements for integrated pay/personnel capability.

- **Course change for Navy Defense Integrated Military Human Resources Systems (DIMHRS)**
 - OSD NOV 08 review highlighted issues related to governance, management, and requirements
 - DoN now exploring all options for future pay and personnel systems
- **Pay/Pers Solution Consolidated under PMW 240**
 - Provides unity of effort between legacy and future IT and optimizes resources across portfolio
 - Assistant PM for Future Pay/Personnel Systems
 - Preparing Navy HR IT Modernization Analysis of Alternatives (AoA) and business case for an Authoritative Data Store (ADS)

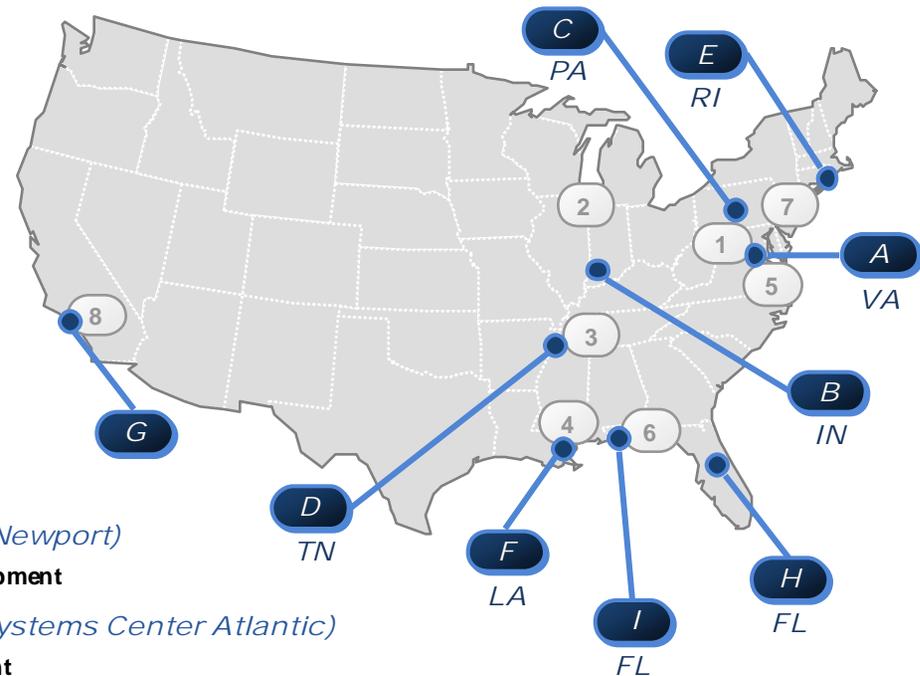




A Matrixed Organization... with Centralized IT Planning

PMW 240 Activities

- A. *Arlington, VA*
 - PMW 240 Headquarters
 - Enterprise Integration and Acquisition
 - PEO-EIS HQ
- B. *Crane, IN (Naval Surface Warfare Center)*
 - Systems Engineering (Technical Director and staff)
 - Distance Support (DS) Solutions Development
- C. *Mechanicsburg, PA (Naval Sea Logistics Center)*
 - Customer Relationship Management (CRM)
- D. *Millington, TN (Naval Support Activity Mid-South)*
 - Recruiting and Accessions Development
 - Pay and Personnel Solutions Development
- E. *Newport, RI (Naval Undersea Warfare Center – Division Newport)*
 - Navy Training Management and Planning System Solutions Development
- F. *New Orleans, LA (Space and Naval Warfare (SPAWAR) Systems Center Atlantic)*
 - Pay and Personnel and Distribution Systems Solutions Development
 - Career and Manpower Management Solutions Development
- G. *San Diego, CA (Space and Naval Warfare (SPAWAR) HQ)*
 - Chief Engineer
- H. *Orlando, FL (Naval Air Warfare Center Training Systems Division)*
 - Engineering Competencies (Risk Mgt, Change Mgt)
 - Business Application Training
 - Operations
- I. *Pensacola, FL (Naval Education and Training Professional Development and Technology Center – Saufley Field)*
 - Training and Education Solutions Development
 - Data Strategy Development

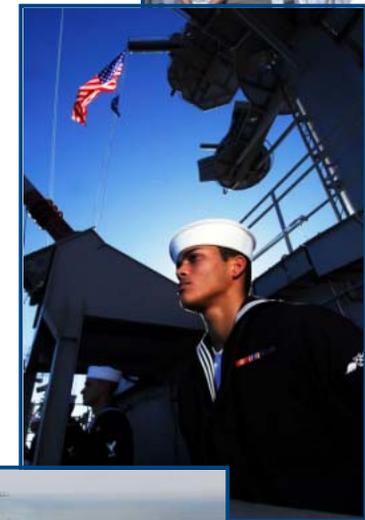


Key Partners

1. **Arlington, VA** (CNP/DCNO, OPNAV N1/N16/N4/N6)
2. **Great Lakes, IL** (Naval Service Training Command)
3. **Millington, TN** (NPC, NPC PERS 4, NRC)
4. **New Orleans, LA** (COMNAVRESFOR)
5. **Norfolk, VA** (OPNAV N163 Fleet Introduction Team, Global DS Center; NIAPS Install & Log)
6. **Pensacola, FL** (NETC)
7. **Philadelphia, PA** (NSWC, NIAPS Training)
8. **San Diego, CA** (SPAWAR and OPNAV N163 Fleet Introduction Team)

“It’s about collaborating, sharing and enhancing our business practices. Not to turn the Navy into a business, but to understand the business of the Navy so that we remain the most effective and efficient Navy in the world.”

Admiral Gary Roughead
CHIEF OF NAVAL OPERATIONS





For More Information

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