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COMNAVPERS COM MILLINGTON TN
COMSUBPAC PEARL HARBOR HI
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MSGID/GENADMIN/COMSUBLANT NORFOLK VA/-/SEP//

SUBJ/SUBMARINE JUNIOR OFFICER SYMPOSIUM SITREP NUMBER ONE// GENTEXT/RMKS/1. THIS SITREP REPORTS COMPLETION OF THE 2018 JUNIOR OFFICER SYMPOSIUM SPONSORED BY COMMANDER, SUBMARINE FORCES (COMSUBFOR) AND COMMANDER SUBMARINE FORCE, U.S. PACIFIC FLEET (COMSUBPAC).

2. BACKGROUND. THE SUBMARINE FORCE HOLDS PERIODIC JUNIOR OFFICER SYMPOSIUMS AS PART OF A CONTINUOUS EFFORT TO IMPROVE RECRUITMENT, TALENT MANAGEMENT, RETENTION, AND QUALITY-OF-SERVICE, AND TO TRAIN AND KEEP TOP SUBMARINERS FOR THE NAVY'S MOST CHALLENGING ASSIGNMENTS. WE JUST HELD OUR SECOND JUNIOR OFFICER SYMPOSIUM FROM 13-14 SEPTEMBER IN SAN DIEGO, CA. IT BUILT ON THE WORK OF THE 2016 SYMPOSIUM. THIS YEAR, JUNIOR OFFICERS ATTENDED FROM EVERY MAJOR SUBMARINE FORCE HOMEPORT AND MAJOR SHORE DUTY AREAS WITH KEY SUBMARINE FORCE LEADERSHIP INCLUDING REPRESENTATIVES FROM NAVAL REACTORS, COMSUBLANT, COMSUBPAC, OPNAV N133, PERS-42 AND THE SUBMARINE CULTURE WORKSHOP.

3. THE JUNIOR OFFICER PARTICIPANTS FOCUSED ON FOUR LINES OF EFFORT (LOE). THESE LOE REPRESENT COMMON THEMES CARRIED OVER FROM THE 2016 JUNIOR OFFICER SYMPOSIUM AND FROM DECENT DISCUSSIONS ACROSS THE FLEET: LEADERSHIP AND MENTORING, QUALITY OF LIFE AND QUALITY OF SERVICE, CURRENT AND FUTURE POLICY, AND JUNIOR OFFICER DETAILING. THE GROUP ALSO CONDUCTED AN IMPROMPTU DISCUSSION ON PROFESSIONALISM, INCLUSION, AND PERSONAL STANDARDS OF CONDUCT FOR 21ST CENTURY WARFIGHTERS.

4. LEVERAGING ADVANCE WORK DONE BY THE JUNIOR OFFICER ATTENDEES PRIOR TO THE SYMPOSIUM, JUNIOR OFFICER PARTICIPANTS WORKED TO IDENTIFY READY SOLUTIONS IN A SMALL-GROUP FORMAT AND VETTED THESE IDEAS WITH SUPPORT FROM SUBMARINE FORCE LEADERSHIP IN ATTENDANCE. THESE SOLUTIONS AND RECOMMENDATIONS TO INCLUDE MAJOR POLICY CHANGES WILL BE PROMULGATED IN A SERIES OF FOLLOW-ON MESSAGES AND BRIEFINGS TO THE SUBMARINE FORCE.

5. WE MUST REMAIN CONSCIOUS THAT OUR OFFICERS ARE FIRST AND FOREMOST WARFIGHTERS AND MUST ALWAYS TEACH AND LEARN WHILE TIRELESSLY PURSUING EXCELLENCE. ALL OFFICERS ATTENDANCE AT THE SYMPOSIUM, REGARDLESS OF CAREER STAGE, REMAINED MINDFUL OF BOTH THE CHALLENGE AND ALLURE OF COMMAND AS WE DEVELOP LEADERS FOR NOW, AND TO INHERIT THE FUTURE.

THIS SYMPOSIUM WAS AN EFFORT TO LEARN BETTER AND FASTER AND PREPARE OUR JUNIOR OFFICERS, CONFIDENT EXPERTS OF THE HIGHEST CHARACTER, TO ACCEPT POSITIONS OF GREATER RESPONSIBILITY AND ACCOUNTABILITY WITHIN OUR FORCE. WE NEED THEM PREPARED FOR BATTLE.

6. THE 2018 SUBMARINE JO SYMPOSIUM REPORTS // VADM RICHARD SENDS.//