



THE MUSTANG LARIAT

NOV/DEC 2016



LDO AND CWO
NEWSLETTER

Silver Eagle - CAPT Dan Henderson

Senior Warrant Officer in The Navy (SWON) - CWO5 Dan Kissel

Head OCM's Corner: Questions from the Fleet

The anxiety is always high this time of the year. We just rolled back from the holidays and move right into the board season. We have taken several calls from officers frustrated that they were either in or below zone. Some folks just want a little more time and others just can't wait. In preparation for the board season LT Holly Taylor has put out a lot of good gouge on various subjects. The range from how to update your record to how to read a zone list which have all been posted on Facebook page and will be on our website. These articles were generated from questions from the fleet. If you are curious JUST ASK.

Timing of Tours:

The timing of doing your O₄/5 tours is not the same for all officers. Here is an example on how timing changes over time. I did my O₄ milestone job as a senior LT making O₄. It was early because of significant shortfalls of O₄'s during my time. About three years later the O₄ milestone tours were mid-grade LCDR's making O₅. So when your mentor gives advice it is imperative that you understand how nobodies timing is perfect all the time. Your detailers are the best place start if you have any questions.

Roadshow:

We will start our Fleet Engagement Road Shows at the end of January. Our travel budget and schedule will be minimal in FY-17 but we will make it to the fleet concentration areas. We will continue to visit the class at LDO/CWO academy throughout the year.

Look forward to seeing you in the Fleet!!!!

RELEASED
JAN 2017

CWO Community Manager's Corner: Happy New Year Mustangs! It's hard to believe I introduced myself as your new CWO OCM almost two years ago, and what a journey it has been. However, it is with bitter sweet news that I announce my retirement a year earlier than originally planned. There comes a time in everyone's career when we must cross that bridge and decide what is best for us. For me that inevitable year to retire is 2017 so that I can be closer to my family and loved ones in Tampa, FL.

During my tenure, I had the great pleasure and opportunity to have met hundreds of LDOs and CWOs in the community stationed overseas and in CONUS. What an honor to have met so many wonderful people, to include some of my old shipmates, during my travels as we briefed you on the latest LDO and CWO updates and initiatives.

It would be very remiss of me not to thank all the people who have made my journey a success throughout my naval career but there are too many to list. However, I do want to thank CDR Dave Walker, Director of the LDO and CWO Academy, and his staff in Newport, RI, for their hard work and efforts in training our future LDO and CWO leaders. Also, a very warm and special thanks to my OCM team past and present. CAPT Johnson, Leo, Holly and Mitch you have made coming to work fun and exciting even if we did have our differences of opinion. At the end of the day we all worked as a team to accomplish an end goal of making our community sustainable and healthy. I truly enjoyed being a part of this great team of professionals that have represented our community with such passion and drive. I believe the LDO and CWO community has a bright future ahead.

In closing, I will miss the day-to-day working Navy environment that has been a part of my life for 32 years. I look forward to experiencing a positive retirement transition. My retirement ceremony will be held on March 17, 2017 at 1000 in the Helms Club at Mid-South Naval Support Activity, Millington, TN. If you are in the Millington area, please join us as I celebrate my retirement.

Very Respectfully,
CWO5 Liz Rivera

[From Officer Training Command Newport \(OTCN\) – LDO and CWO Academy:](#)

OTC Newport new website: <http://www.netc.navy.mil/nstc/otcn/index.html> . **Ensure to review the site in its entirety.**

LDO/CWO Academy Staff welcomes CWO₃ Jason Potts.

For classes commencing after 01JAN17: 3rd Class Swim requirement has been removed from the LDO/CWO Academy course. In place of 3rd Class Swim, we will offer a 2nd Class Swim qualification opportunity for those designators that need it as a prerequisite to another qualification.

Reminder: All new accessions reporting to the LDO/CWO Academy are required to make their own reservations directly with Navy Gateway Inns and Suites (NGIS) on board Naval Station Newport by contacting (877) 628-9233, (401) 841-7900, or via www.dodlodging.net. Students who are unable to obtain a reservation at NGIS need to contact the LDO/CWO Academy Staff immediately for lodging accommodations. Students are not authorized to reside out in town even with a CNA.

Congratulations on your upcoming commissioning, and we look forward to your arrival here at the LDO and CWO Academy! Please address any questions to the LDO/CWO Academy Staff:

CDR Dave Walker, Director, david.l.walker1@navy.mil
CWO₅ John Linzer, Deputy Director, john.linzer@navy.mil, Class 17050
LT Alena Fuller, alena.fuller@navy.mil, Class 17040
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CWO₄ Wally Robison, milton.robison@navy.mil, Class 17030
CWO₃ Jason Potts, jason.potts1@navy.mil, Class 17050

Recruiting. It's the beginning of a new kick-off season as we enter the New Year. The FY-18 LDO and CWO procurement board convenes next week with results expecting to be released by the end of Feb. We all need to get out there and start beating the bushes for the Superstars in our commands to apply for this great program. I ask that every one of you mentor at least one candidate this year. It is your duty to go and find your relief.

Officer Training:

In our last issue of the Lariat we talked about "How to tell if you are in Zone?" The zone message is now out (NAVADMIN 273/16) and can be accessed here: <http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2016/NAV16273.txt>

We are now in CY 17, which means the FY 18 Board Schedule is well underway. How do you know what boards are taking place and when? Go to NPC website here to access: <http://www.public.navy.mil/bupers-npc/boards/selectionboardsupport/Pages/FY18-Board-Schedule.aspx>

The promotion board dates are as follows:

Active O6 Line - 18 Jan
Active O5 Line - 14 Feb
Active O4 Line - 22 May
Active CWO_{3/4/5} - 19 June

Are you in zone? If you still do not understand how to read the zone message or if you are confused as to why you are or are not in zone, please do not hesitate to call or email us! If you are in zone, is your record up to date? Several articles were posted on the Facebook Page (LDO and CWO Community Manager Forum) on how to update your NOBCs, AQDs, PSR, etc. If you would like copies of those articles please contact LT Taylor and she will be glad to send you the electronic version. Also, you can access a very handy Record Management Guide here: http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record_Management_Brief.pdf

Do you need to communicate with the board? We receive a lot of questions on how to do this and what the timelines are. Bottom line is you have until 2359 on the day prior to the board convening to submit any correspondence. You can mail or e-mail your correspondence. To read more specifics about communicating with the board, please read MILPERSMAN 1420-010, link here: <http://www.public.navy.mil/bupers-npc/reference/milpersman/1000/1400Promotions/Documents/1420-010.pdf>

LDO and CWO Officer Sustainability Initiative (OSI) Update:

The end of 2016 provides an excellent opportunity for an update on this initiative. Why now? When OSI was directed in 2010 the Future Year’s Defense Program (FYDP) funding was projected through FY-16. With FY-16 now in the past a look into the current year’s funding may dispel some OSI rumors. Bottom line, the number of personnel competing for promotions has gotten smaller while the more senior billets have seen modest growth. Net changes are: Captain + 2, CDR + 23 and LCDR + 28, CWO5 + 29 and CWO4 + 41.

Your community management team and detailers continue to work towards billet structures that best meet the needs of the Fleet while complying with U.S. Laws, DOD, and SECNAV policy guidance. In 2017 we will continue to work with budgeting officials to build and maintain a billet structure that maximizes the efficiencies of both accession and career progression models.

Need To Do:

O3 FITREPS	Jan
O2 FITREPS	Feb
W5, W4, W3 FITREPS	Mar
E5 Evals	Mar

FY-17 Sponsors : MUSTANG ACADEMY MENTORING PROGRAM: The intent of this initiative is to provide each class the opportunity to speak with Senior Leadership about current issues, experiences, and to get an overall sense of what it means to join the Wardroom as an LDO or CWO. Below is the list of senior leaders that have agreed to sponsor upcoming classes:

<u>OTC Class #</u>	<u>Sponsor Brief Date</u>	<u>LDO Sponsor</u>	<u>CWO Sponsor</u>
17030	02/01/2017	CAPT Sheets	TBD
17040	03/08/2017	CAPT Whitt	CWO5 Lindee
17050	04/12/2017	CAPT Bindel	CWO5 Lavoie



Did you know that there is a goal of 100 days from adjournment of the board to release the results? To read more about this visit the link below.

<http://www.public.navy.mil/bupers-npc/boards/generalboardinfo/Pages/PromotionBoardApprovalProcess.aspx>

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CWO5 Liz Rivera
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LT Holly Taylor
Asst LDO and CWO Community Manager
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Mission

The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience. We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.

Vision

We will achieve and maintain the highest degree of technical excellence within our specialties in order to ensure we are poised to continuously contribute to the war-fighting capability and readiness of Naval Forces.

Fundamental to this vision is our ability to constantly strive for improvement through training, education, qualifications, and being fully integrated with our fellow wardroom members. We will seek out the toughest challenges in our command and do our utmost to positively influence them.

We will at all times maintain the highest standards of personal integrity, setting the example for those with whom we work and those who we lead. We will always be personally and professionally prepared to support the manning requirements of the Navy and ask for the most challenging assignments commensurate with our rank.

We are a community with great pride and history. We will honor those who paved the way for us by remaining humble through our actions and actively searching for and mentoring those Sailors who possess the technical expertise and leadership traits required in a wardroom in order to groom them to one day relieve us. Our success will be known to those who follow us by the reverence in which our community is held by the Navy.

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