



THE MUSTANG LARIAT

AUG - OCT 2018



LDO AND CWO
NEWSLETTER

Silver Eagle - CAPT Bill Bindel

Senior Warrant Officer, Navy (SWON) - CWO5 Alicia Lawrence

Head OCM's Corner:

Congratulations to CWO4 Jason Potts (LDO/CWO Academy) for being selected as Officer Training Command Newport's Officer Instructor of the Year for 2018. You consistently give your all in positively shaping the Mustang Community and the Wardroom as a whole. Your efforts are truly appreciated. Well done!

It is also my privilege to introduce the newest member of the OCM Team, LT Shanique Howard. LT Howard is a 6410 who reported to us from the USS BONHOMME RICHARD (LHD-6) out of Sasebo, Japan. She will be filling the position as the Assistant LDO/CWO Community Manager.

Fiscal year (FY) 2018 ended and FY19 began on 1 Oct. This is a noteworthy time frame as your OCM team has started promotion planning for the FY20 promotion cycle with the CAPT board convening in January and ending with the Warrant Officer board in June. The one common thing that we "ALL" care about is promotion, so you should take this time to make sure that your record is up to date. Too many times we receive calls and also hear about Officers in various LDO/CWOs designators that are surprised to know that they are in zone (IZ) when the message is released. That should never occur with all the tools available in determining what your status is for promotion. Rather than assume that all know those means, I will use my editorial space to explain them.

The first means to determine whether you are IZ or below zone (BZ) is the Promotion Announcing NAVADMIN that releases in Dec of each calendar year. That NAVADMIN will show all the different officer community's senior and junior eligible IZ/BZ by paygrade (LT - CAPT/CWO3 - CWO5). You should read the message in its entirety vice skipping to what you think is the applicable part. The second means is consulting your detailer or OCM on flow points and where they think you stand. Be mindful that you will get our best educated "estimation" since promotions are based on vacancies by paygrade. We never know from one year to the next the exact number of funded billets, people who may retire, get medically / disciplinary separated or convert (if the option is available) to another designator. Those actions open up vacancies and can change the available inventory for the next promotion cycle which could affect overall flow points. If I confused you with my explanation, I highly recommend you use the third means to figure out if you are IZ and that is to attend our Community Brief when we travel to your area. The information provided in our Community brief can only be obtained by attending or by visiting our office in Millington. For "you" to fully understand the process you need a subject matter expert to explain it in sufficient detail. We will teach you all about figuring out flow points and even provide you information on obtaining a Microsoft Access printout on you that lays out your flow point information. With the tools available, there should be no reason that your record is not ready for a full review by a promotion board.

We continue to be extremely busy reviewing and evaluating the relevancy of all designators. We can never settle on what we as LDOs/CWOs contribute to the Navy's mission. We must continue to evolve by improving and defining our value to the Navy as an organization. We are constantly

working on shaping our billet structure to ensure we have the right number of ENS – CAPT and CWO2 – CWO5 to support mission needs. The hardest part to convey to our senior leadership is that we need ENS and CWO2s to make those future CAPT and CWO5s. All billet requests can't start with LCDR /CWO4 or higher because it will take 10 plus years to meet that request. If your command is thinking about changing their billet structure, contact our office and let us guide you in the process before unrealistic expectations (command expects a LCDR now, but does not understand it will be ten years before that billet will be filled with a LCDR) are set.

We are starting to build our travel schedule for next year and would like to hit as many areas (fleet concentration and remote) as possible. In order to support your area, we require outside funding. If your command can support the funding for us to come out, we will hit the road and head in your direction. Our worth is determined by the feedback from the area applicants and LDO/CWOs. It has been consistently articulated that having our office deliver the applicant and community management briefs provide deeper and complete understanding of how to enter and succeed with in LDO/CWO community.

I am ending this with my standard plea to "GET INVOLVED". This is our community! I need every one of us involved in making the LDO/CWO Community the best and most relevant community in the Navy. I need us to keep our standards high and let our example of leadership, professionalism and dedication speak for itself. I am extremely proud to be your OCM, but more importantly, I am proud to be part of the LDO/CWO Community. Thanks for all that you do and keep charging!

A view from our Silver Eagle: Leadership:

Great leadership is dynamic; it melds a variety of unique skills into an integrated whole. Do you think you have what it takes to be an effective leader? Well, here are some of the many ingredients which go into an effective leadership mix:

VISION:

Leaders drive their passion towards a goal. Their vision sets a target which fuels a fire within the subordinates and illuminates the direction which they should follow. By creating a shared vision, leaders can motivate their subordinates to execute tasks whole-heartedly.

PASSION:

Exceptional leaders have an unstoppable momentum. They infuse their love for work in the people around them and motivate them to keep the passion going. A leader's passion opens doors of new opportunities not only for themselves but for their entire team.

WALK THE TALK:

Transparency and authenticity are a prerequisite of becoming a leader. Strong leaders tend to align their claims and actions. People feel more confident in their decisions because they don't have to worry about their leader having any ulterior motives.

COMMUNICATION:

Communication is the underlying secret of exceptional leaders. They have the knack of communicating tasks effectively to reach their goals. Beyond productivity, effective leaders communicate to motivate, inspire, reassure and direct their employees from time to time.

COURAGE:

Strong leaders act as a calm impediment to a tough course of waves. Even if the odds are against them, they take a courageous stand in adverse situations and inspire their subordinates to do the same.

"A leader leads by example not by force."- Sun Tzu
Let's press on!

CWO Community Manager:

Please join us in congratulating our newly selected Chief Warrant Officer FIVEs:

CWO ₄ Arreola David	CWO ₄ Bruceross Christopher
CWO ₄ Davis Jonathan Mark	CWO ₄ Deatricks Jason Alan
CWO ₄ Dertilis James Minas	CWO ₄ Fenske Greg Douglas
CWO ₄ Frank Darren Lloyd	CWO ₄ Frees John Michael
CWO ₄ Glenn Brian David	CWO ₄ Lester Michael Sean
CWO ₄ Mangilit Jonathan	CWO ₄ Martinez Luis Alberto
CWO ₄ Meadows Blane Foster	CWO ₄ Morgan Randy James
CWO ₄ Reid Hobert Jr	CWO ₄ Ruff Chad Byron
CWO ₄ Sagasti Peter	CWO ₄ Thrower R Wesley

In addition, we would like to extend congratulations to our newest Lieutenant Commander selects (ALNAV o61/18) and to our newest CWO₄s and CWO₃s (ALNAV o62/18)!
Now that the results are out, our office has fielded several inquiries on how to prepare for the next round of promotion boards.

The Basics: Take the hard jobs in your designator and do them well; get qualified/certified if the opportunity exists; do the right thing at all times.

Record Management: Take care of YOUR record. Review all your FITREPS and ensure you are receiving proper credit for the work you have accomplished or are responsible for via AOD or NOBC as discussed in the previous *Lariat*. Ensure your FITREPS are speaking to the board.

Speaking of promotions...If you have decided that you are retiring and are just paying your time back and moving onto the next iteration of your life, do your fellow officers a favor and remove yourself from consideration. It is hard enough to promote to W5, O4, O5 and O6 nowadays. Having one less person to compete with helps out those who are still eager to continue on with their careers. Recently, there have been instances where officers have selected for promotion and turned it down to retire or retired prior to the board results. You may ask; "Why would someone not stay and accept a promotion?" Could be a promotion incurs a 2 or 3-year obligation, personal/family desires, a medical condition, a promising job opportunity after retirement on the outside or any other reason. That answer belongs to member.

On the NPC website, if you go to the [Navy Active Duty Officer Promotions Page](#), you will find a [Sample "Don't Pick Me" Letter to the Board](#) at the bottom of the page. The letter simply states: "1. Per reference (a), please remove my record from consideration by the FY-XX Active Duty (Grade) (Competitive Category) Selection Board."

You are telling the promotion board; "Don't pick me." That's it.

It is a simple letter that will prevent the possibility of hindering someone else's opportunity to promote and short changing our ranks in our respective communities.

If you are up for promotion and know you will not accept it, consider sending a "Don't Pick Me" letter 10 days before the board convenes.

Nuclear LDO/CWO OCM: Hello from the Nuclear LDO/CWO OCM. I have just a few things to mention for this edition of the *Lariat*.

FY19 Promotion Boards. With the promotion cycle complete for FY19 I took some time and dissected the results to find anything I could that might help you in the future. I sent the results of my findings out to leadership in an email blast. If you haven't been able to see this review, shoot me an email and I'd be more than happy to forward the details to you. Not unexpectedly, education keeps coming up as an apparent discriminator in promotion boards. When you have a bunch of outstanding LDOs lined up side by side, oftentimes education is the only thing that differentiates one outstanding LDO from another. As one of our wise Nuclear LDO Captains recently reiterated to me, "take the hard jobs, get qualified, do your best and you are likely to get promoted."

With FY19 Promotion Boards in the rear view mirror, it's time to ensure that you are prepared for the FY20 cycle. Ensure your awards and FITREPS are up to date, with no gaps in coverage. Make sure that your CVN EOW AOD (LC5) (and any others that you have) is documented in your record. **MAKE SURE YOUR PHOTO IN YOUR CURRENT GRADE IS IN YOUR RECORD!** The requirement to have this photo in your service record never changed, only the policy that promotion boards view the photo changed. Well, there's been a recent change in that policy and the photos will be viewed again by promotion boards. Reach out to the Detailing shop or me if you need any assistance in verifying your service record.

Application season was a huge success, thank you for getting out there and promoting our program! As a direct result of your enthusiasm and hard work, we eclipsed last year's large number of applications, and established a new all-time record this year! Your efforts will pay huge dividends in the future as the increased selectivity a large number of applications provides allows the selection board to be even more selective in picking our newest crop of LDOs.

As always, please reach out to me if you have any questions or comments that I can answer or take for action. Thank you for your dedication and service to our Navy and nation!

LDO / CWO Academy, Officer Training Command Newport (OTCN)

Please join us in welcoming our new additions, CWO₄ Bruce Hendrix, formerly of Strategic Systems Program (SSP) Headquarters, and CWO₃ Aaron May, transferring over from the OTCN Admin Officer seat, to the LDO/CWO Academy team!

YOUR SCHOOLHOUSE NEEDS FLEET FEEDBACK! Please pass the following contacts along to your COS / CO / XO in order to solicit any & all feedback on the newly commissioned Limited Duty and Chief Warrant Officer they're receiving. Where can we improve? What are our entry-level deficiencies? What can we change to ensure these new officers are ready to excel on day one? Contact information for the staff is located in the NMCI Global Address Book.

CDR Zeverick Butts, Director
CWO₅ Tina McAlman, Deputy Director
LT Alena Fuller
CWO₅ John Linzer
CWO₄ Wally Robison
CWO₄ Bruce Hendrix
CWO₄ Jason Potts
CWO₃ Aaron May

OUR NEW SELECTEES NEED YOUR MENTORSHIP! Little things like instilling a renewed sense of pride in rendering proper military courtesies set these new accessions up for initial success and operational excellence for years to come. Your assistance in ensuring they're ready for training and well aware of the following notes is critical to the overall success of our mission. All students must visit www.netc.navy.mil/nstc/otcn/index.html early and often to

ensure they're prepared for training.

All students, with the exception of those assigned in a temporary duty status with a current DTS authorization, are required to make lodging reservations via Naval Station Newport's Navy Gateway Inns and Suites (NGIS) by calling (877) 628-9233 / (401) 841-7900 or visiting www.dodlodging.net on receipt of subject orders.

Due to fiscal constraint, all Limited Duty and Chief Warrant Officers reporting to OTCN on BUPERS Orders are not authorized to reside in off-base lodging, even with a Certificate of Non-Availability (CNA). Students who are unable to secure a reservation via NGIS must immediately contact the Academy staff to arrange non-commercial berthing accommodations.

LDO/CWO Academy Captain and CWO5 FY-19 Class Sponsor Schedule

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 a newly commissioned LDO or CWO. Below is the list of senior leaders that have volunteered to sponsor FY-19 classes. Please contact CDR Zeverick Butts or CWO5 Tina McAlman for additional information. Addresses and phone numbers are available in NMCI Global.

CLASS #	CONVENE	GRADUATE	CLASS OFFICER	OCM BRIEF	SPONSOR BRIEF	SPONSORS	SILVER EAGLE BRIEF	CLASS SOCIAL EVENT
19010	15-Oct-18	9-Nov-18	CWO5 McAlman	1-Nov-18	7-Nov-18	CAPT Collins CWO5 Reynolds	8-Nov-18	8-Nov-18
19020	13-Nov-18*	7-Dec-18	CWO4 Hendrix	29-Nov-18	5-Dec-18	CAPT(Sej) Decker CWO5 Sabella	6-Dec-18	6-Dec-18
19030	7-Jan-19	1-Feb-19	CWO5 Linzer	24-Jan-19	30-Jan-19	CAPT Smith CWO5 North	31-Jan-19	31-Jan-19
19040	11-Feb-19	8-Mar-19	CWO4 Hendrix	28-Feb-19	6-Mar-19	CAPT Taranto CWO5 Bosley	7-Mar-19	7-Mar-19
19050	18-Mar-19	12-Apr-19	CWO3 May	4-Apr-19	10-Apr-19	CAPT Whitt CWO5 Carpenter	11-Apr-19	11-Apr-19
19060	22-Apr-19	17-May-19	CWO4 Potts	9-May-19	15-May-19	CAPT(Sej) Nichols CWO5 Powers	16-May-19	16-May-19
19070	28-May-19*	21-Jun-19	CWO5 McAlman	13-Jun-19	19-Jun-19	CAPT Goodridge CWO5 Cruzpena	20-Jun-19	20-Jun-19
19080	8-Jul-19	2-Aug-19	CWO3 May	25-Jul-19	31-Jul-19	CAPT King CWO5 Baker	1-Aug-19	1-Aug-19
19090	12-Aug-19	6-Sep-19	CWO4 Hendrix	29-Aug-19	4-Sep-19	CAPT Sandin CWO5 Dixon	5-Sep-19	5-Sep-19
19100	9-Sep-19	4-Oct-19	PG	26-Sep-19	2-Oct-19	CAPT Oxendine CWO5 Karp	3-Oct-19	3-Oct-19

Career Development Symposium (CDS)/Fleet Engagement Team (FET) Schedule Pending Road Show Briefs:

NBVC Ventura County – Point Hueneme (FET/RS)	30 October 2018
NAS Lemoore (CDS/RS)	31Oct-01Nov 2018
Joint Base Pearl Harbor, Hawaii (CDS/RS)	January 2019
NS Rota, Spain (CDS/RS)	January 2019
NS Great Lakes (FET/RS)	May 2019
NAVBASE Kitsap/NAS Whidbey Island (CDS/RS)	August 2019



Did you know-The Manual of Navy Officer Manpower and Personnel Classification (NOOCS) is located at <https://www.public.navy.mil/bupers-npc/reference/noc/NOOCSVOL1/Pages/default.aspx> . The manual contains Designators, Subspecialty, NOBC and AOD codes. Check it out!



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.

CAPT Ed Callahan
Head LDO and CWO Community Manager
edward.l.callahan@navy.mil

CWO5 Hector Sandoval
CWO Community Manager
hector.sandoval@navy.mil

LT Shanique D. Howard
Asst. LDO and CWO Community Manager
Shanique.D.Howard@navy.mil

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