



DEPARTMENT OF THE NAVY
CENTER FOR INFORMATION DOMINANCE
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IN REPLY REFER TO
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From: Commanding Officer

Subj: COMMAND PHILOSOPHY

The Center for Information Dominance is the IDC's entry point and continued training home. As such, our business is to build combat-ready IDC specialists via the most efficient processes, with a professional team that wants to come to work every day. The following outlines my philosophy on how we can best achieve the three elements of our business.

1. Build combat-ready specialists:

a. Everything we do should be about improving the quality of our product. Curriculum is not our product - our students are our product. The service members who walk out our doors bear our stamp of approval. We are telling the world that those graduates are highly trained and ready to operate in extremely stressful environments. Take pride of ownership; be demanding, rigorous, and dogged in ensuring we produce the best product possible.

b. The customer is king. Our customers are the fleet, joint forces, and national agencies that use our product. Their desires, needs, and requirements are dynamic and time-sensitive. We must stay in touch with them, help them identify and formalize changing requirements, and adapt our product accordingly.

c. Our stakeholders are important parts of our success. OPNAV N2N6, NETC, NSA, CYBERCOM, and the TYCOMs provide the resources which enable us to build and deliver our product. They have vested interests in our performance. Establish strong positive relationships with our stakeholders to ensure our organizations work in synergy for the best possible outcome.

d. Set the example. The service members you are building should want to grow up to be just like you.

2. Use the most efficient processes:

a. Efficiency is predicated on constant communication. Talk with one another, both inside and outside of the organization, so quality information is omnipresent. Collaborate regularly: up, down and across. Use the CC: line liberally. As we determine the best way ahead, expect dispute and discussion. Welcome it as part of information sharing. That's how we move and grow.

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b. Speed is life. Large organizations can easily fall victim to over-bureaucratization. Focus on speedy delivery in everything you do. Work within deadlines, and always deliver what you say you will, preferably before the due date. Time is a resource, use it wisely.

c. Empower people. Processes and decisions should operate at the lowest capable level. If only one person is empowered to make decisions, the team slows to the pace of one inbox.

d. Know the rules and regulations. There are established dictates governing what we do. Know them cold. Like a good navigator, you must know the charts so you can decide upon your most efficient course.

e. Always question our processes with an eye toward improvement. Be unafraid to propose new ways of doing things. Innovation keeps us strong.

3. Develop a professional team that wants to come to work every day:

a. Consider morale to be a critical element of your readiness. Invest time and other resources into it.

b. Your team should come to a workplace that is safe, regularly maintained, and free of discrimination or harassment. Be brilliant at the basics in guaranteeing this.

c. Demonstrate the value of your people. Ensure their efforts are relevant and visible to the team. Reward exceptional performances. Identify lagging performance and develop plans for improvement.

d. Provide opportunities for professional advancement, personal growth, and physical fitness. Ensure people are able to maintain a healthy work-life balance. Work smart, and show your team how to do the same.

Our role in producing the highest possible quality Information Dominance workforce is critical to our Navy's success in current and future conflicts. I look forward to working with all of you to achieve excellence in that endeavor.



M. FOX