

# FORCE DEVELOPMENT STRATEGIC DESIGN



## MISSION

Recruit, train, and deliver those who serve our Nation, taking them from street-to-fleet by transforming civilians into highly skilled, operational, and combat ready warfighters

## VISION

Leverage the latest in innovation, enabled by technology, to build our competitive advantage as the global leader in recruiting, training, and delivering naval forces.

### GUIDING PRINCIPLES

#### Strive for Excellence, Operate with Integrity and Accountability

*Long-term viability and success requires an unflinching commitment to excellence, hard work, honesty, and fairness.*

#### Deliver Unparalleled Service

*Promote a culture of excellence that delivers unparalleled customer service, providing solutions with speed, accuracy, clarity, transparency, and accessibility.*

#### Promote Data-driven and Predictive Analytics

*Make decisions based on quantitative data rather than intuition or observation and provide a best assessment of what will happen going forward through predictive analytics.*

#### Foster Communication and Collaboration

*Foster an inclusive and collaborative culture that respects and values all team members. Encourage open communication to take advantage of the diversity of experience and thought resident in our team.*

### STRATEGIC GOALS

#### Forge and Deliver Combat Ready Warfighters

Continually increase warfighting readiness through close coordination and collaboration with the Fleet. Relentlessly assess and improve Force Development by evaluating those we recruit and train against desired and stated objectives and outcomes tied to warfighting readiness.

#### Transform Force Development to Modernize Delivery

To deliver combat ready warfighters to the Fleet, Force Development must modernize its infrastructure and apply innovative concepts through integration of research, emerging technologies and data interoperability. Advances in the science of learning enabled by technology, will aid in recruiting, enhance learning, improve supply chain flow and provide highly skilled Sailors to the Fleet.

#### Evolve into an Outcome-Focused Organization

As an organization, we will leverage authoritative data environments to make well-informed data-driven business decisions to create opportunities, predict future trends, optimize current operations, and produce actionable insights into our recruiting, training, and delivery of warfighters. Through data-driven decision-making, we will improve transparency and accountability, and improve teamwork and staff engagement.

#### Cultivate Excellence throughout Force Development

To build a culture across Force Development of excellence, we will synchronize and align to support the staff, the Sailor, and the Fleet. People – military, civilian, and contractors – are both our most valuable resource and the key to accomplishing Force Development objectives.

***Fleet Readiness Starts Here***