

Naval Education and Training Security Assistance Field Activity Strategic Plan

Commanding Officer's Message



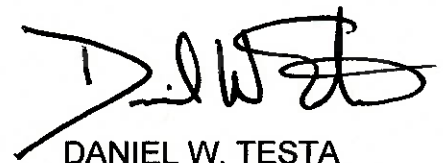
CAPTAIN DANIEL W. "JINX" TESTA
Commanding Officer, Naval Education and Training Security Assistance Field Activity

Team,

The attached Naval Education and Training Security Assistance Field Activity Strategic Plan will provide our strategic focus for 2025. The plan is nested in current strategic guidance provided by Director, Navy International Programs Office and by Commander, Naval Education and Training Command. The plan will ensure we are aligned as a staff in all aspects of the planning, programming, financial management, and execution of the Navy's Security Cooperation education and training programs. The inclusive nature of the plan's wording is meant to evoke a strong sense of purpose for what we do in the accomplishment our mission.

We will continue to execute our mission with the following three strategic pillars as our foundation: (1) Building Trust; (2) Increasing Performance; and (3) Closing Gaps. These pillars provide the foundational support and strength necessary to achieve our vision. In addition to the strategic pillars our plan contains four Lines of Effort: 1) Train, Empower and Inspire our Work Force, 2) Align Stakeholder Efforts, 3) Improve Speed and Mission Effectiveness, and 4) Employ Data-Driven Decision Making. These Lines of Effort will serve as guideposts to ensure that as an organization we will continue to build a culture of cooperation, find solutions through collaboration, and emphasize urgency.

Every high performing organization has engrained in its culture a set of guiding principles that direct the actions of its workforce. Our strategic contains seven guiding principles for us to embrace. Like a chart used for navigation, these guiding principles direct our actions as we navigate toward our shared vision.



DANIEL W. TESTA



NAVAL EDUCATION and TRAINING SECURITY ASSISTANCE FIELD ACTIVITY STRATEGIC COURSE AHEAD

MISSION

Build International Relationships

Develop, execute and manage the Department of Navy's Security Cooperation training and education programs in support of the National Defense Strategy.

VISION

World-Class Service to Stake Holders

NETSAFA is an agile and empowered organization committed to providing world class Security Cooperation education and training services for the U.S. Department of Defense, our Navy, and our partner nations.

PILLARS

- ♦ **Building Trust:** NETSAFA Security Cooperation programs will continue to provide an effective means for building international relationships and trust. These relationships and trust will provide U.S. Military Services with peacetime and contingency interoperability and access to partner nations, ultimately contributing to stability in regions across the globe.
- ♦ **Increasing Performance:** NETSAFA will continuously seek new and innovative ways to employ technology and process refinement to improve operations and reduce costs while fulfilling mission requirements. NETSAFA will implement, monitor, and revalidate improvements to ensure gains are sustained.
- ♦ **Closing Gaps:** NETSAFA will develop and further advance partner nation military capabilities in order to increase multinational force interoperability and to close existing operational capability gaps.

Build International Relationships



LINES OF EFFORT

Train, Empower and Inspire our Workforce

NETSAFA will recruit, hire, and train a qualified workforce and improve the capability of this workforce by creating a culture that seeks to maximize the contributions of all. NETSAFA will collaboratively leverage the knowledge, experiences, and skills our workforce offers to meet new challenges.

Align Stakeholder Efforts

NETSAFA will develop and maintain critical relationships within the Security Cooperation community. NETSAFA will leverage these relationships and engage our internal and external partners to facilitate the transfer of knowledge, integration of best practices, and improved use of resources.

Improve Speed and Mission Effectiveness

NETSAFA will develop and capture performance metrics that allow us to quantitatively assess our performance in order to improve speed of operations and to enhance mission effectiveness. NETSAFA will leverage these improvement efforts by enhancing collaboration among our stakeholders and partner nations.

Employ Data-Driven Decision Making

To promote efficiency and effectiveness, NETSAFA will make informed judgments based on information, data, facts, and experiences. NETSAFA will analyze business trends and patterns in order to ensure business decisions are aligned with our goals, initiatives and strategy.



GUIDING PRINCIPLES

- ◆ **TEAMWORK.** We will work together, each of us committed to the shared mission and vision. We treat everyone with mutual respect. We foster esprit de corps among our workforce and within our service. We acknowledge our strengths and weaknesses and we collaborate in our decision-making as much as possible. We will collaborate within, and across departments to identify issues, apply solutions, and celebrate successes as a Team.
- ◆ **EXCELLENCE IN MISSION ACCOMPLISHMENT.** We will maintain a clear and constant focus on our mission area at all times. No matter what the task, we will not settle for anything less than the highest levels of performance and professionalism. Set high standards, seek high performance, and recognize and reward high achievement.
- ◆ **POSITIVE LEADERSHIP.** Leadership is the essence of our profession. We lead by example at all levels and develop our future leaders. Our perpetual optimism gives us strength to overcome challenges. We empower staff which leads to higher productivity and an improved work culture. As a result, we are more effective and efficient.
- ◆ **PROACTIVE MANAGEMENT.** We plan ahead to identify and avoid obstacles to success. We keep our planning focused on the future. We develop action plans that include goals, steps, and tracking to reach objectives. We clearly establish priorities for all tasks to promote alignment and unity of effort. We act quickly to identify, resolve, or elevate problems. We encourage initiative and innovation.
- ◆ **EFFECTIVE COMMUNICATION.** To enhance our efficiency and effectiveness, we continuously communicate up and down the chain of command and throughout the directorates. We actively communicate with our internal and external partners to learn and share innovative ideas and enhance the image of our organization and our service.
- ◆ **WORLD-CLASS CUSTOMER SERVICE.** We will foster a customer service climate that seeks out and identifies ways to "get to yes" for our customers. We are honest and transparent in all of our dealings, fair with everyone at all times, and abide by the "Golden Rule" of treating one another as we would like to be treated.

Build Trust, Increase Performance, Close Gaps