CNP's Commander's Intent

Why We Are Needed

What The Navy Does — Why The Nation Benefits

For over 240 years, the U.S. Navy has been a cornerstone of American security and prosperity. In the challenging operational environment of great power competition, our role in safeguarding freedom of the seas has never been more important. Our talented workforce is our asymmetrical advantage in this world complicated by numerous security threats. It is critical that we clearly outline our priorities and principles to ensure alignment with national, defense and naval strategic guidance.

The Role Of MyNavy HR

People are our Navy's most important warfighting resource and our policies and actions should reflect and support this. Therefore, it is imperative that we constantly evaluate and improve our capability to recruit, train, manage and retain our Sailors, while continuing to support their families and our workforce. With the world evolving rapidly, the MyNavy HR Team must continue to fully embrace our need to modernize. Our mission is too important to fail and our people, who execute this mission, deserve the best support we can provide.

Who We Are

Our Lines Of Effort

- **Transform MyNavy HR**
- **Deliver on Sailor 2025**
- **Man the Fleet**

As we work to build a bigger, better and more ready Navy, so too must our MyNavy HR policies, programs, systems and procedures evolve. Transformation will ensure that we are a world class personnel organization—improving readiness, while also reducing personnel costs.

The MyNavy HR Team must continually strive to innovate while pressing forward with a living, breathing set of Sailor 2025 initiatives that benefit Sailors, their families and the Fleet. These initiatives offer Sailors modernized and portable training, better life/work balance and tailored pay and incentives while providing more options, greater career flexibility and increased transparency. Sailors deserve, and rightly expect, to be treated as valued members of a high-performing team. The MyNavy HR Team will work 24/7 to make our Navy the employer of choice.

Finally, we will continue to focus our energy on ensuring the Fleet is fully and properly manned, with the right Sailor, in the right place, at the right time, with the right training. Transformation and Sailor 2025 will ensure we can deliver on this essential task.

MyNAVYHR
Serving Sailors 24/7

Our Principles

Our principles define our daily actions:

- Focus on Sailors and Families
- Enhance Sailors' experiences
- Leverage diverse teams to make better choices
- Deliver unparalleled customer service
- Forge our toughness

Our Philosophy

We are a customer service organization. Our customers are our Sailors, their families, the Fleet and the American people. Every interaction with a customer is important and sets the culture and the standard. Treat people the way we would want to be treated, with dignity and care each time.

Open communication and honest feedback, both up and down the chain of command, demonstrates that everyone can and must contribute, regardless of rank or experience.

We must modernize policies and practices and evolve our mindsets to achieve enduring flexibility while being fearless in challenging traditional processes. We will work hard to become a deliberately developmental organization that constantly learns and improves.

Where We Are Going

The MyNavy HR Team will be an innovative, agile and responsive team providing unparalleled service to our Sailors, their families and the Fleet. We must continue applying cutting edge human resource management practices and technology to become a customer-experience driven organization that demonstrates, through action, that we value Sailors and their families. Our Transformation and Sailor 2025 efforts continue to be vital in achieving this goal.

Additionally, we want to improve the experience of our dedicated and resourceful MyNavy HR Team. You are the force behind recruiting, training, managing and retaining our talented Sailors and their families. Through improved business processes and modernized systems, we will operate more efficiently and effectively each day, making it easier and a more fulfilling opportunity for you to serve our nation.

Thank you for what you do in the trenches. I am proud to call you a Shipmate!

MyNAVYHR

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