

Encompass

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Center for
Personal and
Professional
Development

May 2012

CPPD: Where Mind Meets Mission – Coalition of Sailors Against Destructive Decisions (CSADD)

Message from the CO

COs, XO's, Dept Heads, Leaders at all levels,

This month's theme for Encompass is CSADD. While you may not be familiar with this Sailor-driven peer mentoring program, many junior Sailors are active members in local chapters. This outstanding program is already providing a positive impact on Fleet mission readiness and safety. As leaders, we also mentor and guide Sailors to develop their professional skills -- how often do we focus on developing them personally? It is our responsibility to teach Sailors to assess risk and apply critical thinking skills to make sound professional and personal decisions. Providing job-specific training is a mission necessity. Personal development training is also a necessity to develop Sailors strong in moral courage who exemplify Navy core values, and embody equal opportunity and personal and professional accountability. What are you doing to facilitate your Sailors' personal development?

– CAPT JP Newcomer

Personal Development



CPPD's personal development courses equip Sailors to think critically, act responsibly and lead proactively. For example, the [Personal Responsibility and Values, Education and Training](#) (PREVENT) course is a resource for 18- to 25-year-old Sailors. This three-day course provides Sailors an opportunity to self-assess choices in four foundational areas – alcohol misuse and drug use prevention; interpersonal responsibility; personal finances and values; and mental and physical well-being – while practicing communication skills and decision making, and creating a personal action plan to move them closer to achieving consistent behavior and supporting Navy Core Values. Also, the two-week [Bearings](#) course provides support for first-term Sailors having difficulty adapting to military life or struggling with disciplinary issues. Bearings helps Sailors recognize ways in which personal decisions impact them, those who live and work around them, and ultimately, the mission of the Navy.

Professional Development



CPPD is committed to developing Sailors strong in moral courage who exemplify Navy Core Values, and embody equal opportunity and personal and professional accountability – characteristics of strong leaders. Career-long leadership training is vital to the professional growth and development of our people into strong leaders. To better prepare junior Sailors for leadership roles, those currently serving in paygrades E4 to E6 no longer must wait until advancement to the next paygrade to receive additional leadership training. The [Leadership Core Continuum](#) (LCC), which provides learning, mentoring and coaching opportunities to all Sailors, consists of six modules covering topics such as Decisiveness/Risk Taking and Technical Credibility; Vision, Innovation and Creativity; Oral Communication; and Leading Professional Development. These modules should be taught using the [Command-Delivered Training](#) format during the annual training cycle and documented in FLTMPs upon completion.

Voluntary Education



Sailors are constantly challenged to make good decisions regarding personal and professional development. CSADD reinforces a culture of shipmates helping shipmates and contributes to command unity and mission readiness through a broad range of approaches, including critical thinking. Critical thinking skills support education goals by enhancing an individual's ability to apply planning, reasoning and logic. Critical thinking motivates Sailors to make good choices – and also helps them in taking advancement exams as well as academic tests such as the [College Level Examination Program](#) (CLEP), which offers students college-level exams to earn credit for knowledge acquired outside a traditional classroom. Sailors taking advantage of [Voluntary Education](#) programs are provided with a means to develop strong analytical skills and the ability to make informed decisions, resulting in a better Sailor and a better Navy.

CMC Corner

The power of influence and peer pressure is amazing! The Coalition of Sailors Against Destructive Decisions [CSADD](#) is one of the most effective tools a command has to harness influence and peer pressure. Three years ago I didn't know what CSADD was; today I have witnessed the amazing things this group of Sailors can accomplish. One of CSADD's goals is to educate and mentor our junior Sailors toward making the right decisions and stepping in when they see something wrong. They reinforce the positive decision-making skills learned in programs like [PREVENT](#) and [Alcohol AWARE](#). If you are looking for a group of young Sailors making the right decisions and encouraging other young Sailors to do the same, then get involved and support your local CSADD chapter. To learn more about this great organization, check out the links included in this edition of Encompass.

– CMDCM Ken Schmidt

Key Messages/BLUF

- ◆ CSADD is Sailor-driven, contributes directly to the personnel readiness of our most impressionable members, and reinforces the tenet of "Shipmates Helping Shipmates."
- ◆ CSADD is a peer-mentoring program for all Sailors aimed at promoting good decision-making and leadership development at the most junior levels.
- ◆ CSADD encourages positive behavior by bringing together Sailors through online social networking to foster peer interaction and in-person networking.

Quick Hits

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 [CSADD Bystander intervention video](#)

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