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Center for
Personal and
Professional
Development

June 2012



CPPD: Where Mind Meets Mission – Education and Training

Message from the CO

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

This month we focus on education and training - something we tend to think of as a check in a box to meet requirements for readiness or advancement and even promotion. While we feel a sense of accomplishment with completing a challenging course or degree program, many of us too often think, "glad that's over," and make no plans for future growth. The challenge now is to think about education and training with a slightly different view; not as just a one-time event but as steps on a life-long path in personal development. It is our duty as leaders to foster a command environment of continual self-improvement for every single Sailor in the command, including the leadership triad. Our example is the single most important thing we can do to develop Sailors strong in moral courage who lead with respect and trust. Are you leading your Sailors in walking the life-long development path?

– CAPT J.P. Newcomer

CMC Corner

Do not underestimate the importance of training and education! In today's technologically advanced environment, increasing one's knowledge is increasingly important. We must continue to learn new perspectives and processes to stay current – and relevant.

Through expanded awareness, you exponentially increase understanding and effectiveness in all aspects of your life. The Navy is dedicated to providing opportunities for your personal and professional growth. While we spend much of our time focused on mission accomplishment, remember that training and education play a critical role in meeting our mission. CPPD provides numerous training opportunities to help you and your Sailors grow personally and professionally. As leaders, the burden lies on us to continually develop ourselves and the Sailors we lead to successfully accomplish the Navy's mission. Let us know how we can help you succeed!

– CMDCM Ken Schmidt

Quick Hits

 [CPPD Mobile Training Teams Provide On-demand Training](#)

 [Navy Officer Earns Master's Degree for the Cost of Textbooks](#)

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Personal and Professional Development: The Training Process



Each [Learning Center](#) (LC) has the responsibility to ensure the training it provides meets validated training requirements within budget and on time. For [Naval Education and Training Command](#) (NETC) training, there are several key players: the customers receiving the training; OPNAV and the Enterprises that provide rudder signals and propulsion; and the LCs that produce and deliver the training products. NETC provides the blueprint for the Course Development and Revision Process, commonly referred to as the End-to-End (E2E) Process. The process is carried out by the LCs and is monitored by NETC. Each LC has a Learning Standards Officer (LSO) with the primary functions of Curriculum Management, Instructional Management and Evaluation Management. These management areas focus on ensuring the quality of the curriculum and its delivery. The E2E Process and sub-processes fall under the

Curriculum Management umbrella, and the LSO is involved with each of the sub-processes to ensure the integrity of the whole process, accuracy of resulting documentation and quality. Evaluation management is the check-and-balance structure used to monitor and correct any deficiencies. The [NETC N74](#) page on [Navy Knowledge Online](#) (log on first to follow the link) provides information and standards guidance to support the E2E Process, including slides in the "NETC Course Development & Revision Process" gear that show the process. The fleet is an important part of the E2E process during course [Human Performance Requirements Reviews](#) (HPRRs). In fact, we rely on fleet participation in HPRRs to provide deckplate feedback to identify the fleet's training needs. When you see messages asking for HPRR participation, make your voice count and participate!

Voluntary Education



Education plays a vital role in the personal and professional development of Sailors. The [Navy College Program](#) gives Sailors the opportunity to earn a college degree while on active duty by providing academic credit for Navy training, work experience and off-duty education courses. Education is an excellent tool for recruitment, retention and readiness. It also assists in developing the critical thinking skills of our Sailors so they can apply themselves to new situations and challenges, and it better prepares them for advancement. [Navy College Offices](#) located worldwide provide educational services such as counseling, testing and briefings. The [Virtual Education Center](#) can also assist Sailors in their educational endeavors and [Tuition Assistance](#) processing. Encourage your Sailors to further their education, which also helps them further their Navy careers.

Key Messages/BLUF

- ◆ CPPD teaches Sailors to assess risk and apply critical thinking skills to make sound personal and professional decisions.
- ◆ CPPD's voluntary education program is a conduit for equipping Sailors with strong analytical skills, the ability to make informed decisions, and avenues to pursue their life-long educational and credentialing goals.
- ◆ The professional quality of Navy education and training is our asymmetric advantage over enemies.

[To learn more about CPPD click here.](#)