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Center for Personal and Professional Development

CPPD: Where Mind Meets Mission – Recruiting, Training and Retaining our Best / Operational Stress Control

November 2012

Message from the CO

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

This month marks the beginning of another holiday season as well as a time of change for our country. Regardless of the political or economic climate, the Navy is always striving to recruit, train and retain the best possible people. Certainly we want our investment in Sailors' [personal and professional development](#) through quality training and education to pay off with high-performing Sailors who excel at meeting mission. Yet even the best Sailors will encounter life challenges that will test their resiliency. While CPPD offers training in [Operational Stress Control](#), training is never a complete answer. We must know our Sailors and pay attention to each of them to ensure we're [catching signs of stress](#) before they escalate. [Warfighting](#) is our first focus – but our people are the ones who fight the ship and win the battle. Let's ensure they're fit to fight by ensuring they're fit both personally and professionally.

– CAPT J.P. Newcomer

CMC Corner

Today's Sailors are intelligent and resourceful, but sometimes they are unaware of what resources are available to help them through rough times. While it may seem uncomfortable or time consuming, leaders must continually gauge where Sailors are regarding their level of [operational stress](#). During my [Individual Augmentee](#) tour in detainee operations, leaders had weekly interviews with their Sailors specifically to discuss work and home stress. This enabled leaders to [recognize and address](#) areas of concern to prevent any issues from affecting operations. We need to do a better job of asking our Sailors how they're really doing. Some call it intrusive leadership; I call it looking out for Sailors' wellbeing. Operational stress is a major contributor to suicide, and we need to be "all in" when it comes to preventing Sailors from ever [thinking suicide](#) is their best option..

– CMDCM Ken Schmidt

Quick Hits

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Personal Development



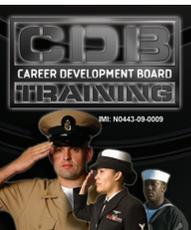
The holiday season is upon us. During this time, many Sailors are exposed to circumstances that can be [sources of stress](#), such as being away from family, conflicts between military and family responsibilities, and financial pressures. The addition of the operational environment brings new challenges to recognizing and [dealing with stress](#) on an individual basis. Often we cannot control stress, but usually we can control our reaction to it. The [Operational Stress Control \(OSC\) Continuum Model](#) is a way to identify how stress is affecting you as well as others around you. CPPD provides [OSC training](#) to monitor and manage the effects of stress, reduce unnecessary stress, and identify problems early on, balancing the needs of the individual with mission requirements. A series of rank-related courses is available on Navy e-Learning.

Professional Development



CPPD trains those who help retain top-notch Sailors! CPPD administers and teaches the [Command Career Counselor Course](#) (CIN A-501-0011). Four weeks in length, it is designed to train personnel [converting to the NC\(C\)](#) rating or ordered to a Command Career Counselor assignment (NEC 9588). Students learn about [Career Development Program](#) management techniques and policies, oral and written communication skills, active duty and post-retirement incentives and benefits, and various opportunities that the U.S. Navy has to offer. Our graduates return to the fleet and use their new skills in their [toolbox](#) to establish, train and maintain their own Career Development Teams at their individual commands. Ultimately, CCC course graduates and their Career Development Teams provide every Navy Sailor with the information and opportunities to achieve their professional goals and impact their decision to [stay Navy](#).

Voluntary Education



The Navy works hard to recruit the best people. To effectively train and retain these Sailors, commands use [Career Development Boards](#) (CDB), which often include discussions on education goals. Some commands invite a representative from their local [Navy College Office](#) to be a part of the CDB, and other commands rely on information from the [Navy College website](#) to cover off-duty education programs and opportunities. While either approach is acceptable, the CDB's discussion with Sailors should include information on both [United Services Military Apprenticeship Program](#) (USMAP) and [Navy Credentialing Opportunities On-line](#) (Navy COOL) opportunities. Whether completing the requirements supporting a USMAP trade, preparing for a COOL credential/license exam, or working on a degree, Sailors interested in advancing themselves will find their hard work is time well spent in the accomplishment of their personal and career goals.

Key Messages/BLUF

- ◆ Leaders must know their Sailors in order to recognize when they may be under stress and need assistance in navigating through challenging times.
- ◆ Navy counselors are trained to provide Sailors with the information, resources and guidance needed to successfully manage their careers and to meet personal and professional goals.
- ◆ Education, credentialing and apprenticeship opportunities offered to Sailors help the Navy retain the best and brightest for continued service – as well as help Sailors to be productive citizens wherever they live and work.

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