



Command Master Chief/Chief of the Boat Course Learning Objectives

Core Objectives:

1. Apply teamwork, communication, and alignment to increase Triad effectiveness
2. Describe the responsibility, authority and accountability of the Command Master Chief to set and maintain high standards consistent with Navy Core Values
3. Explain professional expectations of the Command Master Chief charged with accomplishing the mission and setting high moral and ethical standards based on Navy Core Values
4. Develop teamwork to build a positive culture of command and command climate
5. Develop communication skills to articulate mission accomplishment
6. Develop self-awareness skills in order to work with others across leadership and communication styles

Key Supporting Objectives:

1. Accomplish the Mission

- Explain the establishment of the position of Master Chief Petty Officer of the Navy as recorded by the Naval History and Heritage Command
- Develop a job description for the CMC/COB in accordance with the Command Master Chief Instruction
- Determine a timeline for conducting a CMC/COB turnover in accordance with procedures for Change/Exchange of Command and Officer relief
- Determine methods of implementing the MCPON's guidance and expectations into the command

2. Working with People

- Demonstrate the skills and unique perspectives necessary to serve as a member of the Command's leadership
- Assess the internal and external relationships essential for chain of command effectiveness
- Determine appropriate interactions with the Commanding Officer and Executive Officer
- Assess the responsibility of the CMC/COB in the guidance, growth and development of junior officers
- Develop a plan to develop the members of the Chiefs Mess given Chief Petty Officer Mission, Vision, and Guiding Principles
- Develop a Chiefs Mess mentorship program aligned with CNO's and MCPON's guidance and Mission, Vision, and Guiding Principles
- Develop a training plan aligning the Chiefs Mess with Mission, Vision, and Guiding Principles



3. Leading People

- Develop a course of action promoting good order and discipline in support of the Navy Core Values
- Explain methods the CMC/COB uses to establish and maintain good order and discipline
- Determine proper protocol and participation requirements for the CMC/COB in command, Navy, and civic functions and ceremonies
- Define and maintain a culture of inclusion

4. Resource Stewardship

- Assess the CMC/COB's role and responsibilities for command program management
- Determine the CMC/COB's role and responsibilities in managing manpower

5. Leading Change

- Assess the CMC/COB's role in the implementation of Navy policy
- Develop a plan for implementing policy changes and updates into the command given the CNO's current guidance and policy

6. Self Awareness

- Identify leader development opportunities to enhance self-awareness and overall leadership effectiveness through one-on-one mentoring sessions (facilitated by post-tour CMCs), providing specific feedback
- Describe the characteristics of an individual MBTI personality type to enhance leader effectiveness
- Describe how to lead diverse MBTI personality types profiles