



Department of the Navy 2007 Human Capital Strategy: An Introduction



**Human Sciences Research Conference:
New Approaches to Warrior Development**

13 June 2007

Sources of Human Capital Strategy

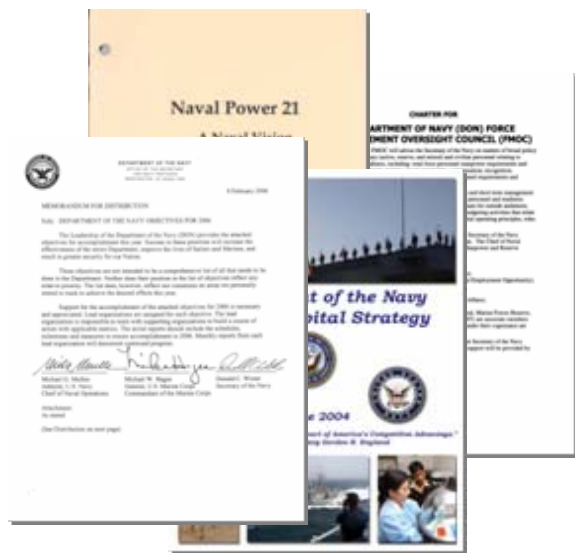
Strategic alignment of personnel management in support of U.S. National Security and Military Mission



- U.S. National Security and Personnel Management**
- National Security Strategy
 - President's Management Agenda
 - OPM Human Capital Strategy



- Department of Defense**
- National Defense Strategy
 - National Military Strategy
 - Quadrennial Defense Review
 - DOD Human Capital Strategy



- Department of the Navy**
- 2006 DON Objectives
 - Naval Power 21
 - DON Human Capital Strategy
 - FMOC Strategic Plan (2006-2009)

**Agile,
Deployable
and Capable**



The Road to Change

Quadrennial Defense Review (2006):

- “The future force must be more finely tailored, more accessible to the joint command and better configured to operate with other agencies and partners in complex operations. It must have far greater endurance. It must be trained, ready to operate and able to make decisions in traditionally non-military areas, such as disaster response and stabilization.”

QDR Assessment (JCS):

- “We cannot accurately characterize the security environment of 2025; therefore, we must hedge against this uncertainty by identifying and developing a broad range of capabilities. Further we must organize and arrange our forces to create the agility and flexibility to deal with unknowns and surprises in the coming decades.”

Building and Managing the Total Naval Force

- Developing tomorrow's force will require changes in the way we think and act
 - In the 21st Century, our most sophisticated weapon system is the human brain, and our most powerful advantage is our people.
 - People are our most valuable asset.

DON 2007 Human Capital Strategy

Our Vision:

- To support the National Security and National Defense Objectives through strategic management of the Department's **Total Naval Force** of active and reserve military, government civilian, private contractor, and volunteer personnel

Our Strategic Objective:

- To produce and employ the **right people with the right skills, at the right time and place, and at the best value**, to support or accomplish 21st Century missions.

DON HCS Strategic Goals

People-Focused Goals

- Inspire
 - to deepen the workforce's commitment to mission accomplishment and warfighting excellence
- Develop
 - to build intellectual capacity by creating an environment that supports lifelong learning and individual growth opportunities
- Compensate
 - to create a realistically affordable compensation system

DON HCS Strategic Goals

People-Management Focused Goals

- Recruit / Access
 - to recruit the right number and mix of individuals for the Total Naval Force
- Manage the Force
 - to manage our total workforce through an aligned and integrated human capital management system
- Shape the Force
 - to utilize workforce planning and utilization tools to shape and manage the Total Naval Force
- Transition
 - to provide opportunities for our people to transition between difference career avenues at different stages of their lives

2007-2009 Strategic Plan Priorities

1. NSPS (National Security Personnel System)
2. Develop the Force
 - 2.1 DON Workforce Diversity
 - 2.2 Human Performance Optimization**
3. Manage and Shape the Force
 - 3.1 Human Resources Management Information System (HRMIS)
 - 3.2 Competencies and Professional Development
 - 3.3 Workforce Utilization and Planning
4. Military Personnel Management Reform
(Compensation, Continuum of Service)

Moving Forward

Our Commitment

- To leverage the best leadership and management principles and systems.
- To exploit the best scientific and technological advancements.
- To foster a culture of lifelong learning and continuous improvement.
- To provide opportunities for productive, meaningful lives that merit the lifelong commitment to a career of service to the Nation.