

Leadership Continuum

The Navy Leadership Continuum is and has been a career-long continuum of Navy leader development, from recruitment to retirement. Leadership Training Courses, for officer and enlisted personnel, form the cornerstone of that continuum but with the addition of other development methodologies, there are some revolutionary changes coming in the way our Sailors will be developed relative to leadership. The Center for Naval Leadership and its responsibility to ensure the premium in education and development delivery to our personnel is all a part of the Task Force Excel initiative.

Currently, leadership courses are sequential lasting two weeks with the exception of the nine-week Senior Enlisted Academy. Four major themes are the foundation of all the courses: Values; Responsibility, Authority, and Accountability of Leadership; Unity of Command, and Risk Management/Continuous Improvement with over 50,000 Navy personnel attending Leadership Training each year. There are four enlisted Leadership Training Courses: Second Class Petty Officer, First Class Petty Officer, Chief Petty Officer, and the Command Master Chief/Chief of the Boat Course which is integrated into the 9-week Senior Enlisted Academy (SEA). All enlisted courses, with the exception of the Command Master Chief/Chief of the Boat Course, are offered at the Naval Leader Training Units (NLTUs) in Coronado CA and Little Creek VA as well as training sites in Bangor WA, Great Lakes IL, Groton CT, Ingleside TX, Kings Bay GA, Lemoore CA, Mayport FL, Pearl Harbor HI, Pensacola FL, Washington DC, Whidbey Island WA, Ventura CA, Sigonella Italy, Rota Spain, and Yokosuka Japan. (Site telephone numbers are listed on the next page). In addition, Mobile Training Teams provide training in other fleet concentration areas.

The four officer courses are Basic (Division Officer/Branch Officer), Intermediate (Department Head/Aviation 2nd sea tour), Advanced (XO/Aviation Department Head), Command (CO/aviation XO). The CO and Advanced (XO) courses are single-sited at Newport, RI. Other courses are taught within technical warfare training pipelines and, for those with no pipeline, at the NLTUs.

Now, classroom leadership training programs are being re-engineered to bring them into alignment with the Navy's five Core Competencies of Mission Accomplishment, Leading People, Leading Change, Working with People and Resource Stewardship. Future curricula will focus on the tasks, knowledge, skills and abilities of our Sailors based on the leadership position being assigned as well as other Fleet requirements. These include the Work Center Supervisor, Leading Petty Officer, Leading Chief Petty Officer, Division Officer and Department Head Courses. These courses will focus on requirements within that position description. Course sites will essentially remain unchanged but course length will likely be shorter in duration. In tandem, other opportunities will exist for developing leaders at the foundational level and for specific needs such as "team leaders". Additionally, Command Master Chief career development will evolve into its own continuum of extensive executive education.

Presently, courses are periodically augmented with "inoculations" of warfare or specialty pipeline training at annual all-hands training and during development/professional assignments. Future courses will incorporate individual assessments, an individual's abilities, and selection of blended learning solutions to determine training needs to effect appropriate remediation. This will result in a reduction in training costs and time away from work centers while providing the pertinent tools and knowledge necessary to lead tomorrow's Navy.