

THE MUSTANG LARIAT

Keeping you in the loop



MARCH – APRIL 2015

LDO AND CWO OFFICER COMMUNITY MANAGERS NEWSLETTER

Silver Eagle - CAPT Dan Henderson

Senior Warrant Officer in The Navy (SWON) - CWO5 Dan Kissel

** FAIR WINDS AND FOLLOWING SEAS – CAPT Rich Verbeke and CWO5 Steve Pelon. **

Head OCM's Corner: *** NEW EAGLES - Please join us in congratulating our newest group of LDO Captains: CDRs – Steven Connell, Jon Grant, Jackie Knick, Rosario McWhorter, James Rhoads, Dan Rossler, James Turner, Heather Walton and Michael Whitt.***

Well the OCM shop has been on the road quite a bit this last 2 months. We've had an opportunity to meet solid candidates and constituents alike. It is truly the best part of the job. Remember for our briefs it's about who shows up and more importantly who doesn't. This is the biggest problem I see on our visits. Over these trips there are two trips that stand out.

Great Lakes: I have never seen so much talent in one place. Between the RTC and the School houses I'm pretty confident I met my relief and many of yours. The community brief had a full crowd but what I remember most was how many LDOs and CWOs came to the recruiting brief to assist with mentoring. The recruiting brief was standing room only and all senior LDO's in Great Lakes, CAPT Vliet, CDR Ludwig, CDR Dwyer and CDR Barnett were in the front row. Well Done! We had an additional opportunity to visit RTC Recruit Company Divisions 171 & 172 in Ship 12 on their 5th week of training. Myself and Leo spoke to them about how we got to where we are today. We essentially had "REAL WORLD 101" type of conversation. Absolutely my most memorable moment since reporting and if you have an opportunity to visit and do not take advantage of that opportunity: bad call. Additionally, I recommend we all sit down with our Sailors begin the REAL WORLD 101 conversation as we found out in Great Lakes they are looking for it.

Norfolk: In the front row for both briefs I had CAPT Henderson, CDR Goodridge (CO CNATTU Norfolk) and CWO5 Kissel and so many more. That alone should tell you how the brief went but this group brought mentoring to a new level. Following the recruiting brief 33 LDO's and CWO's stood up and introduced themselves and then commenced on 2+ hours of one-on-one counseling. Nobody left until every applicant in the building had a solid mentor. Great WORK and we all need to remember no matter what the brief is it always starts with the leaders in the front row.

RELEASED
MAY 2015

CWO Community Manager's Corner: It's already going on three months since I reported onboard to fill the CWO Community Manager billet. As the new kid on the block (and I say that lightly as I am the oldest in the group) I have learned a tremendous amount of information from my superb OCM team, specifically on the role Community Managers play in shaping our future LDO and CWO community to a healthy organization. With that said, I want to continue to make our community successful and find ways to make change that will have a positive impact for our future leaders who will serve under our multi-talented and diversified Navy.

I challenge each and every one of you to provide me feedback on just ONE item you would like to see change that will improve and make our community stronger. I want to hear what your concerns and thoughts are and how can we assist in making that change. Your feedback on our briefs is also strongly recommended as we continue to improve and update our briefs. Let's make a change together!

On a final note, during my road trip to San Diego and the Hampton Roads area in VA, I was very excited to have met some super stars who attended the LDO and CWO community brief. More importantly, I want to thank each of you for taking the time out of your busy schedule who attended the recruiting brief as we kick-off our "recruit your relief" season. We had some really good numbers attendance but I still think we can do better. I want to see more senior CWOs, especially you ladies, so we can represent for those young female Sailors that rarely see female CWOs in the Navy. We are a very small percentage (4%) of the total CWO population so all 74 of you count in being that role model and mentor. For the 1,800+ males (96%), you also play a huge and vital role in supporting our big Navy's initiative. Together we can make a difference! Thank you and look forward to hearing back from you.

Trip Report

PACNORWEST: totals – 173 total Mustangs and applicants: This was a coordinated trip with the NPC Fleet Engagement Team. Appreciate the efforts getting the word out and the hospitality provided by CDR Moss, CDR Pecoraro, LCDR Laurion, LCDR Kuzma, LCDR Whipple and LT Paul Young.

San Diego (Naval Base SD, NAS North Island, CVN 76): totals – 529 Mustangs and applicants!

In our last Lariat, we praised Hawaii Mustangs for raising the bar. Well, SD Mustangs took the challenge and filled seats! Any visit to San Diego is a good one, but this Road Show was exceptional. None of this would have been possible without the coordination and assistance from CAPT Bindel, CAPT Craycraft, LCDR Pabon, LCDR Verdell and LT Nilbert Ng. A special shout goes to LT Craig Leonard for sponsoring the team, thanks again amigo!

Norfolk: totals – 472 total Mustangs and applicants! Another coordinated trip with the NPC Fleet Engagement Team. CDR Sandin, LT Corey Cheek and CWO4 Joe Gomez did one heck of job filling seats. Appreciate your support!

Great Lakes: totals – 198 Mustangs and applicants!

No one likes to choose favorites, but I (Leo Peterson) graduated bootcamp in Great Lakes. We met some of the sharpest LDO and CWO selects as well as potential applicants to date. Lots of talent in Great Lakes and the turnout for our recruiting brief showed just how highly a commission via our program is being sought after. I reviewed the package of a CTR₁(IDW/SS/EXW/SW/AW), five warfare designations! The OCM will discuss the trip in detail, so I won't steal his thunder, but would once again like to thank LT Toyo Cotrina for all the coordination. An engineer LDO that knocked out a 5050 NOTICE for the trip is "eye watering" to me. Speaking of engineers, thanks to CDR Dwyer for feeding us! Lastly, I'd like to thank LT Jason Ogle and CWO₃ Trevor Davis for providing us a real behind-the-scenes tour of Recruit Training Command. Your billets are the essence of SAILORIZATION and I'm hoping to see more and more LDOs and CWOs in the area. No community out there is a better fit.

Community News

OCM Road Shows - Our Road Show season is in full swing! Remember, we are our own "RECRUITERS" and our "TRIP REPORT" is a reflection of our efforts. Attendance numbers in some areas were OUTSTANDING and in others just "OK", we can always do better.

Upcoming Road Show Schedule (CONFIRMED):

26 May – 2 Jun: Naples and Bahrain

16 – 18 Jun: Jacksonville, Kings Bay and Mayport

Road Show rules of engagement:

- 1) Maximum attendance by LDOs and CWOs (all paygrades) is requested. We get the word out far enough in advance for planning. Not enough "busy" in the world. Our guarantee is that you will walk away with a better understanding of how we do promotions, accessions and just an overall gouge up on what the community has going on.
- 2) Bring your spouse! Whether you are an LDO, CWO, selectee or applicant, your significant other will benefit from our briefs.
- 3) LDO and CWO attendance at our Recruiting Briefs. Your presence at these briefs is critical to the positive mentoring and recruiting of future applicants. Bring the Sailor(s) you mentor with you. Plus, our new brief includes an opportunity for Mustangs to participate. This has been one of the highlights. Imagine the excitement potential applicants experience when we introduce prior board members, assistant recorders, etc.
- 4) Command TRIAD attendance is highly encouraged. We guarantee that they will benefit from our Recruiting and Community Retention/Career Management Briefs. Whether it is your CO, XO and/or CMC, they are all welcome and we encourage their attendance. So, block some time on their calendars and let us do the rest. Please do not hesitate to contact us with any questions.

In this month's Lariat, we cover Promotion Phasing for Officer Training.

PROMOTION PHASING: An ALNAV is released for promotions to CWO₃, CWO₄, CWO₅, LCDR, CDR and CAPT. Following each name is a four digit number that indicates the relative seniority among selectees within each competitive category.

Promotion Phasing:

LDO - 3% per month from October - August and 67% in September

CWO₄ - 8% per month from October - July and 10% from August - September

CWO₅ - 5% per month from October - May and 15% from June - September

So when will you get promoted? When published, the phasing plan for your grade and competitive category can be found at <http://www.npc.navy.mil/Boards/ActiveDutyOfficer/>. Click on the link to the board that considered you for promotion. After page loads, click the fiscal year you were selected (right side of page). Then scroll down and click on phasing plan. Phasing plans are usually released at the end of August or first part of September each year. Once the phasing plan is released you can estimate the month your promotion should occur by following these directions.

*Determine your 4-digit seniority number. This number can be found on the ALNAV announcing selection board results, and is your relative seniority among selects in your competitive category.

*On the phasing plan, find your competitive category. There are two lines for each competitive category.

*In the row labeled "To Date", scan across the columns until your seniority number is the same or lower than the number listed for your competitive category, and higher than the next column on the left.

*The column you stop at will be labeled with the projected month of your promotion.

*The NAVADMIN authorizing your promotion for the first of the month should be available on the NPC website on approximately the 25th of the month prior to your promotion.

Note: In smaller communities there may be months where no promotions occur.

Did you know: OFFICER PHOTOS.

IAW MILPERSMAN 1070-180, "photographs are required for all officers of the Navy and Navy Reserve, regardless of status, within 3 months after acceptance of each promotion."

FY-17 Application Season Helpful Hints - The FY-17 LDO and CWO In-service Procurement board will up on us sooner than we think. Our draft FY-17 In-service Procurement board NAVADMIN chop already. Each Lariat, we will feature “facts” to assist in application completion.

Applying for additional designators: When reading the announcing NAVADMIN each year, you may have come across a paragraph that reads, “due to ongoing rating mergers or realignments, eligible Sailors are encouraged to apply for the designator for which they have extensive documented technical and leadership experience in their enlisted service records, regardless of current rating.” When we say “extensive documented technical and leadership experience in their enlisted service records”, a Sailor that does not have evaluations to support applying for that designator must stick with the normal path per OPNAVINST 1420.1B, chapter 7, paragraph 18. With that said, the competition is **keen**. A degree is not a substitute for technical experience. Another tool to consider is discrete requirements. Discrete requirements are specific technical skill sets for a given designator and can be found at:

http://www.public.navy.mil/buperspc/boards/administrative/lido_cwo/pages/previousldocwoboard.aspx
(click on the “board quotas” hyperlink for current FY Board)

FY-15 SPONSORS: **MUSTANG ACADEMY MENTORING PROGRAM:** The intent of this initiative is to provide each class the opportunity to speak with Senior Leadership about current issues, experiences, and to get an overall sense of what it means to join the Wardroom as an LDO or CWO. Below is the list of senior leaders that have agreed to sponsor upcoming classes:

| <u>OTC Class #</u> | <u>Conv Date</u> | <u>LDO Sponsor</u> | <u>CWO Sponsor</u> |
|--------------------|------------------|------------------------|-------------------------|
| 15070 | 5/26/2015 | CAPT Rich Soucie | CWO5 John Salgado |
| 15080 | 6/29/2015 | CAPT Horacio Fernandez | CWO5 Arnel Sto. Domingo |
| 15090 | 8/3/2015 | CDR Carol Schrader | CWO5 Jerry Hillman |
| 15100 | 9/8/2015 | CAPT Doug Holderman | CWO5 Todd Enders |

Mission

The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience. We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.

Vision

We will achieve and maintain the highest degree of technical excellence within our specialties in order to ensure we are poised to continuously contribute to the war-fighting capability and readiness of Naval Forces.

Fundamental to this vision is our ability to constantly strive for improvement through training, education, qualifications, and being fully integrated with our fellow wardroom members. We will seek out the toughest challenges in our command and do our utmost to positively influence them.

We will at all times maintain the highest standards of personal integrity, setting the example for those with whom we work and those who we lead. We will always be personally and professionally prepared to support the manning requirements of the Navy and ask for the most challenging assignments commensurate with our rank.

We are a community with great pride and history. We will honor those who paved the way for us by remaining humble through our actions and actively searching for and mentoring those Sailors who possess the technical expertise and leadership traits required in a wardroom in order to groom them to one day relieve us. Our success will be known to those who follow us by the reverence in which our community is held by the Navy.

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Community News and Forums:

NPC Website: http://www.npc.navy.mil/officer/communitymanagers/lido_cwo

- "Recruit Your Relief" powerpoint presentation can be found here under "REFERENCES"

Facebook: <http://www.facebook.com> (Search: **LDO and CWO Community Manager Forum**)