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BUPERS -319
8 Apr 25

From: Limited Duty Officer/Chief Warrant Officer (LDO/CWO) Officer Community Manager
(BUPERS-319)

To: Limited Duty Officer and Chief Warrant Officer Community

Subj: LIMITED DUTY OFFICER AND CHIEF WARRANT OFFICER COMMUNITY MANAGER
PHILOSOPHY

1. From our mission and vision statement, the role of the LDO/CWO community is to support the Unrestricted Line (URL), Restricted Line (RL) and Staff enterprises with competent and experienced officers in highly specialized career fields. This charge requires our TEAM to maintain a pool of officers and a supporting framework built upon technical leadership, management, and expertise. In order to meet this challenge, ***we will focus*** on the following guiding principles:

a. Profession of Arms. Our work signifies a commitment to fortify and advance battle force readiness, emphasizing leadership, expertise, ethics, and a strong sense of purpose within the U.S. Navy. ***We will accomplish*** this by developing the career progression pyramids required to remain effective in a constantly evolving naval environment.

b. Talent Management. Our strategy involves attracting, engaging, and retaining valuable individuals within the U.S. Navy. ***We will identify*** those critical skillsets and experience required to select the best, most fully qualified personnel into the LDO/CWO community; while creating community values and promotion opportunities, emphasizing discipline, courage, and a willingness to sacrifice for the greater good.

c. Preservation of Legacy. The word legacy comes from the Latin word “legatum,” which means “something appointed by last will.” As such, our legacy extends beyond documenting the stories and successes that lay meaning and context to our community. ***We will build*** upon our rich history by campaigning for new opportunities while improving our community health by leading change agency.

2. We are the LDO/CWO accession and promotion professionals for the Navy. For us to “win” ***we must successfully collaborate*** with the Board of Directors, Officer Community Managers, Budget Submitting Office, Detailers, and MyNavy HR to achieve common goals, solve problems, and make the best-informed decisions.

3. I am humbly honored to serve as your Head, Officer Community Manager. I look forward to working with you and I am committed to the advancement of the LDO/CWO community now and in the future. It’s a great time to be in the Navy.



K. O. ALLISON