



# THE MUSTANG LARIAT

SEP / OCT 2017



LDO AND CWO  
NEWSLETTER

Silver Eagle - CAPT Pierre Fuller

Senior Warrant Officer, Navy (SWON) - CWO5 Anthony Diaz

**Head OCM:** I recently returned from attending the LDO/CWO Board of Directors (BOD) meeting in Pensacola. I am sure there are many in our community that don't even know we have a BOD or if they are aware of one probably have no idea about what they do. I was once in that category so I thought it would be prudent to share some history and what transpired during our recent BOD.

Prior to 2010 the LDO/CWO community would send their senior leaders (CAPT/CWO5) from each designator to Millington for a Senior Leadership Conference to discuss community matters. Due to fiscal cuts, the Leadership Conference was disbanded and the LDO/CWO BOD was born. The BOD makeup consists of our Silver Eagle (President), Head LDO/CWO OCM (Vice President), SWON, CWO OCM and the NUC OCM. Additional members are senior leaders from each competitive category (surface, sub/nuc, aviation, general line and staff, IWC (CWO5 only due to having no control grade work for LDOs) and special interest (female representation if absent as a senior leader and spec warfare). This makeup ensures equal representation across all Competitive Categories.

The 2017 BOD was my first so I was filled with excitement at the thought of getting senior leaders together but I was also filled with anxiety not knowing what to actually expect. The objective of the BOD was to provide clarity on community matters and work toward remaining relevant to our URL/RL communities that we support. By providing clarity the end state would be accurate information being disseminated by the senior leaders that attended the BOD to all those in their Competitive Category

The BOD started with member introductions and welcoming remarks from the president and vice president. RADM Cozad kicked off the BOD. His opening comments gave us some excellent points to ponder and communicate to our community. He discussed personnel having a tendency to feel entitled once they commission, recommended plugging into the wardroom early, continually work to identify and recruit our reliefs and he challenged us to think outside the box when it comes to retaining talent beyond current limits. He closed his opening remarks by reminding us of the objective of this BOD; provide clarity of community matters and that we must continue to find ways to remain relevant.

The first agenda item was a brief on LDO/CWO Community health, proposed Revised Competitive Categories (RCC), individual Length of Service (LOS) slides and the Without Board Action (WOBA) process. The big take away is that the LDO/CWO community is healthy but there are several designators that are not healthy and need work to improve. I won't discuss individual designators in the Lariat but I will tell you that senior leadership is aware and will be part of the solution going forward. Lateral transfer to include the WOBA process combined with retire/retain are available talent management retention tools. A better job needs to be done to identify those individuals that would benefit the Navy by staying beyond current LDO/CWO statutory limits.

The second agenda item was a brief on LDO/CWO Accessions. The BOD discussed the integrity of the application process and how to improve it. It was noted that there have been instances of applicants shopping around for the right interview appraisals. There was also discussion on the lack of uniformity in how interview boards are conducted. The BOD took an action item to develop a guidance template.

Third agenda item was on the LDO/CWO promotions, selection opportunity and selection rates. The goal of this brief was for all too fully understand the process and accurately articulate it to others. I discussed that the OCM goal is to always provide opportunity for promotion unless you are in a designator that is being phased out (sundowning), losing all control grade work and one that is off ramping prior to control grade promotions.

Fourth, the LDO/CWO Academy director briefed the curriculum and the importance of getting the right level of experience of LDO/CWO to be facilitators. It will be incredibly difficult for you to find a more impacting and enriching tour that provides you the opportunity to have a huge influence on our brand new officers than at the LDO/CWO Academy. Our community needs the most energetic, enthusiastic, experienced leaders teaching our reliefs.

The fifth agenda item was on the selectee sponsor program. The ADMIN LDO/CWOs developed an excellent program that assigns senior leaders to all new accessions. The goal of their program was to find a way to maximize the success rate of all new LDO/CWOs. Some of their core responsibilities to each new selectee were: determine readiness for new responsibilities, determine readiness for commissioning and LDO/CWO Academy and coach/connect with the selectee. The process starts as soon as the NAVADMIN announcing our new selectees hits the streets. This was an excellent approach that the BOD was in favor of implementing across the community. I ask for your feedback and best practices that you have seen or implemented.

The sixth agenda item was on promotion selection board process and board member responsibility. Emphasis was on fully understanding the board process and how changes could possible affect "IZ" promotions. The spirited part of the discussion was on board member responsibility. Many felt that board members lack the experience in discussing designators outside of their own. There was discussion on how a board member can become more knowledgeable on individual designators and career paths within each designator. I took an action item to review the legality of different options to educate board members prior to arriving. The end state for the BOD was to ensure that all designators were equally advantaged.

Day two the LDO/CWO Career Management and the Recruiting briefs were given to area LDO/CWOs and applicants. Normally that is business as usual for my office but this time I had the BOD critique our briefs. The critique brought out some great points and suggestions that we will be incorporating into our 2018 briefs.

RADM Cozad closed our BOD. He challenged us to review current policies and find creative ways to retain needed talent. He also reminded us that we are in competition across the world to remain the best and that we are also in competition with industry for top talent. He stressed the need for us to remain relevant to the communities that we support. He also agreed to speak at the LDO/CWO Academy as often as his schedule will support. Finally, RADM Cozad asked the BOD if our time spent together was worthwhile and the BOD gave him a resounding "yes". The BOD was considered a success from all those that attended and even garnered praise from our sponsor, RADM Cozad. How successful the BOD really was will be determined in time by how well we address the issues that were identified and most importantly by the health of our community.

Some additional action items that we took away was to conduct a quarterly VTC with the BOD members to address identified issues, track action items and assign new action items as needed. All BOD members were tasked to brief their Competitive Category on the results of the BOD. Hopefully some if not many of you have gotten that brief and my writing is redundant. The goal for me with this editorial on the BOD was to let you all know that we are addressing community issues and will

continue to work hard in making the LDO/CWO community “RELEVANT” today and well into the future.

I could not be more thankful and satisfied with all the BOD members taking time out of their busy schedules to come together for the common good of our community. I am also very appreciative that we have a sponsor that values LDO/CWOs, is very engaged in our community and focused on our relevancy.

I know this is the holiday season so I want thank all of you for serving your country, I wish you all a Happy Thanksgiving, a Merry Christmas and I hope you have a wonderful New Year but do so responsibly. If you celebrate additional holidays during this period, I hope you also get the time to enjoy them with family and/or friends.

### ***A view from our Silver Eagle:*** Community First

Our Mustang Community used to operate in stovepipes where the Senior LDO in each designator was the person who made a lot of the decisions about who would be detailed to what billets, this process worked very well for those who were considered the favorites of the Senior LDOs. The Detailers in turn would take direction from the Senior LDOs and billet those select individuals into highly revered chosen billets. Those days are gone and a process of the past; Detailers/Branch Heads are fair and equitable to ensure all personnel in their charge are detailed to the next challenging billet that will provide the qualifications and meet major milestones for promotion and give each individual the opportunity to be the “best and fully qualified”.

Our Mustang Community is in a new era, we are coming together as a whole of all designators and not individual stovepipes. The new Revised Competitive Category (RCC) promotion system will ensure individual Enterprise Competitive groups will be taken care of by their respective BOD (Board of Directors) members. The BOD will assist the Detailers and OCMs, take on the community issues and as a group of Senior Leaders we will tackle these issues and make our community better. Additionally, I believe through the BOD we need to formalize our Mentor program much like our Admin brothers and sisters have instituted. The BOD also needs to work closely with the Detailers/Branch Heads and OCMs to resolve issues that are identified as community problems.

When we place the Mustang Community “FIRST” as a whole, this will filter down to individual units/commands as Mission “FIRST” where as a Team of Mustangs our individual commands WILL succeed.

### ***CWO Community Manager:*** [FY19 Applications Being Accepted for Acoustic CWO!](#)

NAVADMIN 259/17 provides information on this program. The deadline for receipt of applications for this designator only is 30 November 17. For further information on this program please contact LT Jason Carr @ (808)473-1514 (michael.j.carr@navy.mil).

It has been busy in the OCM Shop since our last Lariat. Promotion Planning, NAVADMIN wrangling, Career Development Symposium (CDS), Mustang Academy visits, Board of Directors meeting, budget projections, and day to day phone and email interaction, have made the days fly by.

As stated above, the BOD meeting provided an opportunity for LDO/CWO senior leadership to voice their concerns and recommendations of current and future community affairs and initiatives. One takeaway is that we are headed in the right direction when it comes to providing proper support to the Mustang Community. To remain successful, it takes all of us working together to provide input and action that benefits our respective designators and the LDO/CWO community as a whole. I encourage all of us to prepare for future challenges and changes by becoming well informed on community matters and mentoring our young sailors that will one day take the helm.

As the Holiday Season is upon us, I would like to extend a festive season during the upcoming Thanksgiving, Christmas, and New Year celebrations. Take time to recharge and rejoice with family and friends. The OCM Shop is looking forward to a productive and prosperous 2018.

**LDO/CWO Academy Changing of the Guard:** Staff at the Academy would like to say Welcome Aboard to our new Director, Commander Zeverick (Z) Butts who reported in September from the Board of Inspection and Survey (INSURV) in Virginia Beach, VA. Commander Butts is quickly getting acclimated to the training arena, and is already making a positive impact for the future of our community for years to come. We look forward to working with you in the future!

Last but not least, Commander Dave Walker has transferred and is headed to Guantanamo Bay Naval Base, Cuba where he will be assigned as the Executive Officer. He will be sorely missed. We extend special thanks for his leadership, guidance, dedication, and professionalism as he most definitely left an indelible mark on nearly 1,000 LDO/CWO new accessions. His legacy will influence the direction of our community for the next 30 years. It was an honor to serve under your leadership! Thanks for your mentoring and support, Fair Winds and Following Seas!

**LDO/CWO Academy Captain and CWO5 FY18 Class Sponsors.** 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. Please contact CDR "Z" Butts or CWO5 John Linzer for info. Addresses and phone numbers are available in NMCI Global.

CLASS #	CONVENE	GRADUATE	CLASS OFFICERS	OCM BRIEF	SPONSOR BRIEF	SPONSORS	SILVER EAGLE BRIEF	CLASS SOCIAL EVENT
18010	10-Oct-17*	3-Nov-17	LT Fuller CWO5 Linzer	26-Oct-17	1-Nov-17	CAPT Gorey CWO5 Molloy	2-Nov-17	2-Nov-17
18020	6-Nov-17	1-Dec-17	CWO4 McAlman CWO4 Robison	16-Nov-17	29-Nov-17	CAPT Fuller CWO5 Gerber	30-Nov-17	30-Nov-17
18030	8-Jan-18	2-Feb-18	LT Fuller PG	25-Jan-18	31-Jan-18	CAPT Whitt CWO5 Rose	1-Feb-18	1-Feb-18
18040	12-Feb-18	9-Mar-18	CWO5 Linzer CWO3 Potts	1-Mar-18	7-Mar-18	CAPT(SEL) Sandin CWO5 Molloy	8-Mar-18	8-Mar-18
18050	19-Mar-18	13-Apr-18	CWO4 McAlman CWO4 Robison	5-Apr-18	11-Apr-18	CAPT Stronach CWO5 Diaz	12-Apr-18	12-Apr-18
18060	23-Apr-18	18-May-18	CWO4 McAlman CWO3 Potts	10-May-18	16-May-18	CAPT Lepine CWO5 Fleming	17-May-18	17-May-18
18070	29-May-18*	22-Jun-18	CWO5 Linzer CWO4 Robison	14-Jun-18	20-Jun-18	CAPT Connell CWO5 Barr	21-Jun-18	21-Jun-18
18080	9-Jul-18	3-Aug-18	LT Fuller CWO3 Potts	26-Jul-18	1-Aug-18	CAPT Taranto CWO5 Lawrence	2-Aug-18	2-Aug-18
18090	6-Aug-18	31-Aug-18	CWO4 Robison CWO3 Potts	23-Aug-18	29-Aug-18	CAPT Ross CWO5 Johnson	30-Aug-18	30-Aug-18
18100	10-Sep-18	5-Oct-18	CWO5 Linzer CWO4 McAlman	27-Sep-18	3-Oct-18	CAPT Gibbons CWO5 Baker	4-Oct-18	4-Oct-18

Sponsors are all scheduled on Wednesday prior to graduation, and it is also an option if you desire to stay on Thursday for the class Wardroom Dinner Social (Attire TBD) and attend graduation on Friday (Seasonal Full Service Dress Uniform).

Current listing of all LDO/CWO Designators for applicant submission:

[http://www.public.navy.mil/bupers-npc/officer/communitymanagers/ldo\\_cwo/Pages/References.aspx](http://www.public.navy.mil/bupers-npc/officer/communitymanagers/ldo_cwo/Pages/References.aspx)

Our recruiting brief is posted on the NPC website, located here: [http://www.public.navy.mil/bupers-npc/officer/communitymanagers/active/lido\\_cwo/Documents/LDO%20and%20CWO%20Recruiting%20Brief.pptx](http://www.public.navy.mil/bupers-npc/officer/communitymanagers/active/lido_cwo/Documents/LDO%20and%20CWO%20Recruiting%20Brief.pptx)

PERS 8, the board sponsor has a page on the NPC Website that has helpful tools, i.e. Application Form, Appraisal Sheets, Application Instructions, Checklist, Helpful Hints, etc., it can be found here: [http://www.public.navy.mil/bupers-npc/boards/administrative/lido\\_cwo/Pages/default.aspx](http://www.public.navy.mil/bupers-npc/boards/administrative/lido_cwo/Pages/default.aspx)

**\*\* Make sure your applicant uses the checklist and includes it in their folder\*\***

Do you know what the board is looking for? If not, take a look at the FY-18 discrete requirements located here: [http://www.public.navy.mil/bupers-npc/boards/administrative/lido\\_cwo/Documents/FY-18%20180-181%20QUOTA%20LETTER.pdf](http://www.public.navy.mil/bupers-npc/boards/administrative/lido_cwo/Documents/FY-18%20180-181%20QUOTA%20LETTER.pdf)



***Did you know? Selection board data is available on the NPC Website. This page <http://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/default.aspx> has links to zone messages as well as selection rates and promotion phasing plans.***



#### **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.*

CDR Ed Callahan  
Head LDO and CWO Community Manager  
[edward.l.callahan@navy.mil](mailto:edward.l.callahan@navy.mil)

CWO5 Hector Sandoval  
CWO Community Manager  
[hector.sandoval@navy.mil](mailto:hector.sandoval@navy.mil)

Mr. Mitch Allen  
Asst. LDO and CWO Community Manger  
[mitchell.allen@navy.mil](mailto:mitchell.allen@navy.mil)

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