



HR BEACON

Community News for HR Professionals

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HR Strategic Plan 2025

This issue of the *HR Beacon* is the first in a series that provides an overview of the HR Strategic Plan 2025, outlining the strategic goals and alignment with MyNavy HR. Subsequent beacons will be released, addressing new 1200 community career paths, and the 2025 HR Action Plan supporting our new strategic objectives.

The 2025 HR Strategic Plan provides the guiding direction to enable the HR Community to simultaneously adapt and transform to support the MyNavy HR Enterprise and the Fleet. The strategy focuses on developing the HR Community to best support the three MyNavy HR pillars:

- 1. Force Development:** Attract and train recruits who master new and complex skills throughout their career
 - **HR functions:** Recruiting, Training
- 2. Force Management:** Equip Commands and Sailors with proper expertise and tools to advance their careers
 - **HR functions:** Talent Management, HR Service Delivery, Education Management
- 3. Enterprise Support:** Support Force Development and Force Management to meet the complex and unique needs of Sailors, families and Commands through resource management and integration across the MyNavy HR enterprise
 - **HR functions:** Resource Management, Business Optimization, Comprehensive Analytics

The 2025 HR Strategic Plan includes the HR Community Mission, Vision, Guiding Principles, Key Deliverables, and Strategic Goals.

HR Community Mission: Man the Fleet

The HR Community provides operationally experienced uniformed leadership and core human resource expertise to define, attract, recruit, develop, assign, and retain America's best and brightest talent to give our Navy a competitive edge, and to meet the demands of the Navy and the Joint Force. We support the personal and professional development of all members of our Service and their families.

HR Community Vision: A community of highly-skilled and strategically-placed Human Resources officers delivering world-class HR services to MyNavy HR and the Fleet

A dedicated uniformed workforce providing cutting-edge human resource services to enable the Chief of Naval Personnel to properly man the Fleet and support the Sailor of the future. We design and manage our Navy Personnel systems to deliver the best possible, mission-ready talent to the Fleet. We are a community of HR Leaders with ready and proven skillsets that drive the Navy's Total Force solutions.

Guiding Principles:

- Be a leader; leverage HR expertise and depth of experience to deliver Total Force solutions
- Be innovative; anticipate emergent and future requirements
- Be responsive; deliver tactical solutions that meet strategic imperatives
- Integrate technology, people and organizational design
- Forge Toughness: Mind, Body and Spirit
- Learn, collaborate, communicate: Foster connections
- Imbue Navy Core values: Honor, Courage, and Commitment

Key Deliverables:

- Fleet properly manned to enable Navy to meet its evolving missions
- Properly resourced and executable Navy manpower program
- Support for the Sailor, their families and Commands

2025 HR Strategic Goals:

- 1. Highly Skilled:** *Deliberately developed HR officers with skills and expertise directly aligned to evolving MyNavy HR requirements and are the subject matter experts in Force Development (FD), Force Management (FM), and Force Requirements and Resourcing (FR2).*
- 2. Strategically Placed:** *Strategic Workforce Planning to provide the right HR officer in the right place, with the right skills, at the right time.*
- 3. Deliver World-Class HR Services:** *HR officers will deliver world-class Human Resource services to MyNavy HR, the Fleet, and Joint force.*

An associated 2025 Action Plan is being developed by the HR Executive Board and Board of Directors, with specific actions for each 2025 Strategic Objective. For Active Component HR officers, the billet base and career tracks associated with Force Development (FD), Force Management (FM) and Force Requirements and Resourcing (FR2) are being developed by the HR OCM. Additional information on the Action Plan and AC HR career tracks will be provided through future HR beacons.

POCs for this HR Beacon are CAPT Steve Friloux, PERS-44 Director, NPC, steven.friloux@navy.mil and CDR Trish Cronau, HR OCM, BUPERS-314B, tricia.a.cronau@navy.mil.
HR Beacon POC is CAPT Karl Werenskjold, Director, HRCOE, hrcoe@nps.edu.