

Overview

The Transformation Digest is a compilation of information spanning various MyNavy Transformation workstreams. Each issue highlights key milestones, governance decisions, and information to increase awareness and alignment within the Transformation workforce.

This issue primarily covers key NP2 efforts, milestones, and workstream updates, including:

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Recap of Key Meetings

- + On February 1, 2021 an NP2 Deployment Strategy Design Session was held to identify high impact items to meet NP2 Initial Operating Capability (IOC).
- + Mini-Fast Cruise 1 was held on February 3-5, 2021 and focused on Leave Products.
- + On February 24, 2021, N1 Transformation Leadership held a Virtual Town hall for 80+ personnel. Speakers included: Mr. Menzen, CAPT Richardson, CAPT Feld, and Ms. Stewart. Topics covered: NP2 T-X Synchronization Series, NP2 Transition Plan, and Fleet Delivery Team (FDT).
- + NP2 IOC Synchronization Meeting, T-10, was held on March 18, 2021. Subsequent sessions will continue through NP2 IOC.



ESTO Branch

POC: CAPT Leon Higgins

New ESTO Branch Leadership



With great excitement, please welcome **CAPT Leon Higgins** into his new role as the **Enterprise Support Transformation and Optimization (ESTO) Branch Head**. As a Navy Human Resources Officer, CAPT Higgins brings a wealth of experience and knowledge to the Organization from a number of demanding tours, both at sea and ashore.

Prior to coming into his new role as the ESTO Branch Head, CAPT Higgins supported Transformation as the Deputy Director of OPNAV N10 and Budget Submitting Office (BSO) 22. He also served as Assistant Chief of Staff for the Total Force Human Resources on the COMUSNAVCENT and COMFIFTHFLT staff and as Manpower Department Head at Field Support Activity, BSO 11.

I am excited to continue the Transformation journey in my new role as the ESTO Branch Head. We have a lot of exciting opportunities coming up as we push forward on our key Transformation priorities and initiatives. I'm looking forward to the continued success and momentum the team will bring as we drive towards these milestones.

Congratulations to RDML (Sel) Stu Satterwhite who has been selected as the next HR Flag Officer. His energy, motivation, and dedication to Transformation has and will continue to be paramount to the successes our organization sees.

Thank you for all that you do to support Transformation and I look forward to supporting you and Transformation in this new role.

-CAPT Leon Higgins
Branch Head

Enterprise Support Transformation and Optimization (ESTO)



T-10 Session Recap

“Critical Path to Delivery” was the theme of T-10. The goal of the session was to discuss key components and milestones, as well as risks and mitigation strategies the organization can implement for a successful journey to NP2 IOC.

Reoccurring Priorities

Following each T-X session:

- Decisions and issues are elevated for Flag-level review
- Barriers, concerns, and risks are identified and addressed and from that, mitigation steps are established
- Follow-up actions are tracked and managed by targeted work groups and teams

What's Next?

- Continued monthly T-X sessions
- Continued enhanced risk management
- Finalize and mobilize Transition Plan

Upcoming Meetings

- 22 APR 2021: T-9
- 20 MAY 2021: T-8
- 17 JUN 2021: T-7

NP2 T-X Synchronization Series

POC: CAPT Joyce Richardson

The Navy Personnel and Pay (NP2) T-X Synchronization series is a recurring, monthly day-long event that brings NP2 stakeholders together to track and drive collaborative progress toward NP2 Initial Operating Capability (IOC) in January 2022. NP2 will combine personnel and pay functions into one seamless system of systems (Active Component and Reserve Component (AC/RC)), providing adaptable solutions, timely pay, increased auditability and enhanced user experiences for Sailors, the workforce, and Navy leaders.

Within the T-X construct, **16 PERS/PAY Groups and Work Teams were established** spanning across:

- Development/Test
- Organizational Readiness
- Organizational Change Management
- Business Enabling Functions



Purpose

- Track and drive progress toward NP2 IOC
- Identify and communicate risks and barriers
- Provide a Common Operating Picture (COP) and a key milestone timeline
- Eliminate silos
- Provide a forum to identify concerns and issues



Stakeholders & Schedule

Stakeholders: Representatives from the N1 Transformation Team, Program Office, relevant N1 codes, and the Fleet, as well as functional users and contract support teams (averaging 150+ attendees per session)

Schedule: Third Thursday of each month



Completed Efforts

- MyNavy HR Digital Signature
- Governance Evolution and Process Refinement
- NP2 IOC Executive View
- Functional/Business Acceptance Testing – Approval Authority for Go-Live
- PayOps Organization COA Selected



Transition Sub-Plans

The Transition Plan contains nine sub-plans to execute key actions and milestones across various workstreams for successful integration of efforts.

Sub-Plans include:

1. Business and Organizational Readiness
2. Hyper Care and NP2 Fleet Delivery Team
3. Training
4. Go-Live Approval Process
5. Enduring Staffing Plan
6. Customer Fleet Roll-Out Plan
7. Contingency Plan
8. Sustainment Plan
9. Transition Communications Plan

What's Next?

- The NP2 Transition Plan was formally submitted and approved by the NP2 Governance Council (NP2GC) on March 9, 2021. Following this submission, the Training and Fleet Delivery Teams have begun scheduling activities with stakeholders to adhere to identified milestones in alignment with the IMS
- Activities include identifying requirements to ensure business readiness at IOC and tracking progress/roadblocks facing successful integration of various NP2 efforts.

NP2 Transition Plan

POC: CAPT Derek Feld

The Transformation Office's NP2 Transition Plan defines the tactical steps for each element of the NP2 transition at the Program level. The NP2 Transition Plan enables the Transformation Office to define and monitor major actions and work products that must be completed within various workstreams and enables leaders to understand and evaluate organizational readiness for IOC.



NP2 Transition Planning Team

The NP2 Transition Planning team was formed in December 2020. The Transition Plan was developed, reviewed, and approved by the NP2 Governance Council (NP2GC) on March 9, 2021.

The team, along with the nine sub-plan counterparts, focuses on monitoring actions and key milestones ahead of NP2 IOC, including seeking and obtaining necessary approvals to enable Go-Live.

Readiness Checklist

As a key part of the plan, the Transition team developed a "Readiness Checklist" to:



Track actions within various workstreams necessary to enable integration and readiness at IOC



Identify the Office of Primary Responsibility (OPR) and Points of Contact (POCs) for each specific task



Track progress against key milestones by assigning due dates for each action



Track revisions and any schedule shifts encountered during the ongoing process of go-live approval discussions

NP2 Transition Plan (cont.)

POC: CAPT Derek Feld

NP2 Transition Plan: Sub-Plans

The NP2 Transition Plan contains nine sub-plans documenting key actions and milestones across various workstreams necessary for the successful integration of efforts. Below is a breakdown of the sub-plans with the overall goals.

NP2 Transition Sub-Plan Breakdown

| | Sub-Plan | Overview/Goal of Sub-Plan |
|---|---|--|
| 1 | Business and Organizational Readiness | Identify criteria to ensure business readiness at IOC and reshape operating models and organizational designs based on the new business processes resulting from the roll-out. |
| 2 | Hyper Care and NP2 Fleet Delivery Team | Define surge support for the stabilization period after system launch focused on customer support, data integrity, and system stability. |
| 3 | Training | Determine enterprise-level training considerations/mitigation strategies, training development, and training execution. |
| 4 | Go-Live Approval Process | Define the ASN approval requirements and process required for IOC launch. |
| 5 | Enduring Staffing Plan | Determine the permanent workforce changes required to support NP2. |
| 6 | Customer Fleet Roll-Out Plan | Define specifics on how NP2 functionality will be made available across the Fleet by addressing milestones that must be completed, new processes, and governance. |
| 7 | Contingency Plan | Define alternative approaches in scenarios of delay or failure, to include contingency processes and resources that will be employed in the event of an NP2 component failure. |
| 8 | Sustainment Plan | Establish processes to allow for sustainment of operational NP2 and enhancements to the system. |
| 9 | Transition Communications Plan | Develop and execute the strategic communications required to drive the review and approval process at the leadership level and requisite communications to the Fleet. |



Looking for Materials?

Readiness materials are located in the "ORE FAST CRUISE" team folder on DEKPLATe:
<https://mpte.navy.deps.mil/Pages/Home.aspx>

Upcoming Milestones

- **29 MAR – 6 APR 2021:** Mini-Fast Cruise 2 (Reserve: Drills & Orders)
- **MAY 2021:** Mini-Fast Cruise 3
- **Summer/Fall 2021:** Fast Cruise

Future Looking – Fast Cruise

Over time, the scope of the MFC will expand – leading to the "Fast Cruise."

- A Fast Cruise strategy is critical to ensure end-to-end processes are comprehensively evaluated to identify deficiencies and mitigation strategies.
- The Fast Cruise is an all-encompassing exercise to include both process and technology components of our transformation for PERS/PAY required at NP2 IOC.

Mini-Fast Cruise (MFC)

POC: CAPT Joyce Richardson

The Mini-Fast Cruise (MFC) is a series of readiness exercises enabling participants to walk through various fleet scenarios to obtain functional user feedback, identify gaps or deficiencies, and assess business readiness capabilities for NP2 IOC. The goal of these sessions is to demonstrate the ability to integrate and utilize the developed technology to support the transformed personnel and pay processes and organization.

Key Stakeholders



- Enterprise Support Transformation and Optimization (ESTO) Branch
- United States Fleet Forces (USFF)
- Sailor Experience Advocates (SEA)
- Navy Reserve Forces Command (RESFOR)
- Defense-Finance and Accounting Service (DFAS)
- OPNAV N10

Mini-Fast Cruise 1: Leave Products (3-5 FEB 2021)

- The session focused on the end-to-end leave processes and included interaction with two future NP2 Leave products (Leave Request and Processing) scheduled for IOC release.
- Participants were assigned roles to navigate and walkthrough various scenarios within the NP2 integrated test environment (ITE).
- Team members gathered feedback and observations related to the Design Philosophy: workflows and approvals, Training and Change Management opportunities, Record Management, Updating Policies, and Organizational Hierarchy.
- Following the session, the team compiled a Finding and After-Action Report (AAR) with an analysis and observations provided by the stakeholders.



NOTE: The MFC is a targeted approach on specific NP2 products and the affiliated business processes. The MFC is NOT a technical capability test.

Additional Information

- Detailed NP2 training tools – providing step-by-step instructions for completing actions in NP2 – are being developed with each quarterly release and will be made available in NP2 as the products become operational or “Go Live” for users.
- The tools will be available on the NP2 landing page, accessed via the NP2 quick link in MyNavy Portal: <https://my.navy.mil>.

Did You Know?

At the conclusion of each NP2 quarterly development cycle, as part of the Development Testing (DT) Assist kickoff, the Development Team conducts a walk-through demonstration of the products being released.

These demonstrations are available for Functional users to attend – reach out to the NP2 POCs to learn more!

Upcoming NP2 Events

- **29 MAR – 6 APR 2021:** Mini-Fast Cruise 2 (Reserve: Drills & Orders)
- **22 APR 2021:** NP2 IOC T-9 Synchronization Meeting

Sea Warrior MyNavy HR IT Solutions

POC: Ms. Lori Natividad

NP2 Product Update

Using agile development, new capabilities are being developed and added to the NP2 system quarterly in order to reach Initial Operating Capability (IOC) in January 2022. **While agile development continues to expand NP2 capabilities with the quarterly technical releases, the capabilities will NOT be available for operational use by Sailors and the HR Workforce until IOC in January 2022.** The NP2 products that were developed and released for technical use in Q1FY21 are listed below.

Q1FY21 NP2 PRODUCT RELEASE UPDATE

Organizational Hierarchy and Workflow

Command organizational hierarchy with workflow to support personnel and pay business transactions requiring reviews and approvals. This product provides for the creation, maintenance, and implementation of these hierarchies.

MyPersonal Relationships

Provides capability for Sailors to identify and change personal relationships data that affect military pay and benefits. NP2 will become the source of Navy service member relationship data at IOC.

Leave Requests and Processing

Provides Sailors, and members of the HR workforce acting on their behalf, the ability to execute and manage their leave in NP2.

Enlisted Reclassification

Provides capability in NP2 to execute enlisted reclassifications (approximately 4,000- 5,000 per year) for Sailors requiring a rating change anytime from their arrival at Recruit Training Command (RTC) through schoolhouse graduation.

Waivers Framework

Provides the HR workforce the capability to submit and approve waivers as required for various personnel processes. This release provides the technical framework for establishing, processing, approving, and monitoring waivers.



Sea Warrior MyNavy HR IT Solutions (cont.)

POC: Mr. Ken Johnson

Reorganization and Re-Branded Program Name

The Navy's Program Executive Office for Manpower, Logistics and Business Solutions (PEO MLB) is shifting from a program office-centered organization to a portfolio-based organization. The future end state, which will take several years to complete, will have three portfolio areas. Today's FY21 organizational structure has seven portfolios – **Sea Warrior MyNavy HR IT Solutions** is one of those seven portfolios. As PEO MLB continues to mature, the seven portfolios will be rationalized to three.

As part of the reorganization, the "PMW 240" name has been retired and replaced with **Sea Warrior MyNavy HR IT Solutions**. This re-branded name provides a more accurate description of the program and clarifies product alignment between the individual Sailor and MyNavy HR. Additionally, the updated identity allows the program to properly communicate its mission to provide Sailors with Navy HR solutions using 21st-century career management capabilities.



“ We play a critical role in the Navy's ongoing HR Transformation by providing world-class solutions. Our end products turn the vision into a reality that will improve every Sailor's career management and lives, both now and for generations to come.

-Ken Johnson
Program Manager
Sea Warrior MyNavy HR IT Solutions ”



Over the next several months, re-branding details will be fine tuned. If you have any questions or need assistance, please reach out to the Sea Warrior MyNavy HR IT Solutions Public Affairs for further support.