

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.

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Recap of Governance Decisions/Key Meetings

- + Enterprise IT Governance Board (EITGB) approved an MPN Appropriation Justification Book Input and Compilation (MAJIC) system change request on September 14, 2020.
- + The Payroll Operations (PAYOPS) staffing approach was approved at the September 16, 2020 Enterprise Configuration Control Board (eCCB); Approved by CNP at the Executive Decisional Board (EDB).
- + On October 7, 2020, N1 Transformation Leadership held a Virtual Town hall for 140+ personnel. Speakers included: Mr. Menzen, CAPT Satterwhite, CDR Hill, and Dr. Sullivan. Topics covered: Current Priorities & FY21 Planning, Governance, and Recruiting.
- + NP2 Initial Operating Capability (IOC) Synchronization Meeting, T-15, was held on October 15, 2020. Subsequent sessions will continue through NP2 IOC.
- + The Q4 FY20 NP2 product release is scheduled for October 2020. Capabilities included: MySailor Data, Reserve Orders, and Improved Travel Voucher Processing.



The Transformation Digest is a bi-monthly update providing context and information on key program areas and is a product of the Enterprise Support Transformation Office (ESTO) Organization Change Management (OCM) Support team. Distribution is authorized to U.S. Government Agencies and their Contractors.

Visit Dynamic Enterprise Knowledge Platform (DEKPLATE) for Transformation materials: <https://mpte.navy.deps.mil/Pages/Home.aspx>
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Key Highlights

The Recruiting Transformation timeline has been accelerated.

Between July 2020 – September 2020, seven Navy NRDs have been transformed into NTAGs and 20 Talent Acquisition Onboarding Centers (TAOCs) were established under NTAGs.

Full Operational Capability will be reached by December 2020.

Recruiter Talent Matching

The NTAG construct allows Sailors the ability to work in a recruiting area they are interested in and most skilled at. The intent is to match inherent skills to functional areas within the recruiting process.

By leveraging the talent and skills of Sailors and being deliberate with talent matching, NRC believes Recruiting will become more efficient by reducing the variations in the Recruiting Process.

Upcoming Milestones

- **October 2020 NRD to NTAG Transformation:** San Antonio, Phoenix, Atlanta, Miami
- **November 2020 NRD to NTAG Transformation:** San Diego, Richmond, Raleigh

Navy Recruiting Command (NRC)

POC: Dr. Kevin Sullivan

Initially scheduled for completion in December of 2023, the Recruiting Transformation timeline has been accelerated by three years. The last seven Navy Recruiting Districts (NRDs) will transition to the Navy Talent Acquisition Groups (NTAGs) operating model by November 2020, reaching Full Operational Capability (FOC) by December 2020.

Under the NTAG Navy recruiting model, Standard Operating Procedures have been established for E-Talent, Talent Scout, Assessing, and Onboarding, giving specific guidance on the roles, duties and responsibilities for each functional area. In addition, CMCs will now play a bigger role in onboarding for the proper training and oversight of Future Sailors prior to shipping to Recruit Training Command.

NAVY RECRUITING MODEL

NRC is transforming the way it does business by aligning its recruiters with their strengths:

LEGACY MODEL
RECRUITER FOR EVERY JOB



- Prospect at Events
- Discuss Opportunities in the Navy
- Interview Applicants
- Process Applicants Through MEPS & Delayed Entry Program
- Prepare Future Sailors Physically & Mentally for Basic Training

TRANSFORMED MODEL
ONE RECRUITER PER JOB



Talent Scout
Sales & Sourcing

Prospect at events, discuss opportunity in the Navy & interview applicants



Assessor

Process Applicants Through MEPS & Delayed Entry Program



On-boarder

Prepare Future Sailors Physically & Mentally for Basic Training

Regional Focus

On October 1, 2020, NRC formally established Region Central Command, assuming portions of the Region East and Region West recruiting footprint, increasing the support and Command and Control available. In addition, Customer Relationship Management (CRM) Dashboards are continually being refined to appropriately track Key Performance Indicators (KPIs) which will provide leadership with additional oversight capability.



Key Highlights

Timely with the current virtual working environment, the addition of the Collaborative Learning Environment (CLE) to the Learning Stack provides Sailors web conferencing, social learning environments, video (both recorded and streaming), mobility, and community grouping capabilities while geographically dispersed.

Another value added to the CLE is that it allows instructors to share and link curriculum, reference material, assignments, and exams.

Upcoming Meetings

- **4 NOV, 2 DEC** - Transformation Risk Management Board (RMB)
- **11 NOV, 9 DEC** - Enterprise IT Governance Board (EITGB)
- **25 NOV** - Enterprise Configuration Control Board (eCCB)

Naval Education and Training Command (NETC) – Learning Stack Modernization

POC: Mr. Bruce Bare

Learning Stack Overview

The Navy is transforming the way we attract, train, and retain top talent. Our Sailors require the most advanced technical training at their fingertips to maintain operational superiority around the globe.

If the Navy is going to compete with adversarial advances, it is crucial to move beyond the current model of training. This approach requires a modernized, interoperable, fully integrated Learning Stack.

The stack is a system of systems that will be the keystone to delivering modernized training and meeting advanced technology needs of the Fleet. NETC's Information Technology (IT) architecture and corresponding capabilities delivered by the Learning Stack will decrease training timelines by becoming more efficient, assimilate operational agility, and improve overall mission readiness by having information at each Sailor's fingertips.

Learning Stack Components

Learning Stack has evolved over time to continuously improve and support Sailors, focusing on six key components:

- + Learning Management System (LMS)
- + Curriculum Development System (CDS)
- + Collaborative Learning Environment (CLE)
- + Learning Records Store (LRS)
- + Enterprise Resource Scheduler (ERS)
- + Student Information System (SIS)



NETC – continued

POC: Mr. Bruce Bare

Learning Stack Components

Business processes and technical features are continuously modified and enhanced to accommodate the modern, multi-platform training environment solution preferred by new recruits and current Sailors. Below is a summary of the **six key Learning Stack components**:

Learning Management System (LMS) – Moodle

Supports synchronous and asynchronous learning, giving users the ability to create, administer, access, and manage courses. The LMS gathers student learning data to support decisions to update/modify training in real-time.

Recent Update: Best practices, technical guidance, and standards requirements for implementing Experience API (xAPI) in Navy learning environments publicly available at: <https://netc.usalearning.net/xapi-library/>

Curriculum Development System (CDS) – Salesforce

Provides a core repository for all learning content, enabling authoring of curriculum for various modes of delivery, allowing customization, and sharing of content.

Recent Update: Data field mapping documents for data migration/scripts from the New Orleans Data Center to the Salesforce Cloud continue to progress; NETC and PMW 240 teams successfully completed the Okta integration in the CDS Salesforce Development environment.

Collaborative Learning Environment (CLE)

Allows remotely connected peers and individuals to collaborate in real-time, providing Sailors with flexible training opportunities for various conditions, including outside the traditional classroom environment.

Recent Update: Collaboration capabilities to support virtual training environments continue to be evaluated on both NIPRNET and SIPRNET to test full functionalities in: Google G-Suite, MilSuite, Adobe Connect, Cisco Webex, Microsoft Teams, etc.

Learning Records Store (LRS)

Captures and records interactive learning experiences using Experience API (xAPI) to provide configurable reporting in support of training.

Enterprise Resource Scheduler (ERS) – Ad Astra

Creates and regulates course scheduling to efficiently utilize accessible assets across the enterprise.

Recent Update: NETC is evaluating Astra Schedule, a Commercial Off the Shelf (COTS) software, as a potential product to leverage as an enterprise scheduling solution.

Student Information System (SIS) – Campus Solutions

Provides capabilities for registering students in courses, documenting grading, transcripts, results of student tests, and other assessment scores, building student schedules, tracking student attendance, and managing many other student-related data needs.



Key Highlights

- The Enterprise IT Governance Board (EITGB) approved an MPN Appropriation Justification Book Input and Compilation (MAJIC) system change request on 14 SEPT 2020.
- 30-60-90 Day Roadmap Tranche Plans will expand in FY2021 to leverage the increased collaboration and transparency of 30-60-90. The expansion will include Data and Analytics, Sailor Experience, Learning, and Recruiting workstreams.

Upcoming Meetings

- **Weekly** 30/60/90 Road Map review Fridays 0830-0930
- **2nd Wednesday of Month** – Enterprise Metrics for Transformation (EM-T)
- **3rd Wednesday of Month** – Enterprise Configuration Control Board (eCCB)
- **11 NOV, 9 DEC** – Enterprise IT Governance Board (EITGB)

Information Technology (IT) Branch

POC: Ms. Nuria Hernandez

Integrated Agile Teams (IATs)

The IT Branch facilitated the deployment of two virtual Integrated Agile Teams (IATs) in September 2020 to collect and synthesize requirements from stakeholders across the Enterprise. The first IAT took place on September 11, 2020 and focused on Held Pay for the U.S. Naval Academy (USNA) payroll. The second IAT took place on September 22, 2020 for the Physical Readiness Information Management System (PRIMS) and focused on reviewing the as-is process model.

The IT Branch team will continue deploying IATs in accordance with the development schedule, including the October 2020 sessions focused on: Debts & Collections, Retirement Points/Annual Statement of Service, and Retirements & Separations.

Enterprise Support (ES)

POC: CAPT Kamyar Pashneh-Tala (PT)

DEKPLATe

The Dynamic Enterprise Knowledge Platform (DEKPLATe) Team continues to enhance the platform, making it a more user friendly and collaborative site to facilitate transparent sharing of key information. The layout and functionalities will continuously develop and mature over time in response to changing priorities and workflows.

New functionalities include:

- **“Mouse-over” feature** to display a concise summary of linked files when hovering over links/hyperlinks on the page
- **Team specific folders** for workstreams groups to leverage (i.e. MyNavy HR Change Agent Network (CAN) materials are hosted under Strategic Communications Team)
- **New announcement section** displays a timeline of all updates and changes

To provide visibility of new features and updates, a weekly email is distributed to all users with an overview of features, highlighting key information on new files and revised documents.



Enterprise Support (ES) – continued

POC: CAPT Kamyar Pashneh-Tala (PT)

30/60/90 Day Roadmap Tranche Plans

The fourth tranche (30 day iteration) of the 30/60/90 Roadmap concluded on October 9, 2020. A report was created on the accomplishments of the first 120 days of 30/60/60, focusing on achievements across the key workstreams: **NP2, Payroll Operations, Service Delivery, OCM/Strategic Communications, and Governance**. Each of these areas benefited immensely by this initiative, enabling greater communication and transparency across the Transformation.

In FY2021, the 30/60/90 Roadmap Tranche Plans will be expanded to leverage increased collaboration and transparency in areas including: Data and Analytics, Sailor Experience, Learning, and Recruiting.

ACCOMPLISHMENTS OF TRANCHES ONE THROUGH THREE

NP2	<ul style="list-style-type: none"> Established T-X action tracking tool Completed NP2 IOC Scope Memo for approval by eCCB Conducted NP2 IOC T-18 and T-17 sessions 	<ul style="list-style-type: none"> Established EITGB as the NP2 Configuration Control Board for the Office of Financial Operations (FMO) review Completed NP2 Governance Council Charter Completed NP2 product owner identification
Payroll Operations (PAYOPS)	<ul style="list-style-type: none"> Completed PAYOPS Workforce Demand Analysis Defined PAYOPS functions for incoming PAYOPS staff 	<ul style="list-style-type: none"> Completed PAYOPS briefing with ASN Financial Mgmt. and Comptroller (FM&C) on future state operations. Completed Workforce Gap Analysis
Service Delivery	<ul style="list-style-type: none"> Developed a Business Enterprise Architecture (BEA) based HR services inventory and tiered-view service catalog Developed guiding principles for service delivery, enabling design standardization and organizational accountability 	<ul style="list-style-type: none"> Conducted a proof of concept analysis approach identifying key impacts and recommended changes for future-state service delivery Analyzed and queued up all future-state roles for further alignment to service delivery from an organizational perspective
OCM/ Strat Comms	<ul style="list-style-type: none"> Re-established the OCM/Strat Comms Working Group Established CAN, associated communication products, and developed CAN Playbook 	<ul style="list-style-type: none"> Completed N1 and MNCC Strat Comms Strategy Delivered the first Transformation Digest Completed Micro-Plan for NP2 products release Completed MNCC capability Micro-Plan
Governance	<ul style="list-style-type: none"> Developed updated cadence and high-level framework for both decision and status forums (eCCB, EMT-Transformation, TCC, and EITGB) Delivered draft Transformation Portfolio Baseline (TPB) 	<ul style="list-style-type: none"> Re-established Transformation Council of Captains (TCC) as eCCB feeder board Developed approach and kicked-off efforts for documenting and capturing overarching Transformation metrics in support of POM-23

NP2 Governance Council

The NP2 Governance Council (NP2GC) adjudicates decision requests from the NP2 product development teams and stakeholders in the Personnel and Pay community.

Over the past two months the NP2GC has:

- Defined Prioritization Criteria for NP2 Post-IOC and FOC (NP2GC).
- Recommended IOC Pay Ops and MNCC Shared Service Delivery Model for Leadership approval.
- Recommended incorporation of Electronic Drill Management (EDM) functionality into NP2 at IOC for Leadership approval.

Upcoming Meetings

- **Week of 26 OCT** – PAYOPS Organizational Readiness Exercise (ORE)
- **3 NOV, 17 NOV** – Bi - Weekly NP2 Governance Council Meeting
- **25 NOV** – Enterprise Configuration Control Board (eCCB)

Navy Personnel & Pay (NP2)

POC: CAPT Joyce Richardson

NP2 Go-Live Readiness Activities/Events

The NP2 Team hosts, facilitates, and participates in a variety of activities and events supporting NP2 go-live readiness.

Activity/Event	Description
T-X Events	Provides a Common Operating Picture (COP) across workstreams via bi-monthly meetings leading up to IOC. T-X focuses on the readiness of the business to use the new system, synchronizes and coordinates lines of efforts, level sets objectives and timelines, and identifies risks for mitigation.
Functional Product Owner Coordination	Coordination between the functional and technical community, bringing SMEs to the development team to illustrate and address process pain points, needs, and the MyNavy HR vision.
Organizational Readiness Exercises (ORE)	These exercises assess business readiness for NP2 IOC and address the risks with delivering a new system and organization structure. The second ORE, scheduled for the last week in October , will focus on validating roles and responsibilities involved at each stage of the personnel to pay transaction lifecycle. Results of these events are integrated into T-X actions and Fast Cruise events.
Fast Cruise	This exercise tests integrated critical processes/technologies, assesses organization readiness for the changed operating model, and determines NP2 users' readiness and understanding of how to work in the new Operating Model.
Guidance Update Review Team (GURT)	The GURT, a newly established team comprising of enterprise stakeholders, will collaborate with SMEs to identify guidance related to personnel and pay processes that will need to be updated in conjunction with the NP2 quarterly releases.



Key Highlights

- Q4 FY20 NP2 capabilities: MySailor Data, Improved Travel Voucher Processing, and Reserve Orders are scheduled for release in OCT 2020 (Q1 FY21).
- Development will continue, using an agile methodology framework, deploying new capabilities on a quarterly basis. Upcoming products for development include: Debts & Collections, Obligations & Liquidations, and PCS H2R (Permanent Change of Station Hire to Retire).
- PMW 240, along with the N1 ES Organization Change Management (OCM) team, hosts a weekly NP2 OCM Working group, focused on quarterly NP2 releases and communications products/change management activities in support of the releases.

Upcoming Meetings

- **25 NOV** – Enterprise Configuration Control Board (eCCB)
- Weekly NP2 OCM Working Group on Thursdays

PMW 240

POC: Mr. Ken Johnson

NP2 Update

The configuration and development of the Navy Personnel and Pay (NP2) system continues, using an agile development methodology, deploying new capabilities quarterly to Sailors and the HR Workforce. The Q4 FY20 capabilities were successfully delivered; the technical deployment occurred on September 26, 2020 and functional release is scheduled for October 2020.

Capabilities delivered in Q4 FY20:

- ✓ **MySailor Data**
Establishes a new electronic display of the human resources data NP2 uses to support personnel and pay transactions for active and Reserve Sailors.
- ✓ **Improved Travel Voucher Processing**
Expands the initial MyPCS automation of travel voucher processing in NP2 to expedite travel reimbursement.
- ✓ **Reserve Orders**
Gives Reserve Sailors on Active Duty for Operational Support (ADOS), Officer Recall, Mobilization, and Demobilization orders the same MyPCS capability as active Sailors to execute a tailored checklist and view lean orders.

Upcoming NP2 Products Entering Development

Debts & Collections: Calculates in-service debts in payroll and manual transactions to record debts (also includes processes and features for debt waivers and remissions) and recoupments. Debt information will be passed to Accounts Receivable in the Financials application, where collections processing, and balance adjustments occur.

Obligations & Liquidations: Posts obligations and liquidations to the general ledger – will be treated as a “catch all” for parking lot accounting issues as it will cover outstanding accounting issues resulting from other projects. This will be scheduled towards the end of the IOC project schedule.

PCS H2R (Hire-to-Retire): Offers features and capabilities associated with PCS scenarios beyond Street to Fleet, including enhanced processes needed to automate pay starts and stops, as well as manual entry of attributes not available in legacy systems, such as status of housing and dining facilities, Special Duty Assignments-Pay (SDAP) assignment eligibility, etc. This also includes mass PCS capability for events such as homeport change.



Key Highlights

- The MyNavy HR Change Agent Network (CAN) has been reestablished to continue implementing sustainable change across the Transformation. Change Agents play a critical role in the CAN's success – if you'd like to become a Change Agent or nominate a peer, please reach out to CDR Benjamin.
- The Strategic Communications team is currently soliciting inputs for the January 2021 Transformation Digest. Please forward suggested topics to CDR Benjamin by 15 DEC.

Upcoming Meetings

- **2 DEC**– MyNavy HR CAN Meeting
- Weekly NP2 OCM Working Group on Thursdays.

Strategic Communications

POC: CDR Jeanine Benjamin

MyNavy HR Change Agent Network (CAN)

On September 3, 2020, the Enterprise Support Transformation Office (ESTO) Organization Change Management (OCM)/Strategic Communications team held a kick-off meeting to reestablish the MyNavy HR CAN – a critical step towards implementing sustainable change across the Transformation. The CAN, equipped with Change Agents on-the-ground to champion Transformation efforts, enables MyNavy HR Leaders to better engage with and motivate the Workforce to adapt to changes delivered through the Transformation.

The CAN hosts monthly meetings, spotlighting key Transformation topics and equips Change Agents with materials/toolkits to be successful in promoting comprehensive change adoption of the Transformation across their networks.

October 2020 MyNavy HR CAN Meeting Spotlight

The October CAN meeting, scheduled for October 27, 2020, will spotlight the three NP2 capabilities scheduled for release in October 2020.

- **MySailor Data**
- **Improved Travel Voucher Processing**
- **Reserve Orders**

Want to become or nominate a Change Agent?

A Change Agent is someone whose deliberate actions drive organizational, social, cultural or behavioral change. Key characteristics of an effective Change Agent for the Transformation include:

- **An Influencer:** Someone who has the ability to formally and/or informally motivate others.
- **A Facilitator:** Someone who is passionate about facilitating and driving change throughout the process.
- **A Connector:** Someone who links people, program, activities, etc.
- **A Translator:** Someone who understands and is able to translate the messages (change mission, strategy, etc.) so that everybody understands.
- **A Communicator:** A proactive communicator and a messenger (two ways) of change management initiatives.

