



## FREQUENTLY ASKED QUESTIONS

- **Why Full Speed Ahead 3.0?**
  - FSA 3.0 training builds on the previous courses in the FSA series with continued emphasis on character, competence, leadership, personal and organizational growth. It operationalizes the Culture of Excellence (COE) emphasizing the themes of toughness, trust and connectedness.
  
- **What is the training format?**
  - FSA 3.0 training blends scenario-based videos with small group discussions led by command facilitators (CF) or other selected command personnel.

- **What is the purpose of the training?**
  - FSA 3.0 training enables honest, humble and transparent discussion about current performance and challenges each of us to support others.
  - FSA 3.0 training is designed to apply Navy problem-solving tools and best practices to create opportunities for our teams to progress.
  - The training encourages critical thinking, compels respectful and collaborative discussion, inspires adherence to the Navy Core Values and champions a more complete integration of the core attributes and signature behaviors of the Navy.
  
- **Who is required to get FSA 3.0 training?**
  - FSA 3.0 is discretionary training. While there is no OPNAV mandate to conduct FSA 3.0 training, subordinate commands have the discretion to mandate FSA 3.0 training within their organizations.
  
- **How many can be trained at once?**
  - FSA 3.0 is designed for small groups of 30 people or fewer. Commands have the option of delivering in groups of similar ranks or in mixed-rank (i.e., all-hands) sessions.
  - It is best to review the material and discuss the best approach with your command or unit leadership.
  
- **What are the target audiences?**
  - The Facilitation Guide is tailored to four audiences:
    - Mixed-rank.
    - Junior Sailors (E4 and below).
    - Critical Middle (E5-E8, O1-O4)
    - Senior leaders (E9, O5-O10)

- **What do I do if BI2F/CTC/FSA/FSA2.0 CFs show up at my FSA 3.0 training?**
  - Encourage them to stay! Although formal certification is not required to deliver FSA 3.0, commands are highly encouraged to use previously certified Command Facilitators to deliver the training, or to send new Command Facilitators to the N17 FSA 3.0 Train the Trainer (TTT) course.
  
- **Can qualified CFs train additional facilitators within their commands?**
  - Yes, the plan is to have a local “leave behind” capability, but all are encouraged to attend a N17 TTT session where/when possible.
  
- **Can civilians / non-Navy attend CF Training?**
  - Absolutely, but FSA 3.0 is not a requirement for them.
  
- **Can civilians / non-Navy attend peer-level training at the commands?**
  - Yes, civilians or other service personnel assigned at Navy commands are encouraged to attend consistent with their mission requirements and command direction.
  
- **Deadline for completion?**
  - Training delivery timeline will be determined by individual commands. TTT sessions to run through SEP 22 with the goal of completion by DEC 22...BUT could be modified by ECH 2 commands or locally to be sooner.

- **What is the Regional Training Force?**
  - FSA 3.0 training is an enduring training and discussion platform. While many commands will execute the training straightaway, others may wait for a pause in operations tempo to execute. Accordingly, OPNAV N17 instructors will train a regional training force, leveraging echelon II-IV subject matter experts.
  - Once trained, the regional training force will be empowered to conduct CF training for echelon V commands in their region.
  - The Regional Training Force can leverage CCSs, DEI Practitioners, SAPROs, Religious Ministry Teams, and other COE/CRT members as a “leave behind” capability.