

# ***Leadership Imperatives***

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## ***Design for Maintaining Maritime Superiority and Navy's Inclusive Culture***



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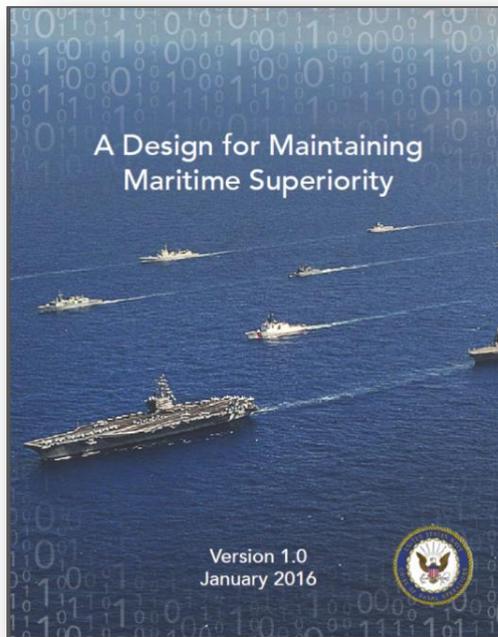
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# ***Navy Team LOE: Leadership Attributes***

## **Desired Outcome**

***A Naval Force that produces leaders and teams who learn and adapt to achieve maximum possible performance, and who achieve and maintain high standards to be ready for decisive operations and combat.***



- Aggressively pursue implementation of the “Sailor 2025” program and accelerate efforts to leverage information technology
- Strengthen and broaden leader development programs
- Strengthen organizational integrity by balancing administrative requirements
- Strengthen the role of Navy leaders in leading and maintaining civilian professionals

***Strengthen our Navy for the future***



# Leadership: What does it look like?



**Accelerate learning as individuals, teams, and organizations**



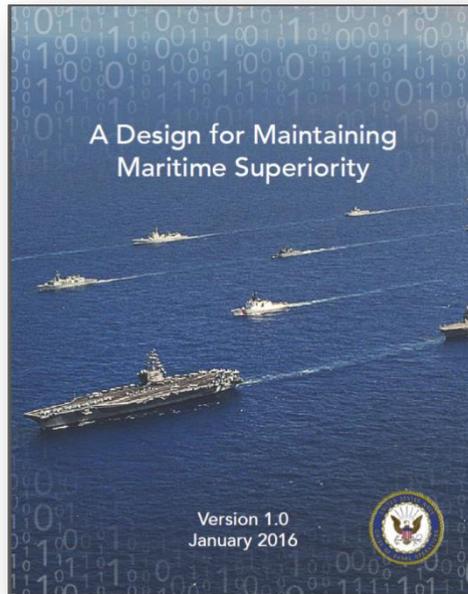
# Inclusion & Diversity Woven Throughout

- **Naval Power:**
  - Further ingraining information warfare
  - Exploring new naval platforms & formations
- **Velocity Learning:**
  - Accelerate learning
  - Bring in creativity, operational agility, and insight
  - Adapt processes to be inherently receptive to innovation and creativity
- **Navy Team:**
  - Diverse mix of active duty and reserve Sailors, navy Civilians, and our families
  - Focus on character and commitment to Navy core values
- **Partnerships:**
  - Deepen operational relationships with others
  - Seek opportunities with non-traditional partners

Adapting to the emerging environment



# Tools to Address the Forces We Face



**Global  
Information  
System**

***Increased Capability:***  
*Diversity fuels innovation  
and the ability to adapt to  
change*

**Technological  
Creation &  
Adoption**

***Increased Retention:***  
*An inclusive culture has  
a significant and positive  
impact on retention*

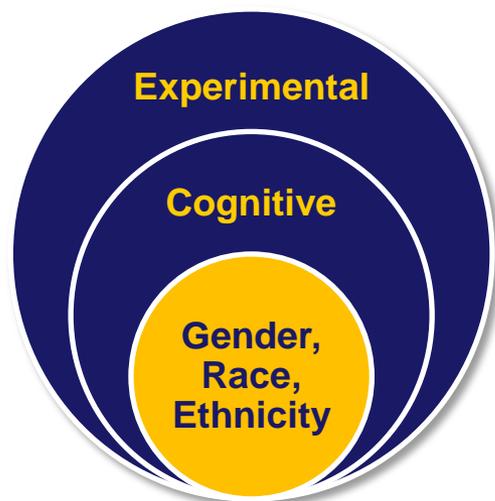
**Budgetary  
Pressure**

**Leveraging Navy's diverse team and inclusive culture**



# Inclusion & Diversity: What's the Difference?

## Diversity



## Inclusion



*Recruit*

*Develop*

*Retain*

**Inclusion + Diversity enable maximum possible performance;  
leadership makes it happen.**

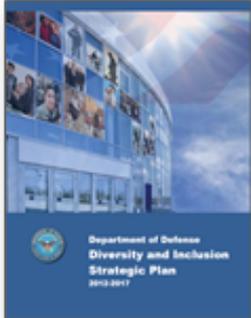


# Leadership Challenge

- View inclusion and diversity as integral parts of the Navy's effectiveness
- We are all responsible for creating an inclusive culture
- Foster an environment where every individual sees their future with the Navy
- Seek out diverse mentor/mentee relationships
- Commitment to life long learning



**Navy Inclusion & Diversity Strategy**



**Institutionalize inclusive leadership**

- Clarify the message
- View inclusion & diversity as integral parts of the Navy's effectiveness
- Identify and remove any institutional barriers

**Operationalize inclusion**

- Oversee inclusion elements of leadership training
- Oversee integration efforts
- Oversee inclusion & diversity engagement policy and strategy
- Imbed inclusion into decision-making processes

**Conduct routine and rigorous self-assessments**

- Develop mechanisms to evaluate and assess progress
- Be transparent with the results
- Reward excellence in character and leadership

**Implement best practices & pursue continuous improvement**

- Benchmark industry best-practices
- Collaborate with other services
- Transition from lagging to leading indicators

**An inclusive culture of dignity and respect**

UNCLASSIFIED DRAFT // PRE-DECISIONAL 9

**$(I+D)^x = \text{Maximum Performance}$ . Leadership is the “x” factor.**





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