



SAILING DIRECTIONS

A GUIDE FOR COMMUNICATORS - MARCH 2023

PREPARED AND PRESENTED BY

NAVY OFFICE OF INFORMATION

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Team,

If the real estate we are giving topics in Sailing Directions is any indication of their significance, please take notice of how many pages this month are centered on the Navy's greatest asset: its Sailors.

We have talked about how critical internal communication is to our organization, and this month I want to focus on providing you tools to enable you to lead the charge. We owe our people timely and accurate information about issues that affect them and their families. We also play a key role in ensuring our leaders are using communication to foster a culture of excellence.

I implore you to think long and hard about how you can support this effort at your level. Please share best practices and success stories so that we can continue to grow together. I would also ask you to reach out with your challenges so we can workshop solutions. Our community is growing in both size and sophistication - your efforts make us better every day.

With Great Respect,
RP

RDML Ryan Perry, Chief of Information



BRAVO ZULU

Once in a great while, often with no forewarning and little notice, we find ourselves with what can be an opportunity of a lifetime - if we seize it. This month, I am sending my heartiest BZ to MC1 Tyler Thompson, whose work documenting the PRC surveillance balloon recovery shed light on the Navy around the world. MC1 succeeded in capturing a pivotal moment. I am perhaps equally excited that he brought exposure to the contributions that our MC community makes to the fight. Once again, I am reminded of and inspired by the power of a single photo. Well done, MC1 Thompson.

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DOD SPOTLIGHTS

TIMELY TOPICS FROM THE DEPARTMENT OF DEFENSE

SUPPORT FOR UKRAINE

Over a year has passed since the start of Russia's unprovoked invasion of Ukraine on Feb. 24, 2022. Along with allies and partners, the United States has provided Ukraine with support and assistance, recently providing a total of \$2 billion in support under the Ukraine Security Assistance Initiative. This support through equipment and weaponry reaffirms our commitment to Ukraine's fight for freedom and sovereignty against Russia.

HUMANITARIAN ASSISTANCE/DISASTER RESPONSE FOR TURKIYE

At the request of the government of Turkiye, United States Marines, Sailors, Soldiers and Airmen worked around the clock to deliver an emergency field hospital from the continental United States to Incirlik Air Base, Turkiye, Feb. 22, 2023, as part of the United States' continuing commitment to assist survivors of the catastrophic earthquake.

SUICIDE PREVENTION AND RESPONSE INDEPENDENT REVIEW COMMITTEE RELEASES REPORT

The SPRIRC released its independent report Feb. 24, 2023, providing its findings and recommendations on four main areas:

- Restructure suicide prevention training and standardize content to better resonate with service members, in line with principles of Integrated Primary Prevention.
- Provide additional resources to help service members navigate and effectively access existing mental health and other support services.
- Promote safety of lethal means, especially the safe storage of personally owned firearms.
- Emphasize leader stewardship through taking care of people and addressing service member needs before problems become crises.

SGLI INCREASE

Servicemembers' Group Life Insurance (SGLI) amounts increased from a maximum coverage amount of \$400,000 to \$500,000, effective Mar. 1, 2023. This is to ensure the coverage coincides with the current cost of living. All eligible service members will automatically be insured for \$500,000 on Mar. 1st, regardless of their coverage pre-increase.



LEGISLATIVE AFFAIRS



CONGRESSIONAL INTEREST AREA: TESTIMONY SEASON

While Article 2, Section 2 of the Constitution makes the President the commander in chief of today's Department of Defense, Article 1, Section 8 of the Constitution gives Congress the authority to declare war and oversee the DoD, including to "raise and support" Armies, to "provide and maintain" Navies, and to "make rules" for the government and regulation of the DoD.

As a function of this authority, every year the Congressional calendar begins with a review of the President's Budget, and the subsequent preparation of all authorizing committees [think HASC/SASC] to pass legislation ahead of the appropriations season so that their policy priorities are reflected in each appropriations bill [think HAC-D]. Thus, a great deal of authorizing activity takes place in the late winter and early spring months. For the DoD, this has become known as "posture testimony season." Hearings are a critical part of the congressional process, providing information that legislators need to carry out their responsibilities.

A wide variety of witnesses are called every year to testify before committees on critical issues. For the DoD, the process generally involves multiple office calls and senior leader briefs on Capitol Hill leading up to formal hearings, creating written testimony and prep packages that resemble PAG and conducting "murder boards," delivering oral testimony and answering questions, then responding to Questions For the Record that were unable to be answered during the hearing.

As PAOs, it is essential to be aware of testimony season, and as always, ensure your released content aligns with Navy priorities and supports the Navy Narrative that senior Navy leaders will use during their testimony.

UPCOMING HILL EVENTS

*** Hearing schedules are subject to change ***

- **08 MAR 23: HJC-IP: Intellectual Property and Strategic Competition with China**
 - Ms. Jeanne Suchodolski, Office of Naval Research (ONR)
- **09 MAR 23: HASC-MP: Service Military Senior Enlisted Leaders**
 - James M. Honea, Master Chief Petty Officer of the Navy
 - Michael A. Grinston, Sergeant Major of the Army
 - JoAnne S. Bass, Chief Master Sergeant of the Air Force
 - Troy E. Black, Sergeant Major of the USMC
 - Roger A. Towberman, Chief Master Sergeant of the Space Force
- **10 MAR 23: HASC-SF: Hearing on U.S. and Adversary Hypersonic Programs (open and closed sessions)**
 - Vice Admiral Johnny Wolfe, Jr., Navy
 - Mike White, Principal Director for Hypersonic, Office of the Director of Defense Research and Engineering (Modernization)
 - Vipin Narang, OSD Policy Principal Deputy Assistant Secretary for Policy
 - Lieutenant General Robert Rasch, Army
 - Hon. Andrew Hunter, Assistant Secretary of the Air Force for Acquisition, Technology and Logistics
 - TBD Defense Intelligence Agency witness
- **23 MAR 23: HASC-MP: Diversity, Equity and Inclusion Issues**
 - Witnesses to be confirmed
- **23 MAR 23: HASC-CITI: FY24 S&T Posture Hearing (closed)**
 - Deputy Assistant Secretary of the Navy for Research, Development, Test and Evaluation
- **28 MAR 23: HASC-SF: FY24 Request for Nuclear Forces and Atomic Energy Defense Activities (open and closed sessions)**
 - Vice Admiral Johnny Wolfe, Director, Strategic Systems Programs, U.S. Navy
 - Lieutenant General James Dawkins, Deputy Chief of Staff for Strategic Deterrence and Nuclear Integration, U.S. Air Force
 - Hon. Jill Hruby, Under Secretary for Nuclear Security, Department of Energy
 - Hon. John Plumb, Assistant Secretary of Defense for Space Policy, Office of the Undersecretary of Defense for Space Policy
 - Hon. Deborah Rosenblum, Assistant Secretary of Defense for Nuclear, Chemical, and Biological Threats Program, Department of Defense
- **28 MAR 23: SAC-D: FY 24 DoN Posture Hearing**
 - Hon. Carlos Del Toro, SECNAV
 - ADM. Michael Gilday, CNO
 - Gen. David Berger, Commandant USMC
- **29 MAR 23: HASC-MP: Service Personnel Chiefs**
 - Vice Admiral Richard Cheeseman, Jr, Deputy Chief of Naval Operations for Personnel, Manpower, and Training, N1, Office of the Chief of Naval Operations and Chief of Naval Personnel
 - LTG Douglas Stitt, Army Deputy Chief of Staff - G1
 - Lieutenant General James F. Glynn, USMC Deputy Commandant for Manpower and Reserve Affairs
 - Lt Gen Caroline Miller, Air Force Deputy Chief of Staff for Manpower, Personnel, and Services
 - OSD: TBD
- **29 MAR 23: HAC-D: FY24 DoN Posture Hearing**
 - Hon. Carlos Del Toro, SECNAV
 - ADM. Michael Gilday, CNO
 - Gen. David Berger, Commandant USMC

FLAG OFFICER ASSIGNMENTS

O-8 Promotions/Reassignments:

- RADM (sel) Joseph Cahill III: Commander, Naval Surface Force, Atlantic
- RADM (sel) Brian Davies: Special Assistant to Director, Navy Staff for Learning to Action Board, Office of the CNO
- RADM (sel) Michael Donnelly: OPNAV N98
- RADM (sel) Kenneth Epps: Commander, Naval Supply Systems Command; Chief of the Supply Corps
- RADM (sel) Rick Freedman: Deputy Chief, Bureau of Medicine and Surgery; Deputy Surgeon General of the Navy; OPNAV N0931
- RADM (sel) Casey Moton: Program Executive Officer for Aircraft Carriers
- RADM (sel) Richard Seif, Jr.: Commander, Submarine Force, U.S. Pacific Fleet
- RADM (sel) Paul Spedero, Jr.: Joint Staff Vice Director of Operations

Flag Reassignments:

- RADM Peter Garvin: President, Naval War College
- RADM William Greene: Commander, Navy Regional Maintenance Center & Director, NAVSEA 21
- RADM John Menoni: Director, OPNAV N80
- RADM Paul Schlise: Director, OPNAV N91
- RADM Douglas Verissimo: Commander, Naval Air Force Atlantic
- RDML Christopher Alexander: Commander, Carrier Strike Group Nine
- RDML Sean Bailey: Commander, Carrier Strike Group Eight
- RDML Mark Behning: Director, OPNAV N97
- RDML Heidi Berg: OPNAV N3/N5B
- RDML Michael Brookes: Director, National Maritime Intelligence Integration Office; Commander, ONI
- RDML Christopher Cavanaugh: Commander, Submarine Group Seven; CTF 74; CTF 54
- RDML Jennifer Couture: Commander, Carrier Strike Group Eleven
- RDML William Daly: Commander, Carrier Strike Group Fifteen
- RDML Dion English: Director, OPNAV N4L
- RDML Erik Eslich: Commander, Carrier Strike Group Twelve
- RDML Ronald Foy: Commander, Special Operations Command Africa
- RDML Patrick Hannifin: Commander, Task Force Seven Zero; Commander, Carrier Strike Group Five
- RDML Oliver Lewis: Director, OPNAV N2N6T
- RDML Stephen Mack: Director, Plans and Operations, NAVEUR
- RDML Max McCoy, Jr.: Commander, Carrier Strike Group Four
- RDML Marin Muckian: Commander, Submarine Group Two
- RDML Benjamin Nicholson: Commander, Expeditionary Strike Group Two
- RDML Randall Peck: Commander, Expeditionary Strike Group Three
- RDML Benjamin Reynolds: Deputy Assistant Secretary of the Navy for Budget; Director OPNAV N82
- RDML Michael Sciretta: Director, OPNAV N72
- RDML Ralph Smith III: Deputy Director, Operations, NSA
- RDML Philip Sobeck: Commander, Military Sealift Command
- RDML Jonathan Stephens: Lead Special Trial Counsel, Office of Special Trial Counsel
- RDML Nicholas Tilbrook: Commander, Submarine Group Nine
- RDML Robert Westendorff: Commander, Carrier Strike Group Ten

FLAG OFFICER NOMINATIONS

The Secretary of the Navy and Chief of Naval Operations announced the following nominations for appointment to the rank of rear admiral upper half and rear admiral lower half:

O-8 Nominations:

- Rear Adm. (lower half) Stephen D. Barnett
- Rear Adm. (lower half) Michael W. Baze
- Rear Adm. (lower half) Richard R. Brophy, Jr.
- Rear Adm. (lower half) Joseph F. Cahill III
- Rear Adm. (lower half) Jeffrey J. Czerewko
- Rear Adm. (lower half) Brian L. Davies
- Rear Adm. (lower half) Michael P. Donnelly
- Rear Adm. (lower half) Kenneth W. Epps
- Rear Adm. (lower half) Rick Freedman
- Rear Adm. (lower half) Daniel P. Martin
- Rear Adm. (lower half) Casey J. Moton
- Rear Adm. (lower half) Richard E. Seif, Jr.
- Rear Adm. (lower half) Paul C. Spedero, Jr.
- Rear Adm. (lower half) Stephen R. Tedford
- Rear Adm. (lower half) Derek A. Trinke
- Rear Adm. (lower half) Dennis Velez
- Rear Adm. (lower half) Darryl L. Walker
- Rear Adm. (lower half) Jeromy B. Williams

O-7 Nominations:

- Captain Brian J. Anderson
- Captain Eric J. Anduze
- Captain Amy N. Bauernschmidt
- Captain Walter D. Brafford
- Captain Michael B. Devore
- Captain Thomas J. Dickinson
- Captain Thomas A. Donovan
- Captain Frederic C. Goldhammer
- Captain Robert J. Hawkins
- Captain Joshua C. Himes
- Captain Ian L. Johnson
- Captain Neil A. Koprowski
- Captain Paul J. Lanzilotta
- Captain Joshua Lasky
- Captain Donald W. Marks
- Captain Craig T. Mattingly
- Captain Andrew T. Miller
- Captain Kurtis A. Mole
- Captain Lincoln M. Reifsteck
- Captain Frank A. Rhodes IV
- Captain Frank G. Schlereth III
- Captain Thomas E. Schultz
- Captain Kevin R. Smith
- Captain Julie M. Treanor
- Captain Todd S. Weeks
- Captain Todd E. Whalen
- Captain Dianna Wolfson
- Captain Forrest O. Young

SECNAV ENGAGEMENTS



RECENT ENGAGEMENTS

- [Delivered keynote remarks at WEST 2023 \(16 FEB\)](#)
- [Renamed former Maury Hall to Carter Hall in honor of President Jimmy Carter \(17 FEB\)](#)
- [Renamed former USS Chancellorsville to USS Robert Smalls \(CG 62\) \(27 FEB\)](#)
- [Announced future SSN 808 will be named USS John H. Dalton \(28 FEB\)](#)
- [Delivered remarks at the University of the Bahamas \(01 MAR\)](#)



ON CLIMATE ACTION (University of the Bahamas Speech)

Climate Action 2030 makes explicit what we already know – that no one can fight climate change alone. The plan calls for partnerships. We want to share and trade information, resources, and expertise with governments and NGOs around the world. Everywhere from Vietnam to Ghana to right here in the Caribbean, we are collaborating on projects, enabling best practices to cross-pollinate. Climate Action 2030 will help ensure that great ideas, like climate change itself, have no borders.

ON CULTURE (Renaming of CG 62)

The renaming of these assets is not about rewriting history, but to remove the focus on the parts of our history that don't align with the tenets of this country, and instead allows us to highlight the events and people in history who may have been overlooked.

ON CAPABILITIES (WEST 2023 Keynote Speech)

Strengthening Maritime Dominance requires us to rapidly field the concepts and capabilities that create advantage relative to our pacing threat, with the sustainment necessary to generate integrated, all-domain naval power as reflected in the CNO's Navigation Plan and the CMC's Force Design 2030, to ensure we remain the most lethal, capable, and globally postured force on this planet for decades to come. We are making these investments—and though it is still early, and though we face significant challenges, we are seeing some important wins.



CNO ENGAGEMENTS



RECENT ENGAGEMENTS

- Norfolk fleet engagements and shipyard visits (02-03 MAR)
- [Allied navy and defense engagements in the Philippines \(21-22 FEB\)](#)
- [Fleet and allied navy engagements in Australia \(19-21 FEB\)](#)
- [WEST 2023 keynote address \(16 FEB\)](#)

“

ON COMPETITION (WEST 2023)

The United States Navy and the United States Marine Corps are in contact with peer competitors every single day in the north Arabian Sea against the Iranians, in the Western Pacific in the air and on the sea against the PRC, in the eastern Mediterranean and the High North against the Russians, counter-narcotics work in the Southern Command area of responsibility. Every single day.

ON PARTNERSHIP (Canberra, Australia)

Our Sailors operate together around the globe, sailing together and participating in high-end maritime exercises—demonstrating our shared commitment to ensuring peace and prosperity throughout the Indo-Pacific.

”

ON THE RECORD WORLDWIDE

PROMINENT QUOTES ON TIMELY TOPICS

VADM RICK CHEESEMAN (CNP) ON PERSONNEL

"In the end, the absolute vision of MyNavyHR is producing a mission focused sailor ... So how do we unburden sailors and unburden commands, make sure all that stuff is taken care of, so when we ask them to go into harm's way they are not worried about their BAH or travel claims."

VADM THOMAS ISHEE (C6F/STRIKEFORNATO) ON ALLIES & PARTNERS

"The security environment is uncertain; NATO's ability and will is not. Enabled by trust, the agility, ingenuity, and tenacity demonstrated by the Sailors, Marines, and Airmen deter aggression and show we are ready to defend the Alliance."

RDML TRACY HINES (OPNAV N2N6D) ON TECHNOLOGY

"We recognize the threat is real, and we must be ready to fight today, tonight, and tomorrow, which is why it is so important to ensure we have robust, secure, and reliable communication networks. In simpler terms, NO COMMS, NO BOMBS!"

CAPT WALTER MAINOR (CTF 71) ON FORWARD PRESENCE

"John Finn is another fantastic addition to our team here in Japan. The dedicated crew will be a key part of our mission to work with our Allies and partners, and ensure we remain committed to maritime security in the region and uphold the promise of a free and open Indo-Pacific."

NECC FORCE MASTER CHIEF RICK STRANEY ON SAILOR QUALITY OF LIFE

"Our all-volunteer force made the selfless decision to serve our great nation, not always knowing the missions they'd face or the challenges they may encounter along the way and how that could impact their lives. We have the responsibility to ensure our personnel have the resources they need to overcome and persevere beyond those challenges and continue to thrive either on active duty or in civilian life. Our Sailors are our weapons system, and we value their dedication to our country and are committed to ensuring they have what they need to enhance their quality of life, strengthen operational readiness, and alleviate the stressors that accompany our profession of arms."

MAINTAIN MARITIME DOMINANCE

"OVER THE PAST YEAR, WE EXTENDED OUR GLOBAL REACH, AND BOLSTERED OUR INTEGRATED DETERRENCE, FROM THE OPEN SEA, TO THE SHORELINE, THE DEPTHS AND THE SKIES. THROUGH 51 OPERATIONAL EXERCISES IN 2022 ALONE, WE ACHIEVED FAR GREATER INTEROPERABILITY AND INTER-EXCHANGEABILITY THAN EVER BEFORE."

-SECRETARY DEL TORO (DEC 2022)



STANDARD OPERATIONAL GUIDANCE 8.0

- NAVADMIN 005/23 directed commands to discontinue administrative separations and stop any new adverse administrative actions associated with refusing the COVID-19 vaccine.
- NAVADMIN 038/23 further specified that under no circumstances shall a Commander mandate any Navy service member receive the COVID-19 vaccine.
- COVID-19 vaccination status shall not be a consideration in assessing individual service member suitability for deployment or other operational missions.



USS GERALD R. FORD CARRIER STRIKE GROUP COMPOSITE TRAINING UNIT EXERCISE (COMPTUEX)

- COMPTUEX is an intense, multi-week exercise designed to fully integrate a carrier strike group as a cohesive, multi-mission fighting force.
- During the exercise, assessors from CSG-4 will provide training and mentorship while evaluating the warfighting capabilities of all GRFCSG units through three distinct phases of increasing complexity.
- Following the successful completion of COMPTUEX, the GRFCSG will be ready to deploy and respond to any Combatant Command tasking.



INFRASTRUCTURE

- Secretary Del Toro has directed the Navy to establish a 30-year long-term infrastructure plan to develop a holistic understanding of the statuses of the Navy's installations and facilities.
- Whether shipyards, bases or barracks, we must ensure Navy infrastructure is capable of supporting warfighting at all times.
- We are critically assessing Navy infrastructure to identify the most pressing problems, managing and prioritizing projects to optimize our investments.

FEATURE: CNP SAILOR COMMUNICATION STUDY

"WHAT ARE WE ABOUT? IT
COMES DOWN TO TWO WORDS:
PERSONNEL READINESS. "

**-VADM CHEESEMAN,
CHIEF OF NAVAL PERSONNEL**



INSPIRATION & METHODOLOGY

The team at Chief of Naval Personnel conducted primary research to establish an understanding of how Sailors get information.

Methodology included:

- Focus groups for sailors E-1 - O-4 and civilians, Flag Officer and Triad member interviews, and a survey for public affairs professionals.

FINDINGS: HOW YOU CAN HELP

- **Be transparent.** Talk about challenges, share what you're doing to correct mistakes and fix problems. If you get complaints, fix the problem, and give Sailors feedback about what you changed.
- Share information in **Fact Sheets**, including key messages, POD/POW notes, and FAQs.
- Communicate **in-person** with your Sailors. Make time to have conversations. Capitalize on times you're already meeting, such as Quarters or All Hands Calls. Research suggests this is Sailors' preferred communication method.
- **Empower key voices.** Research suggests key influencers such as Command Career Counselors are especially valuable communicators.
- **Get involved.** Engage down, up and out to resolve issues.

**INTERESTED IN LEARNING MORE?
EMAIL NXAG_PAO2@NAVY.MIL TO REQUEST A COPY.**

EMPOWER OUR PEOPLE

"ALL OF THESE EFFORTS ARE CENTERED ON ONE GOAL: COMBAT READINESS. TAKING CARE OF OUR PEOPLE. IT'S WHAT LEADERS DO. OUR SAILORS AND MARINES ARE BETTER PREPARED AND MORE FOCUSED WHEN THEY KNOW THEIR FAMILIES ARE DOING WELL."

-SECRETARY DEL TORO (DECEMBER 2022)



MENTAL HEALTH PLAYBOOK

- Mental Health is a no-fail mission. Sailor mental health support is made up of many different parts: peer support, deck plate leadership, Triads, non-clinical practitioners, and medical/clinical practitioners.
- Commands need to set the conditions to build a climate of trust, recognize mental health issues, and get people the care they need while keeping them on the team.
- Sailors can be affected by command risk factors and individual risk factors.



50th ANNIVERSARY OF WOMEN IN NAVAL AVIATION

- In March of 1973, the first group of women began U.S. Navy flight training in Pensacola, FL. The following year, the group that would become known as "The First Six" earned its Wings of Gold.
- The number of women naval aviators has doubled in the last ten years.
- Today, women make up 15% of the Naval Aviation team and 21% of the Navy.
- On Feb. 12, 2023, the first all-women team flew a Super Bowl flyover, comprised of two F/A-18F Super Hornets, an F-35C Lightning II, and an EA-18G Growler.



REPRODUCTIVE HEALTH CARE

- Eligible Sailors will be able to access lawfully available non-covered reproductive health care regardless of where they are stationed.
- An administrative absence for up to 21 days per request may be granted to receive, or to accompany a dual-military spouse or dependent who receives non-covered reproductive health care.
- Service members may choose to delay pregnancy notification to commanders until up to 20 weeks of pregnancy, providing service members the time and flexibility to make private health care decisions.

FEATURE: WOMENS HISTORY MONTH

“BECAUSE OF OUR PREDECESSORS’ TIRELESS EFFORTS TO KNOCK DOWN BARRIERS AND BLAZE THE TRAIL, WOMEN TODAY SERVE IN THE HIGHEST POSITIONS OF COMMAND AND HAVE MADE MORE PROGRESS IN THE LAST 25 YEARS THAN IN THE 50 YEARS PRECEDING THAT. WOMEN SERVING IN MILITARY LEADERSHIP TODAY IS NO LONGER A NOVELTY, OR EVEN AN INTERESTING MILESTONE. IT’S SIMPLY PART OF OUR DNA.”

- ADM FRANCHETTI, VCNO



PAVING THE WAY

- The Navy’s first enlisted woman, Loretta Perfectus Walsh, was sworn in on Mar. 21, 1917.
- The Women’s Armed Services Integration Act, signed into law by President Truman in 1948, allowed women to serve in the Regular Army or Navy permanently.
- The first eight women to serve as active duty naval officers took their oaths on Oct. 15, 1948.

CURRENT LANDSCAPE

- More than 20% of our active force is women, serving in **all capacities** to defend the maritime domain, enhance lethality, and deter strategic competitors.
- Nearly 140,000 women – active, reserve, and civilian – serve in the Navy today, including 22 admirals and 1,580 master and senior chief petty officers.
- Women serve in **every rank from seaman to admiral** and in most every job, from naval aviators to explosive ordnance disposal technicians.
- The Navy seeks to **empower women** from the moment they begin their service journey, through the end of their first service obligation, all along the way to what we hope will be a full career.

SIGNIFICANT MESSAGES TO THE FORCE

SEVERAL ALNAVS AND NAVADMINS THAT AFFECT SAILORS HAVE RECENTLY BEEN ANNOUNCED. PLEASE REVIEW THESE KEY DOCUMENTS AND ENSURE YOUR COMMAND IS KEEPING ITS TEAM APPRISED OF HOW POLICY CHANGES ARE BEING IMPLEMENTED.

[NAVADMIN 064/23](#) - **FACT SHEET**

Skillbridge Employment Skills Training Program

[ALNAV 084/22](#)

Improvements to Victim Response

[ALNAV 071/22](#)

Reproductive Health Services and Support

[ALNAV 068/22](#)

Support for Military Spouses

[NAVADMIN 044/23](#) - **FACT SHEET**

FY-24 Seaman to Admiral-21 Program Announcement

[NAVADMIN 042/23](#) - **FACT SHEET**

Physical Fitness Assessment Failure Reset

[NAVADMIN 291/22](#) - **FACT SHEET**

Government Travel Charge Card Use in Support of Permanent Change of Station Travel

[NAVADMIN 289/22](#) - **FACT SHEET**

Basic Needs Allowance

[NAVADMIN 288/22](#) - **FACT SHEET**

High Year Tenure Plus Pilot

[NAVADMIN 205/22](#)

FY-23 Graduate Education Voucher Program

[NAVADMIN 089/22](#)

Update to Career Intermission Program

[NAVADMIN 084/22](#)

Transition of Enlisted Service Members from Active Component to the Selected Reserve



STRENGTHEN PARTNERSHIPS

"INTEGRATED DETERRENCE ISN'T JUST ABOUT STEPS THAT WE TAKE ON OUR OWN. IT ALSO MEANS WORKING EVEN MORE CLOSELY WITH OUR UNPARALLELED NETWORK OF ALLIES AND PARTNERS TO DETER AGGRESSION IN REGION AFTER REGION,"

-SECRETARY AUSTIN (OCT 2022)



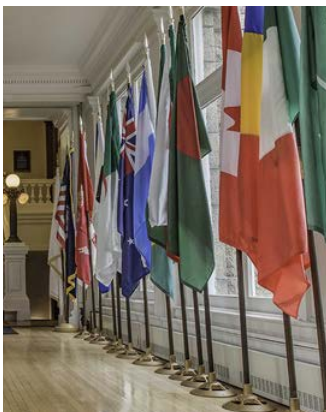
COBRA GOLD

- Joint Exercise Cobra Gold is the largest joint exercise in mainland Asia and a concrete example of the strong alliance and strategic relationship between Thailand and the United States.
- Over the last 16 years, the nations represented at Joint Exercise Cobra Gold have worked together for the common good to respond to many real-world challenges and crises in the region.
- Approximately 30 nations will participate either directly or as observers. Approximately 6,000 U.S. personnel will be directly participating.



OCEANA MARITIME SECURITY INITIATIVE (OMSI)

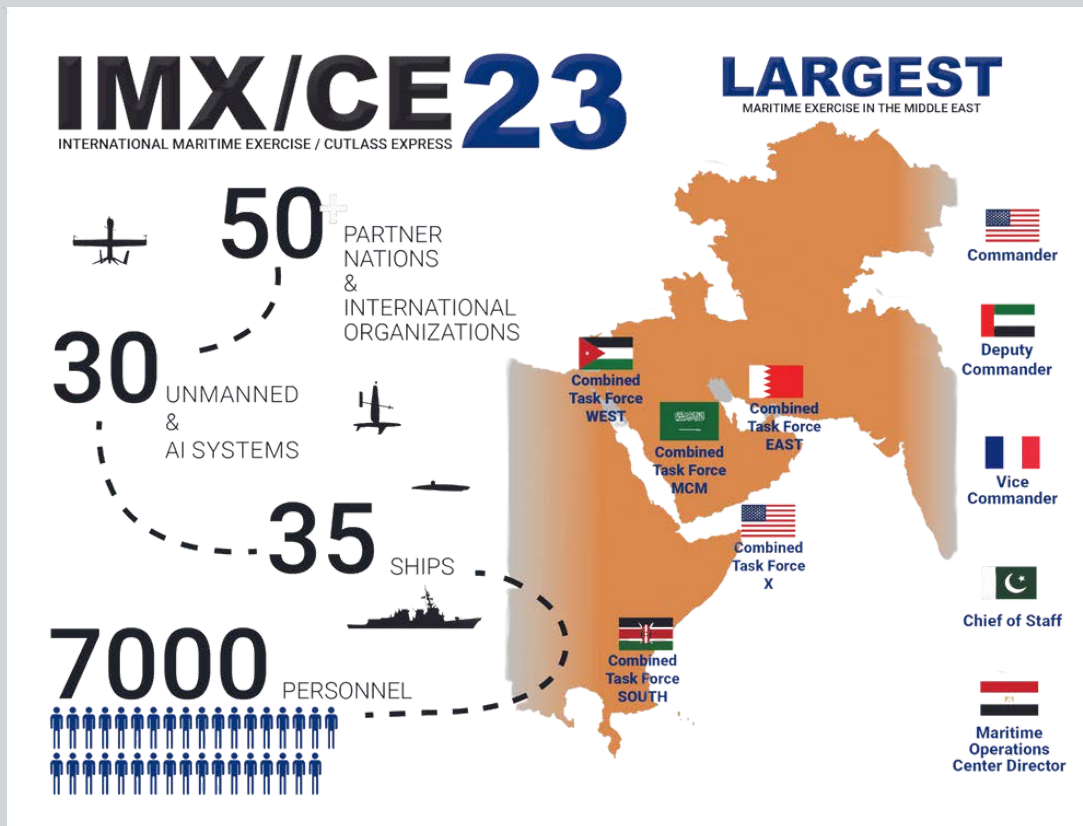
- The U.S. Navy maintains Oceana regional security by supporting our partner nations and the U.S. Coast Guard as they enforce fishery laws and suppress illicit activities in the Western Pacific.
- The extensive range of U.S. Navy assets allows embarked U.S. Coast Guard boarding teams access to remote U.S. and Pacific Island nations' Exclusive Economic Zones.
- OMSI improves maritime security and maritime domain awareness through U.S. Coast Guard maritime law enforcement operations from U.S. Navy ships.



COMBINED FORCE MARITIME COMPONENT COMMANDER (CFMCC) FLAG COURSE

- The course unites leaders from around the world to prepare for a full range of multinational and joint operations.
- The next convening of CFMCC Flag Course includes representatives from 16 partner nations in the Western Hemisphere and Europe, highlighting regional issues and cooperation.
- Developing and deepening relationships centered around trust and confidence enhances our ability to operate together in the future.
- Exploring combined maritime command and control concepts and mechanisms advances the understanding of security issues between participating nations.

FEATURE: INTERNATIONAL MARITIME EXERCISE



GLOBAL RESOLVE, REGIONAL COOPERATION

- International Maritime Exercise (IMX) 2023 is combined with Cutlass Express, which is led by Naval Forces Europe-Africa.
- Both involve more than 50 partner nations and international organizations operating in the Arabian Gulf, Arabian Sea, Gulf of Oman, Red Sea, Indian Ocean, and East African coastal regions.
- The combined exercise will include 7,000 personnel, 35 ships, and more than 30 unmanned and artificial intelligence systems.
- IMX demonstrates global resolve in preserving the rules-based order, offering a unique opportunity for participants to collaborate and illustrate the importance of regional maritime security cooperation.
- Participants will focus on five main areas: combined command and control, maritime security, mine countermeasures, unmanned systems and artificial intelligence integration, and global health.

NAVY TOPICS IN THE MEDIA

THE FOLLOWING TOPICS ARE FREQUENTLY FEATURED IN THE MEDIA OR IN QUERIES RELATING TO NAVY OPERATIONS. WHILE THE COMMANDS WITH PA LEAD SHOULD BE ANSWERING ANY 'ON THE RECORD' QUESTIONS ABOUT THESE TOPICS, PUBLIC AFFAIRS OFFICERS AND LEADERSHIP SHOULD BE AWARE OF HIGH-LEVEL TALKING POINTS.



BALLOON RECOVERY

- U.S. Navy assets assigned to U.S. Northern Command successfully located and retrieved debris from the high-altitude PRC surveillance balloon shot down Feb. 4, 2023.
- Recovery operations concluded Feb. 16, 2023 off the coast of South Carolina.
- The Federal Bureau of Investigation Laboratory will investigate the debris for counterintelligence exploitation.



NAVCENT WEAPONS INTERDICTION

- U.S. forces provided support to the United Kingdom Royal Navy during an interdiction in the Gulf of Oman on Feb. 23, 2023, which resulted in the discovery of an illegal weapons shipment from Iran.
- This is the seventh illegal weapon or drug interdiction by U.S. and partner maritime forces in the last three months.
- We will continue to work with our partners and provide airborne intelligence, surveillance, and reconnaissance support for interdiction missions in the region.

ADDITIONAL CONTENT OF INTEREST

- [USNS CODY \(EPF-14\) CHRISTENING](#)

If you need a briefing card that is not linked in this document, please email the CHINFO News Desk at PTGN_CHINFONEWSDESK@navy.mil.

ADVANCING THE PROFESSION

FOSTERING A COMMUNITY OF CONTINUOUS LEARNERS



GETTING REAL, GETTING BETTER: GREENHORNS, BOOTSTRAPS AND STIRRUPS

BY DAVE WERNER

EXECUTIVE DIRECTOR FOR LEADERSHIP AND PERFORMANCE,
NAVY OFFICE OF INFORMATION

This year we're rolling out a framework of training, coaching and assessment to improve the means by which our Public Affairs team can better meet mission, support the Navy and continuously improve as members and units. You may have heard about "Get Real, Get Better" already depending on which ship or station you're assigned to.

There's real urgency for our Navy – and our public affairs members – to regain our warfighting edge. We're in a strategic competition, and within a contested information environment. For too long our Navy has had the only horse in the race, and it's fair to report that this hasn't brought out our best. Some new thoroughbreds have joined the track who mean to do more than merely pace us.

The public affairs community is in the midst of a dynamic change. We are assessing as many as 40 new uniformed 1650 officers alone – that's just in 2023. Increasingly along the waterfront, you'll be seeing ensign PAOs who have been selected out of school or industry, but who are in need of Navy and leadership experience. During this transition, its incumbent we each self-assess, address and correct what's needed to improve individually and collectively.

CHINFO is working hard to do its part. We have moved out in a multi-faceted approach to get after areas of deficiency. In summary, the four community focus areas we're tackling now are:

Line of Effort #1: Enterprise Health {Find what matters most and fix it first: Address Navy Public Affairs capacity and capability}

ADVANCING THE PROFESSION

Line of Effort #2: Leadership and Professional Performance {Shrink the distance from lower performers to that of higher performers: Review and codify performance assessment process & standards}

Line of Effort #3: Talent Development {Foster problem solving: Develop the Navy Public Affairs team of the future}

Line of Effort #4: Corporate Navy Communication {Build learning teams: Lead effective communication at every echelon of command}

Talk's cheap. What meaningful change is happening? The Navy Communication Playbook and this very edition of Sailing Directions are two such outcomes. Many MCs have already attended the (now) annual East and West Coast Training Symposiums. Now installed is a new CHINFO Pathfinder Program for government civilians who want to expand their horizons. We've already developed seminars for those officers selected for O-4, O-5 and O-6 and are building on the program for this spring. Many of the 40 new 1650 PAOs we're assessing this year conducted thorough, extended trial assignments within one of our PA staffs, and were only selected after vetting by a qualified panel of experienced community leaders who could more accurately determine their suitability.

We're determined to increase quantity while improving quality.

One pilot we're especially eager to launch is the Public Affairs Community Leadership and Performance (PACLAP) program. In this inaugural year, a small CHINFO team will visit Echelon II/III unit PA teams in select Fleet concentration areas. These visits will establish a performance baseline for the formal program which will be launched in 2024.

Before the visits, pilot staffs will review draft program documents including: an annually updated CHINFO Notice (CHINFONOTE); competency expectations for the full complement of officers, enlisted and civilian staff, a pre-visit questionnaire, a visit checklist, a 360-degree performance assessment, and most importantly, a means for providing synchronous, candid discussion to understand, document and repair whatever is in need of improvement.

The pilot model requires the team to visit a specific geographic area to assess offices staffed by Navy Public Affairs personnel. Where concerns are raised by PAOs, the assist team will seek to address those issues with stakeholders, in some cases before concluding the area assessment, if practicable.

ADVANCING THE PROFESSION

Ultimately, if supported by research, major Fleet concentration areas are visited biennially. The areas they'll initially be reviewing:

- Communication Strategy
- Executive PA
- Staff-work
- Teamwork
- Media engagement
- Internal Relations
- Community Outreach
- OPTASK VI
- Unit Readiness (MPTE, Admin)
- Leadership

During these visits to fleet concentration areas, the assist team will also be conducting Get Real Get Better training for all area officers, enlisted and civilian public affairs members, and will be available to take questions and answer questions.

What you can do in the meantime to get real or get better?

- Visit the GRGB Blog and become familiar with what this is about.
- Read CNO's 15 February "GET REAL GET BETTER 2022 REVIEW AND 2023 GUIDANCE" Memo
- Be on the lookout for - and participate in - Navy Public Affairs GRGB training in your area.

Each of us is on our own personal journey in service to our Navy. Getting better isn't reserved for our newest members, or restricted to those who have greater ambition. Improving our individual, unit and community performance and readiness demands our best. It requires clear-eyed self-assessment, a sense of ownership and a genuine commitment to problem solving and life-long learning. The gravity of our work must be exceeded by our determination to continuously improve. Complacency kills. It's time to move out.

RESEARCH OF INTEREST



As the Navy public affairs community works to improve its performance across the board, the leadership traits of humility, authenticity, and empathy are increasingly valued. Research underpins their importance in developing winning, learning teams. These are the qualities we want to model - not merely talk about. [As this study reaffirms](#), authentic leadership and performance outcomes aren't just intuitive, they're proven.

"The results reveal a statistically significant positive relationship between authentic leadership and employees' workplace performance..."

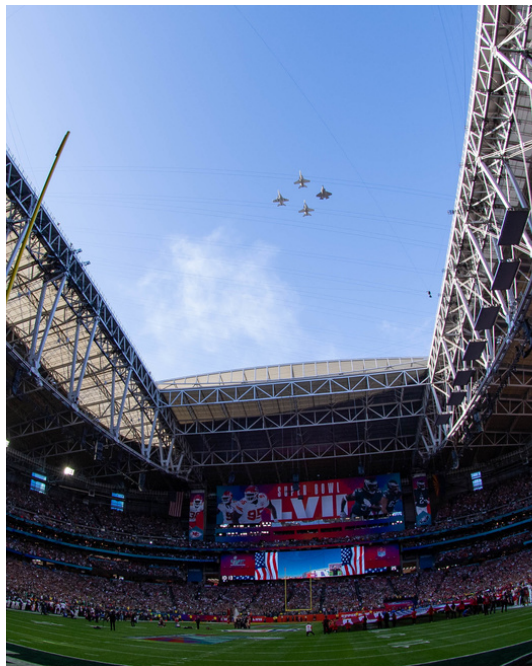
KEY ENGAGEMENT TAKEAWAYS

THE FOLLOWING ASSESSMENTS PROVIDE DATA AND LESSONS LEARNED FROM MEDIA COVERAGE OF RECENT HIGH-VISIBILITY NAVY EVENTS TO APPLY FOR FUTURE ENGAGEMENTS.



AFCEA WEST - FEBRUARY 20-24, 2023

- Coverage from WEST resulted in 51 stories reaching an estimated 24+ million people, mostly through trade press.
- Prominent themes were the creation of the cyber designator, innovation in warfighting techniques, integration of cyber warfare capabilities into traditional platforms, and China as a pacing challenge.
- **Recommendation: Navy leadership noted that media engagement was strong and mostly on message. Yet, for similar events, we can look to capitalize on opportunities to develop relationships with other publics to enhance return on investment.**



SUPER BOWL FLYOVER - FEBRUARY 12, 2023

- Traditional media and social content primarily highlighted the first all-women Super Bowl flyover team and the celebration of 50 years of women in Naval aviation.
- 182.6 million viewers watched all or part of the Super Bowl, with an average audience of 113 million.
- This was the most watched Super Bowl since 2017 and the most watched non-soccer event in Spanish language cable history.
- **Recommendation: future communication efforts should work to leverage exposure to advance Navy messages beyond the specifics of the particular engagement being covered.**

MARCH-APRIL CALENDAR



PENTAGON/LEADERSHIP:

- VCNO: Women's History Month Panel on March 6
- CNO: travel to San Diego for major announcement on March 13-14
- SECNAV/CNO: Remarks at McAleese Conference on March 15
- CNO: interview with CBS (O'Donnell) on March 16
- SECNAV: Mental Health and Suicide Prevention Offsite
- SECNAV/CNO/MCPON: SAC-D DON Posture Hearing March 28
- SECNAV/CNO/MCPON: HAC-D DON Posture Hearing March 29
- SECNAV: Remarks at Sea-Air-Space Exposition on April 4
- SECNAV/CNO/MCPON: SASC DON Posture Hearing April 18
- SECNAV/CNO/MCPON: HASC DON Posture Hearing April 26
- Press Briefings: Every Tuesday and Thursday, excepting conflicts



OUTREACH:

- CAPT Janet Days on NBC Today Show for International Women's Day: March 8
- El Centro Air Show (50 Years of Women in Naval Aviation): March 11
- Shreveport/Bossier City Navy Week: March 20-26
 - RDML Dion English supporting
- Port Everglades Fleet Week: April 1-7
- Sea-Air-Space Expo: April 2-5
- Tri Cities Navy Week: April 3-9
- Wilmington Navy Week: April 10-16



ROLL OUTS/RELEVANT HOLIDAYS:

- Women's History Month: All March
- 50th Anniversary of Women Flying in the Navy: March 2
- International Women's Day: March 8
- Budget Rollout March 13 (T)
- Ramadan: March 22-April 21
- Easter: April 9
- Tax Day: April 18
- Earth Day: April 22



SOCIAL MEDIA

- Women's History Month: All March
- 50th Anniversary of Women Flying in the Navy: March 2
- Month of the Military Child: All April
- Sexual Assault Awareness and Prevention Month: All April

Please send content for flagship social media amplification consideration to NavyMedia@us.navy.mil

ENDURING GUIDANCE



The content that follows in subsequent pages will look familiar to you. It was featured in last month's Sailing Directions, and you will see it in subsequent editions on an ongoing basis. Refer back to it as needed for guidance, share with new communicators who might not be as familiar with it, and make sure to always align your products to these enduring documents.



NAVY NARRATIVE

America is a maritime nation. The seas are the lifeblood of our economy, our national security, and our way of life. With 90% of global commerce traveling by sea, your Navy safeguards the world's economy from hostile nations and organizations that threaten international waters. Our everyday lives also depend on access to the internet, which rides upon the security of undersea fiber optic cables. The U.S. Navy harnesses our ships, submarines, aircraft, unmanned platforms, and highly trained Sailors to protect and support the American way of life. In both times of peace and war, the Navy can be found in and on the sea, the air, space, and in the cyber realm, so that our citizens can remain prosperous and secure.

The Navy's track record of keeping America safe is so sound that most Americans cannot recall a time in their lives when they feared attack from another nation's naval force. We keep threats away from our shores by operating abroad. Today and every day you can find nearly 100 ships and submarines underway around the globe. **There is no substitute for presence.**

When we consistently deploy our combat-ready forces alongside our allies and partners in faraway waters, our adversaries are forced to face a persistent reality -- a fight with American naval forces would be unwinnable and costly. Our mere presence and routine operations bolster our leverage, giving us diplomatic options that will always be more favorable than war. As President Theodore Roosevelt famously said, "speak softly, but carry a big stick." No other military power in the world is a better manifestation of this conviction.

In times of international crises, we can quickly maneuver thousands of miles with the world's most capable warships and dwell in areas of interest without relying on land bases in foreign countries. When called upon, the U.S. Navy is ready to deploy the world's most sophisticated weapons systems operated by highly skilled personnel to fight and win our nation's wars.

The threat from the People's Republic of China continues to grow while Russia expands its aggression in Europe. Maintaining a world-class and worldwide deployable Navy as a first line of defense for the United States is not something that can be created overnight when conflict arises. Investing in the Navy today is a down payment on America's security tomorrow.

AMERICA'S NAVY

NO SUBSTITUTE FOR PRESENCE

- **YOUR NAVY IS**...world-class and worldwide.
- **YOUR NAVY IS**...operating nearly 100 ships around the globe every day.
- **YOUR NAVY IS**...manned by the most capable Sailors who have ever served.
- **YOUR NAVY IS**...flying, sailing, and operating everywhere international law allows...so everyone else can too.
- **YOUR NAVY IS**...protecting the world's economy and enabling the Information Age. 90% of commerce travels the sea and the internet is powered by undersea fiber-optic cables.
- **YOUR NAVY IS**...building partnerships, strengthening allies, and deterring adversaries through presence.
- **YOUR NAVY IS**...ready to fight tonight.
- **YOUR NAVY IS**...preserving the peace by protecting international law, and safeguarding all nations' inherent right to freedom of the seas.
- **YOUR NAVY IS**...the only service expressly provided for by the U.S. Constitution (Art. 1 Sec 8 U.S. Constitution calls on Congress "to provide and maintain a Navy").
- **YOUR NAVY IS**...an investment in security and stability. Presence has a price tag, but there's nothing more valuable.



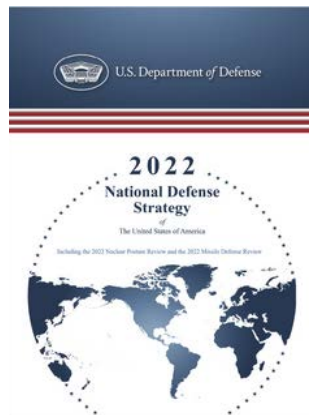
NATIONAL STRATEGIC GUIDANCE

YOUR PUBLIC AFFAIRS PRODUCTS SHOULD SUPPORT THE BROADER NARRATIVES AND INITIATIVES CALLED OUT IN THE STRATEGIC-LEVEL DOCUMENTS PROMULGATED BY THE DEPARTMENTS OF DEFENSE AND NAVY. THIS IS NOT AN EXHAUSTIVE LIST, BUT SHOULD SERVE AS A QUICK REFERENCE GUIDE FOR PRODUCT DEVELOPMENT.



NATIONAL SECURITY STRATEGY (NSS) (OCT 2022)

The NSS acknowledges that we are in a decisive decade. We face two strategic challenges: competition from major powers to determine what comes next, and shared trans-national issues. Through three lines of effort - investing in sources of American influence, building coalitions, and modernizing and strengthening the military, we will pursue our goal of a free, open, prosperous, and secure international order.



NATIONAL DEFENSE STRATEGY (NDS) (OCT 2022)

The NDS is a congressionally-mandated review of the Department of Defense's strategic direction, which takes into account the Nuclear Posture and Missile Defense Reviews. Rapidly evolving features of the security environment threaten to erode U.S. power to deter aggression. Through integrated deterrence, campaigning, and actions that build enduring advantages, we will pursue our priorities in favor of a stable, open international system.



NATIONAL MILITARY STRATEGY (NMS) (MAR 2023)

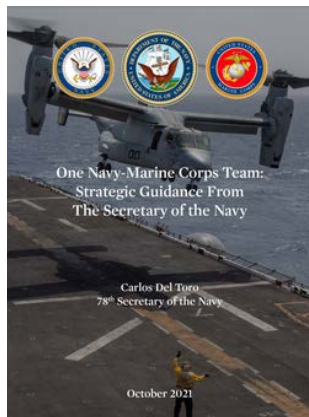
The NMS renews the Joint Force's focus on campaigning now and building and sustaining warfighting advantage in tandem. In this decisive decade, we must meet our challenges with alacrity, discipline, and fortitude to seize strategic advantage now.

NAVY STRATEGIC GUIDANCE



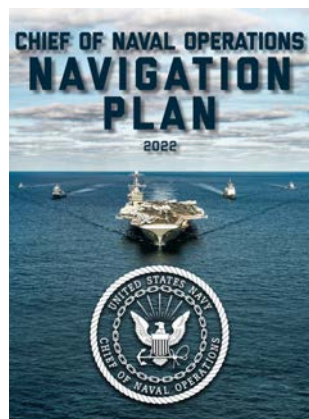
ADVANTAGE AT SEA: PREVAILING WITH INTEGRATED ALL-DOMAIN NAVAL POWER (DEC 2020)

Advantage at Sea is a tri-service maritime strategy intended to provide guidance to the naval service for the next decade to prevail across a continuum of competition – composed of interactions with other nations from cooperation to conflict. This strategy focuses on China and Russia, the two significant threats to this era of global peace and prosperity.



ONE NAVY-MARINE CORPS TEAM: STRATEGIC GUIDANCE FROM THE SECRETARY OF THE NAVY (OCT 2021)

All members of the Department of the Navy will operate as one team, with our actions guided always by our core values. Our enduring priorities will be to maintain maritime dominance in defense of our nation, empower our people, and strengthen strategic partnerships.



CNO NAVIGATION PLAN (JULY 2022)

Navigation Plan 2022 aligns Navy's vision with the most up-to-date strategic guidance, to include the 2022 NDS and the Secretary of the Navy's vision. It outlines how the Navy is uniquely positioned to strengthen integrated deterrence, campaign forward, and build enduring warfighting advantages.

NAVY COMMUNICATORS: TELLING TRUTH WITH A PURPOSE

The network of PAOs and mass communication specialists is working day and night across the globe to support Navy communications needs. By offering strategic counsel and emergent response capabilities, our team stands ready, always. We will tell truth with a purpose, combat misinformation and disinformation, and compete in the contested 21st Century information environment.

Our mission: leading effective communication at every echelon of command

Our vision: becoming the most respected communicators in the world

Our priorities: recruit talent, develop professional communicators, be great teammates, compete in the contested information environment

YOUR PUBLIC AFFAIRS TEAM IS WORLDWIDE AND READY.



WORK CITED

Duarte AP, Ribeiro N, Semedo AS and Gomes DR (2021) Authentic Leadership and Improved Individual Performance: Affective Commitment and Individual Creativity's Sequential Mediation. *Front. Psychol.* 12:675749. doi: 10.3389/fpsyg.2021.675749

PROFESSIONAL DEVELOPMENT OPPORTUNITY

The U.S. Navy Public Affairs Association (USNPAA) has initiated a financial grant program that will fund professional development activities that are not otherwise funded through Navy appropriated funds. The grants will be provided directly to individuals, not to commands or informal groups. Guidelines for the program outlining the application process and eligibility can be found on www.usnpaa.org.

Neither the Department of the Navy nor any other component of the Department of Defense has approved, endorsed, or authorized this grant and it is provided for informational purposes only.