

K-GRAM #3

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To: ALL HANDS

Although the third in a series, this is my first “K-Gram” as a Rear Admiral and your commander. The past few months have been quite intense for me given our transition team meetings, new flag school, APPLY Board and the results, VADM Starling’s commander’s symposium, and then our senior leadership training conference at the end of September in Little Creek. I request everyone’s patience with me as I continue to ramp up my knowledge of every facet of this command and begin to meet every Sailor who contributes to our collective success. There is so much to accomplish.

I would be remiss if I did not mention the recent promotion of one of our own, and one of my flag classmates, RDML Sandy Daniels. Admiral Daniels has commenced her flag career at OPNAV N6 and is taking long-term orders while working in that role. Without her superb leadership, knowledge and experience, our new command would not be where it is today! BZ!

My first official unit visit as flag officer will occur at my “home” unit at NOSC Detroit next weekend. This will be a chance for me to conduct a traditional promotion ceremony and reception in the Midwest area to say thanks to not only local Navy personnel with whom I have drilled alongside for many years, but also to my family and civilian co-workers and friends. My next visit will be to NOSC Green Bay, Wisconsin, to become better informed on NETOPS matters with our JMAST unit up there in “cheeseland.”

CONGRATS to all of the new CPO’s within the command. Intrusive leadership. Lead by example. BZ!

Over the summer, a couple of illustrious Navy careers came to a close as CAPT Daniel Lowen and RADM Steve Oswald retired. Later on today, I will attend the retirement ceremony of CTOCM Steve Wiley --- next weekend in Orlando, Florida, CTICM Michael Balcom will do the same. Fair Winds and Following Seas to each of these outstanding Sailors, your respective legacies will live on in those who now stand the watch. BZ!

What follows are the highlights, that is, things everyone needs to know about your command. PLEASE MAKE CERTAIN that you log on to “NEWS;” the new web-based information portal known as “NAVNETWARCOM *Enterprise Work Space*.” You will need your C.A.C. and the URL is: <https://www.fleetforces.navy.mil/netwarcom>.

Besides my lovely picture, you can view my current roadshow command brief to learn more details of the direction of the NNWG.

- Let's talk about **our name**. For many reasons, it was imperative to change our names from the old "Naval Security Group Reserve" and "Space and Network Warfare Program." Although not officially official (a couple of more months for the paperwork to go through), we will unofficially use the name of "NAVY NET-CENTRIC WARFARE GROUP" or "NNWG." As of 01OCT07, we became a new entity arising from a number of professional communities possessing many diverse skills sets and warfare capabilities. Indeed, an historic occasion.
- With the retirements of CTOCM Wiley today, and CTTCM Yarber in December, I would like to take this occasion to announce once again the appointment of CTRCM Pamela Buelow as NNWG's next **Command Master Chief**. CTRCM Buelow brings many gifts to us, which include a passion for enlisted issues and her broad range of professional knowledge and experience. She will be traveling over the next two years to a unit near you!
- **IA's** will continue into the indefinite future, and word is that the numbers will increase. Be ready! Every unit CO is charged with the medical, training and family readiness of their Sailors. RDML Janice Hamby (Director of Operations for NNWC) uses the phrase of "sacrifice to serve." We all know what that means.
- There is much work being done to bring our **INTEL** sisters and brothers in under the big tent of NETWARCOM FORCENet Enterprise. Do not believe rumors --- keep tuned in for only official announcements on this topic. RADM Gilbride and RDML Broadway (INTEL's RC flag officers) have included me in their board of directors meetings via VTC in order to work in unison on this large organizational undertaking.
- We are commencing an effort to document (yes, again) the **civilian skill sets** for possible NNWC use in the better employment of its RC Sailors. For example, if you have "Lean Six Sigma" qualifications, NNWC can use your help. Mr. Halverson (SES) mentioned such professionals as: teachers, lawyers, accountants, and others too. NNWC will be asking more of its RC. But, hey, that is what Active-Reserve Integration is all about.
- **Metrics, metrics, metrics**. We must capture what we are doing for VADM Starling. In terms of OPS: how much are we doing? What are we doing? Do we have enough to accomplish the mission? Should we CANX things we cannot do given lack of personnel, time or technology? Your unit monthly reports are vital to this end. CAPT Rothwell (Deputy Reserve Vice Commander – Tactical), CDR Ruttenberg and LCDR McMahon are charged with coordinating this effort.
- Everyone gets 17-days of IN-CONUS **AT during FY08**. Use them wisely, that is, operational support is the priority.

- VADM Starling is in charge of **NMCI**. He uses it. Therefore, we all use it. I will allow other “.mil” or “.gov” addresses for comms, but the days of AOL and COMCAST.net, etc. are no longer authorized. Get a CAC reader. Get the ActivCard software installed. Check your NMCI e-mail regularly --- this does not necessarily mean only on drill weekend. By the way, the follow-on to NMCI is already in the works. It is known as “N-GEN,” as in “next generation” NMCI. FYI, the Navy is rolling out “**ONE-NET**,” which is the OCONUS version of NMCI. The acronym stands for “Overseas Navy Enterprise Network. Many of our talented IP’s and IT’s are closely involved in making this a reality around the world. BZ!
- NNWC’s CNO-directed Command Master Chief, **FORCM Charles Dassance**, might be active component, but he has 8 years of reserve component roots! He needs no convincing when it comes to A-R-I. His major issues include: measuring readiness, the Sailor of the Year program, and everyone of us being not only qualified, but proficient (e.g., you might have “qualified” for a driver’s license, but if you have been on an IA for a long time without getting behind the wheel of a car, you are probably not “proficient” when you get back home --- so, you need to re-qualify. His point was that we need to do this with our professional skills as well.).
- Important to me is everyone’s understanding of the Navy’s position on diversity and ethical behavior. There are **NKO GMT**’s that we must all do each year, and FY08 is not different. Make sure you complete as soon as possible the annual Information Assurance (“IA”) course, those on sexual harassment, diversity, legal, financial management, and so on.

My final note is to encapsulate what VADM Denby Starling spoke of last month during his Commander’s Symposium for the NNWC leadership. He acknowledged that a culture change is occurring within NNWC; the collective behavior of the leadership will make this happen. VADM Starling states that as leaders we must operate within the rules, morals, ethics and sound personal judgment ... essentially, doing the right thing. He is strong on mentorship and growing our future leaders, being accountable for our actions, employing good safety (Operation Risk Management) habits, valuing our people, and maintaining good communications throughout the chain-of-command. The boss stressed that NNWC is the Navy’s “Information Technology” face to the fleet, and to carry out our mission we must shed our legacy “stovepipes” and better blend our skills and capabilities as a workforce. The NNWC is now 15,000 people strong, but strategically we must know what are the demand signals for our business enterprise. Metrics for metrics sake is a colossal waste of time --- ask the “so what” question all the time. We cannot disprove an anecdote; metrics are the measurements of facts. How can we do what we do better? How much does readiness cost? How do we become more agile and responsive? Do not become comfortable with where you have been. We are a growth industry within the Department of the Navy.

That is all for now. TFK BT K