Congratulations! Your selection and acceptance as a Chief Petty Officer is not to be taken lightly. You represent the very best of the United States Navy, you embody the absolute best of our great Nation. We are extremely proud of you and your accomplishments to date however, know this, more will now be expected of you.

In no particular order, some things for you to take a fix on, adjust course and speed, you have not “arrived,” your Journey Has Just Begun:

1. Operational Mission Success is both the expectation and the standard. Rating Subject Matter Expertise, Management, and Leadership charged to deliver a self-sufficient winning team! Results not Excuses.

2. Taking care of Sailors means “Knowing and Enforcing” the Standard.

3. Train your relief, share information… It is not about you, it is about our Sailors, their development, and the future of our Navy and our Nation.

4. You are always on “Parade,” Sailors are watching and listening to what you say and do. Words and actions have meaning, make them count.

5. Lead and utilize your team of teams. Be a voice in the Mess, express concerns, YOU are part of the solution, BE a part of the solution.

6. Ceremonies, Customs, and Traditions exist because of those who came before you. It is your responsibility to keep them alive.

7. The foundation of success is built upon four pillars - A-CPO:
   - (A)ccountability — Sailors live up to what they are held accountable for/to.
   - (C)ompetency & Character — Expertise is valued as is how we treat each other.
   - (P)rocedural Compliance — In everything we do from uniforms to operations.
   - (O)wnership — We take care of what we “Own”. Family, Sailors, Equipment, & Self.

Semper Fortis!

FLTCM(SW) Richard P. O’Rawe

(A)ccountability  (C)ompetency & Character  (P)rocedural Compliance  (O)wnership
LEADERSHIP RULES FOR SUCCESS

1. Accomplish the Mission. Everything else of value is in support of mission success.

2. Use “Leadership by Expertise,” know your job better than anyone else.

3. Focus on executing the fundamentals of your job, every day. “Routinely doing the routine” generates readiness to accomplish the mission especially on short notice. Work two sets of priorities – your bosses and yours.

4. Develop your network – professional and social. Work for the best people you can find. They will get to the top and pull you along – then YOU pull good people along too, Headquarters is where leaders work, early in your career and often.

5. Always be adding to your goodwill reservoir. Everyone needs to draw on goodwill at some point – those that succeed have a reservoir on which to draw.

6. While people may remember what you said, they will always remember how you made them feel. Practice patience in dealing with others.

7. Writing and speaking skills are prized in the U.S. military – and everywhere else too. Practice and use them often.

8. Every job is a sales job and every discussion is an interview – thinking this way focuses you to the moment – and you’ll never miss an opportunity.

9. It’s never as good as it seems, nor as bad – so don’t go to emotional extremes.

10. To be successful it takes two qualities: common sense and good judgement. Use both daily and you’ll go far.