



## Navy Announces Change of Office at the Chief of Naval Personnel

Vice Adm. Rick Cheeseman became the Navy's 60th Chief of Naval Personnel June 3 in an office ceremony at Naval Support Facility Arlington, Va., a milestone which also saw him pin on his third star in the process.

Cheeseman relieved Vice Adm. John B. Nowell Jr., who has held the office since May 2019. Nowell retired hours later in a ceremony at the Washington Navy Yard presided over by Chief of Naval Operations Adm. Mike Gilday.

"As I stand here in a historic location, blessed by good weather and good friends, I consider myself one of the luckiest people in the world," Nowell said in his farewell remarks.

"I have been fortunate to serve in the greatest Navy in the world during historic times, and I just want to say thank-you to each and every one of you and to many others, for what you did to prepare me, teach and train me, and support me and my family in a journey that we have enjoyed every minute of."

The COVID-19 pandemic dominated much of Nowell's tenure as CNP as he skipped the service through uncharted waters that required massive changes to personnel policy all designed to keep Sailors safe while keeping warfighting commands properly manned.

Key to those critical missions was keeping the Navy's personnel "supply chain" up and running during the pandemic. This included creating an unprecedented "bubble" for training new recruits to making sure that training and transfers could continue to happen around the fleet.

Those efforts resulted in more than 85,000 recruits being assessed into the Navy, trained and delivered to the fleet since the pandemic started.

After an initial "all stop" of permanent change of station moves, the Navy quickly put plans and policies in place to prioritize and safely move Sailors and their families around the world.

These and many other temporary policy changes were unprecedented in the Navy's history.



Another large part of his tenure as CNP was Nowell's overseeing of Task Force One Navy, the Navy's six-month deep dive into its diversity and inclusion policies as well as service climate and culture. The Navy's effort was launched in the wake of national unrest following the death of George Floyd in Minnesota during the summer of 2020.

"The power of leveraging a diverse team with inclusive leadership is not something that the Navy recently discovered, but rather something I saw in action across so many ships and commands at sea and ashore," Nowell said in his retirement remarks.

"The results were always the same, better performance, warfighting readiness and lethality."

In January 2021, the task force sent a list of nearly 60 recommendations to Navy leadership, based on Sailor and Navy civilian feedback. These included reviews of Navy instructions and manuals on everything from uniforms, promotions and recruiting to identifying potential barriers and eliminating anything considered offensive, biased, or that hampered inclusion.

Nowell's 38 years of service began at the

U.S. Naval Academy where he graduated in the class of 1984. A surface warfare officer, he served at sea on five ships, commanding the guided-missile destroyer USS Porter (DDG 78). As a flag officer, he also commanded Expeditionary Strike Group 7, forward deployed in Japan.

Vice Adm. Cheeseman was commissioned in 1989 through the Reserve Officer Training Corps after graduating from Penn State University and is also a career surface warfare officer.

Cheeseman commanded Carrier Strike Groups 10 and 2 in Norfolk, Va., as a flag officer. He also commanded the guided-missile cruiser USS Monterey (CG 61) and guided-missile destroyer USS Bulkeley (DDG 84).

No stranger to Navy personnel, Cheeseman has served in a variety of manning and manpower jobs throughout his career. This includes a tour as deputy for Manpower, Training and Strategy at OPNAV N96, as director, Surface Warfare Assignments (PERS-41), and as Assistant Commander at Naval Personnel Command for career management (PERS-4).



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**VADM RICK CHEESEMAN**  
**CHIEF OF NAVAL PERSONNEL**

# Navy Updates DMAP – Advances First DMAP Plankowners

More than 200 Sailors eligible for the Detailing Marketplace Assignment Policy (DMAP) participated in the program during its first MyNavy Assignment cycle and more than 100 will advance to the next paygrade.

These DMAP “Plankowners” include the first Sailors to apply for and be selected for an extension to their sea duty or follow-on sea tours – either at their current command or at another sea command – for advancement and other incentives.

“DMAP represents a major paradigm shift in how the Navy mans the fleet,” said Chief of Naval Personnel Vice Adm. John B. Nowell Jr. in the NAVADMIN announcing the updates to DMAP. “As such, MyNavy HR intends to collect data and feedback to help inform future adjustments to DMAP. Sailor and command flexibility and feedback remain key enablers to ensuring success.”

DMAP was announced in December 2021 and the marketplace went live in March 2022.

An update to DMAP was released via NAVADMIN 127/22 June 1, 2022. This update increased eligibility for Sailors within the DMAP Phase I ratings, adjusted projected rotation dates for eligible E-4 and E-5 Sailors in their initial sea tour, instituted a 48-month sea tour policy for new accessions, and clarified instructions for commands to nominate a Sailor for command advance-to- position.



DMAP replaced the Sea Shore Flow policy for four ratings: Aviation Boatswain's Mate (Fuels), Aviation Boatswain's Mate Aircraft (Handling), Gas Turbine Systems Technician (Mechanical) and Culinary Specialist. The remaining 12 sea-intensive ratings will be gradually phased in to DMAP along with the rest of the enlisted ratings in future phases.

DMAP Phase II is expected to expand the DMAP opportunities to more rates and could launch in fiscal year 2023.

For DMAP questions, contact the MyNavy HR DMAP team at [DMAPfct@navy.mil](mailto:DMAPfct@navy.mil).

For more information, see <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace/>.

## How to Become a Certified Navy Coach

The Navy Personnel Command's Talent Management Task Force recently announced a call for the second cohort of potential certified Navy Leader Coaches, focused on specific commands and communities to support building and sustaining a Navy coaching culture. Selectees will participate in a Department of Defense inter-service internal coaching training program, the Coaching Culture Facilitator Course.

According to NAVADMIN 109/22, Sailors accepted into this training will begin a 16-week, 80-hour virtual program from May through September which will provide these future leader coaches essential coaching skill training. Additionally, they will receive mentor coaching and additional orientation and training required to apply for future International Coaching Federation credentialing.

The CCFC was first advertised in NAVADMIN 213/21.

MyNavy Coaching facilitates peer-to-peer coaching and helps participants become more “coach-like.” Exhibiting more “coach-like” behaviors means asking more open-ended questions, refraining from giving the answer or advice in a developmental situation, and encouraging bi-directional feedback.

“These soon-to-be coaches are central to carrying the mission and vision of MyNavy Coaching to senior Navy leadership who will help educate the fleet and provide support towards becoming more coach-like to enhance the performance of our personnel and the Navy overall,” said Rear Adm. Alvin Holsey, Commander, Navy Personnel Command.

“This targeted approach helps us to build the desired Navy coaching culture and allows us to scale coaching across the Navy, ensuring MyNavy Coaching ‘sticks.’”

Participation in the CCFC is open to all active duty and FTS warrant officers (W-2 through W-4) and officers (O-3 through O-5), and E-6 through E-8 who have a minimum of three years until their EAOS. All applicants must also have a minimum of two years remaining on station or have the command provide a recommendation for an extension.

Applications should demonstrate a commitment to building and sustaining a Navy coaching culture. The selection process will closely examine each applicant's interest in becoming a Navy coach, how their becoming a coach will contribute to the career goals of the applicant, and their commitment to changing the culture of the Navy through coaching.

MyNavy Coaching Scientific Research Advisor, Lt. Cmdr. Erica Harris, said coaching in the Navy is important for 21st century Sailors.

“Many of our leaders were brought up in a 20th century world. In our volatile, uncertain, complex, and ambiguous environments, we need to be able to foster independence among our Sailors so they can do what's needed at the right time to enhance the Navy's warfighting readiness,” she said. “Becoming more coach-like provides leaders the ability to engage their Sailors with this mindset.”

“You can read self-help books on how to encourage and inspire change in others, but learning to coach takes those practices to a whole other level,” said Lt. Chris “Gator” Gilg,

an aeromedical safety officer from Marine Aircraft Group 24 and a CCFC participant.

“As a coach, I possess the capability to help those who are ready to grow, achieving their full potential. I help them explore within and channel the answers they already possess to then support their progress. Becoming a coach is one of the best decisions I have made in my Naval career.”

“I have learned that most Sailors possess their own solutions and sometimes they aren't always exactly what we are looking for, but the empowerment that follows in the self-awareness will facilitate the Sailor to discover other ways to grow personally and professionally and that will give us a significant advantage in warfighting effectiveness and readiness,” said Steelworker 1st Class Siamac Moghaddam, quality control chief, Construction Battalion Maintenance Unit 303 and a CCFC participant.

“The communication skills I've learned through CCFC, such as active listening, empathy, and asking powerful, open-ended questions, have dramatically improved my ability to courageously connect with other Sailors,” said Lt. Dustin McMinn, assistant maintenance officer for Patrol Squadron 26 and a CCFC participant.

“As a leader, I have no doubt these communication skills are indispensable and when wholeheartedly implemented will result in improved morale, productivity, and retention.”

For more information, visit the MyNavy Coaching webpage at <https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/Coaching/>.





Department of Defense  
**PRIDE MONTH  
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JUNE 2022



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# HARP, OHARP and SEMINAR Programs Are Back Up and Running



After more than a two-year pause due to the pandemic, the Hometown Area Recruiting Program (HARP), Officer Hometown Area Recruiting Program (OHARP) and Senior Minority Assistance to Recruiting Program (SEMINAR) are again accepting applications from Sailors in the fleet.

These programs return outstanding Sailors to their hometown or home of record to assist the Navy's local recruiters with their recruiting efforts – without being charged leave.

"HARP duty is a non-funded program for enlisted personnel," said Terry Black, HARP/OHARP manager at Navy Recruiting Command (NRC). "You can perform it in conjunction with permanent change of station (PCS) orders, or you can do a strictly Temporary Additional Duty (TEMADD) from your parent command.

"On HARP duty, you go home for 12 days starting on a Monday and concluding on a Friday – weekends are included in the number count of the 12 days. You work with your local recruiters; you put your working or dress uniforms on; and you go to your local high schools. The purpose of the program is to attract more of your peer groups to join the Navy."

Black also explained how the experience of going back home can be a great sense of pride for Sailors and the impact it can have on students as well as their local community.

"Typically, when you're a good student and you join the Navy, you go back to your high school at your home of record," Black said. "When you walk through those hallways, they see you in that uniform.

"The uniform is an attraction piece. It's also a conversational piece. We'd like for all young Sailors to have a conversation about their Navy experience that they've been exposed to and talk to these high school kids about the Navy and try to encourage them to join our Navy – or even just actually talk to the recruiter to see if they'll be a good fit."

Service members requesting HARP duty in conjunction with PCS orders must submit HARP requests to NRC six to nine months prior to the desired date, before their PCS orders are finalized. Blackout dates are the week of Thanksgiving, last two weeks of December and the first week of January. During these dates, no HARP requests will be approved.

While HARP is for enlisted personnel, OHARP is a non-funded program for officers.

"OHARP works a little bit differently," Black said. "You can perform OHARP for a minimum of 14 days, maximum of 90 days. You can do it strictly TEMADD from your parent command or you can do it in conjunction with PCS orders. OHARP returns officers to their hometowns to assist the officer recruiters in locating individuals for our officer programs.

"OHARPs also go to the local colleges or universities that fall under that individual

Navy recruiting station and talk to collegiate students about their assignments, their job scope in the Navy, what opportunities they have, and what the Navy can offer them. The goal is to get college students to want to join our Navy and become officers."

The SEMINAR program temporarily returns highly qualified African American, Hispanic and Asian or /Pacific Islander officers and senior enlisted personnel to their home communities for 20 days to meet with local influential community members and to discuss the vast educational, career and advancement opportunities the Navy offers.

For Capt. Ronel Reyes, chief of staff at NRC, SEMINAR is important for several reasons, but one of its biggest strengths is allowing minorities to see what is possible for them in the Navy.

"It's important to go into your community and speak to local community leaders, high school students and college students about your Navy experience and be able to relate to others who share your cultural or ethnic background and make them proud that you come from that same community," Reyes said. "It's that sense of pride and belonging – that connection to something that you may not have thought possible until you see someone who can relate to you."

The HARP, OHARP and SEMINAR programs are back up and running, so Sailors can now start applying. Detailed requirements for each program are listed on the CNRC webpage (<https://www.cnrc.navy.mil>) and should be reviewed thoroughly by commands prior to HARP/OHARP/SEMINAR submission. The webpage provides topic-specific information, such as an overview of the programs and where to find the forms for program participation and submission.

For information regarding HARP, OHARP and SEMINAR:

1. Visit <https://www.cnrc.navy.mil>
2. Under CNRC webpage select \*NRC Links\*
3. Select \*HARP/OHARP/SEMINAR\*

Point of contact for HARP and OHARP is Mr. Terry T. Black, Program Manager, at (901) 874-9549/DSN 882 or via e-mail at [terry.t.black.civ@navy.mil](mailto:terry.t.black.civ@navy.mil).

Point of contact for SEMINAR is NCC Latonya Perossier, Program Manager, at (901) 874-7264 or via e-mail at [latonya.y.perossier.mil@us.navy.mil](mailto:latonya.y.perossier.mil@us.navy.mil).

## SELECTIVE REENLISTMENT BONUS PROGRAM UPDATES

- The Pay for Performance program will continue with the following ratings:

**AWR, FC, FCA, IT, CTN, TM, CSS, AME and CTM**

- 30 new skillsets have been added
- 74 skillsets increased multiples
- 165 skillsets remain unchanged

Visit <https://go.usa.gov/xueV5> for the latest updates!



# How Surveys Help Shape Your Navy World

Surveys - and the conclusions made from their results - are a critical tool in shaping Navy programs and policies. They help objectively demonstrate whether the Navy's efforts are producing the desired results, and provide important insight into the Sailor, command, community, and Navy.

This means that the Sailors who choose to participate in these surveys are the ones driving Navy policy. This also means that the Sailors who choose to remain silent have fewer opportunities to be heard on important issues. If you pass on taking a survey, the Sailor next to you filling it out is driving change - change you may or may not agree with.

The cornerstone of Navy surveys is the annual Health of the Force survey that alternates focus between the work environment and Sailors' personal lives. The results directly inform Navy policies and programs - giving Navy leaders insight into what programs and policies are working and which ones are not. In the 2021 annual survey, we saw improvement in some key metrics related to diversity, equity and inclusion, but also found out that 20 percent of Sailors are experiencing incivility in the workplace on at least a monthly basis. These results indicate the importance of continuing efforts to promote a more inclusive work environment for all Sailors.

The 2020 annual survey indicated that both men and women are increasingly concerned about the impact of sea/shore



rotations on family planning. We will be revisiting this and a range of related issues in the upcoming 2022 Health of the Force survey which launched May 20. If you'd like to participate and ensure your thoughts and opinions shape the Navy world, go to

[https://usnavy.gov1.qualtrics.com/jfe/form/SV\\_QgarNdLTkn8MkxU?Q\\_CHL=qf](https://usnavy.gov1.qualtrics.com/jfe/form/SV_QgarNdLTkn8MkxU?Q_CHL=qf)

So the next time you see a survey, remember: you aren't just filling out a form. You're also stepping up to help shape Navy policy.

## Supercharge Your Career with MilGears Tools - Here's How



Have you heard? MilGears expanded its reach to all military services with a new release May 15.

An online platform, MilGears supports service members in every phase of their professional journey, from recruitment through transition - and beyond.

Leveraging the Navy Credentialing Opportunities On-Line (COOL), MilGears provides service members with a personalized assessment of their military training, experience, and off-duty education and credentialing. It provides recommendations and next steps to pursue and achieve industry credentialing, in-service advancement, and post-service employment.

Initially built to support Navy users, the MilGears suite of tools has expanded to all services as a DoD enterprise-wide platform. This expansion provides new functionality to support service records from each military branch while sporting an updated look and feel.

Enlisted personnel from any service can utilize MilGears for customized career and educational pathways based on their service and experience.

The MilGears suite of tools consists of four primary career tools, Engage My Career (EMC), Quick Explorer (QE), Military-2-Mariner (M2M) and Cyber Information Technology/Cybersecurity Workforce) Cyber IT/CSWF).

EMC is the centerpiece of MilGears, helping service members match their military experience and education with job opportunities and providing actionable next steps to help them succeed. This tool considers formal and informal learning, supplying the service member with a customized and personalized report based on their distinct mix of qualifications.

QE lets you 'test drive' the power of MilGears without the time commitment of entering or uploading your detailed personal information. It provides the ability to browse general information about military occupations, cybersecurity workforce work roles, credentials, career goals, and interests.

The M2M tool determines the eligibility of a service member's creditable sea service, military training, and experience by comparing against requirements for

Coast Guard issued Merchant Mariner credentials.

M2M guides the user in navigating the National Maritime Center (NMC) application process through the application assist guide, which provides the user steps and links to necessary forms required for completion.

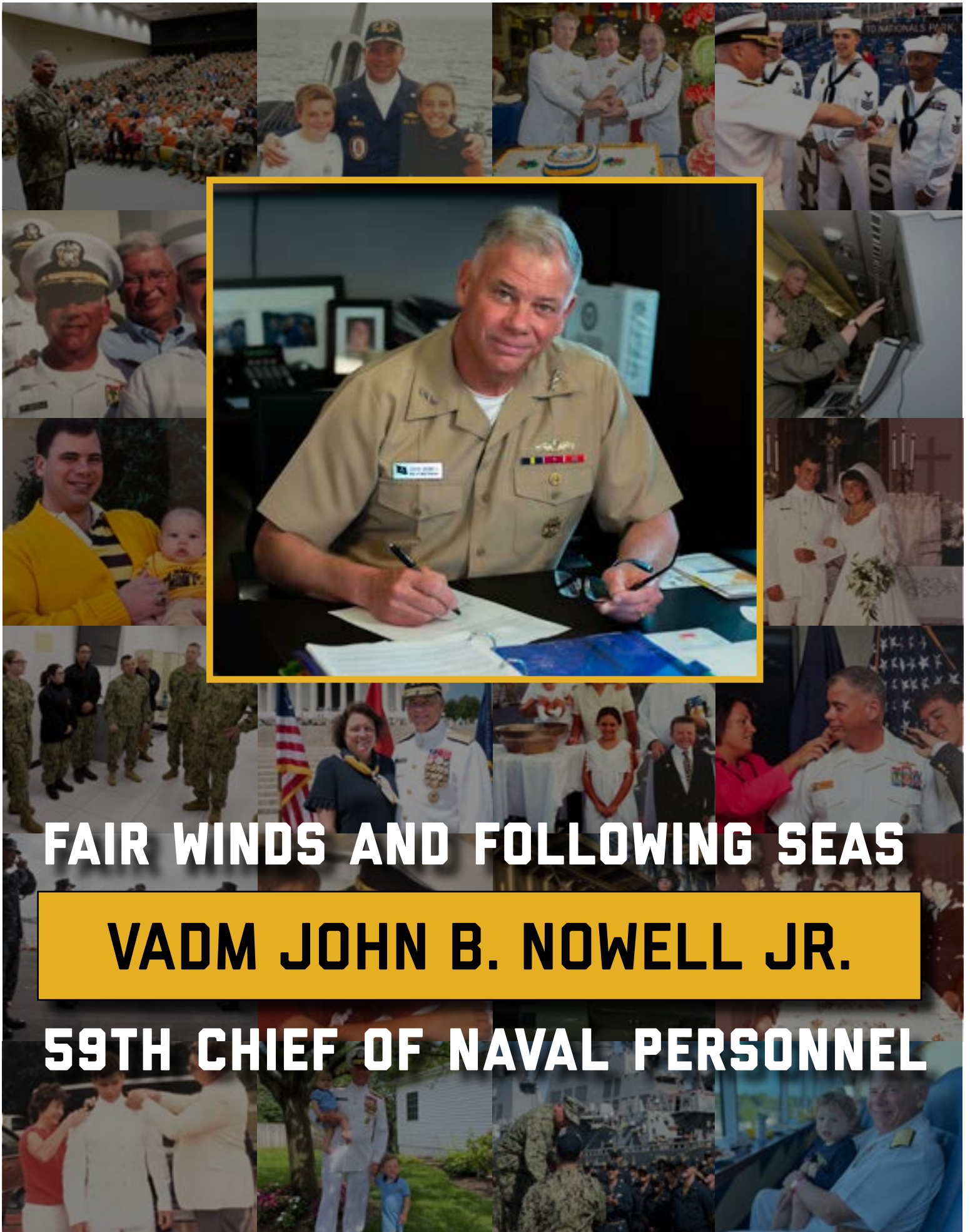
The Cyber IT/CSWF tool compares your experience, training, education, and credentials, to specific Defense Cyber Workforce Framework (DCWF) work role requirements. This highlights existing skill gaps or connects to a classification that may increase your marketability within the cyber industry.

With the expansion of MilGears to a DoD enterprise-wide platform, service members from all military branches can optimize their careers by finding credentials to build their military record and skills.

The optimization continues through the service member's lifecycle continuum, including the three-phase of in-service professionalization, transition communication and translation of military experience and education, and finally, as a veteran, by identifying in-demand employment opportunities that match your unique skills, experience and training.

For more information and to try MilGears for yourself, visit <https://milgears.osd.mil/>. You can also call (850) 452-6683 to speak with a MilGears expert on Mondays and Wednesdays from 7:00 a.m. to 4:00 p.m. (CST).





**FAIR WINDS AND FOLLOWING SEAS**

**VADM JOHN B. NOWELL JR.**

**59TH CHIEF OF NAVAL PERSONNEL**