



DEPARTMENT OF THE NAVY
THE MASTER CHIEF PETTY OFFICER OF THE NAVY
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000

16 August 2023

From: Master Chief Petty Officer of the Navy
To: All Chief Petty Officers

Subj: **MESSAGE TO ALL CHIEF PETTY OFFICERS**

1. For 130 years, a core group of leaders within the Navy's enlisted ranks have served our nation as Chief Petty Officers. Since our inception, Chief Petty Officers have stood ready; each decade presenting our Navy with its own unique set of challenges. Through world wars, numerous conflicts and challenges, both internal and external, our Mess navigated through it all.
2. Today, on our watch in this decisive decade, our Nation is facing a real global adversarial threat, that if contested, will initiate combat at sea – warfare that hasn't been seen since World War II. Our Navy's readiness will depend on every Chief Petty Officer in uniform today to deter and defeat this threat. Be prepared! I am charging every Chief Petty Officer and future Chief Petty Officer to commit to personal excellence and to get after the behaviors of substandard performance, training, and motivation within our ranks. With today's threats, there is no room for mediocre leadership within our Mess.
3. Every one of us will have an active role in advancing our culture to build our Navy's people, leaders, and teams to prepare, persevere, and win in combat. With this sacred responsibility in mind, it is imperative that we as a Mess reconnect to our roots. In doing so, we must change the "status quo" mindset in how we think, act, and communicate. Additionally, we must adjust course and steer away from the organizational drift caused by years of outsourcing our anchors and rewarding misaligned attributes that do not contribute to combat readiness. Chiefs are charged first and foremost to be strong leaders and experts in our specialty. We must live, teach, and enforce the standards to make our Sailors and our Navy stronger every day. We have a "higher calling" and we will answer history's call!
4. Over the course of Initiation, I will send three additional letters – one every two weeks. Each Mess will sit down and have real conversations about each topic. All Chief Petty Officers and CPO Selectees are required be present during these discussions. Do not consider this as "Selectee training," but as a Mess discussion we **must** have to seek out areas where real change is needed and get after it.

James M. Honea
16th Master Chief Petty Officer of the Navy