

## A. People and Culture

### 1. Sea Warrior

Sea Warrior is the human resource component of the Navy's Sea Power 21 transformational effort. The purpose of Sea Warrior is to maximize human capital, placing optimally trained Sailors in jobs that best suit their talents, skills, abilities and desires. The ultimate objective is to minimize a Sailor's time-to-competence, leading to a marked improvement in Fleet operational readiness.

Realizing the need to accomplish a broader, more complex mission in the future, Navy leadership recognizes the need to develop a single integrated business process that places Sailors in the right jobs, in the right location, at the right time, thereby maximizing Fleet readiness. This will have to be done with a smaller force that is better trained, educated, and motivated to perform critical tasks to meet 21st century mission requirements.

The development of Sea Warrior initiatives is focused on accelerated capturing of requirements, rapid development of new prototype processes, and conducting timely, and effective pilot programs in the Fleet to validate new approaches. Further refinement of new Sea Warrior processes will occur in an iterative, spiral-development-fashion, taking full advantage of feedback from the Fleet.

The Sea Warrior program reflects the understanding that the integration of training and education at appropriate levels of the professional development for Sailors and Marines creates a shared experience that facilitates improved understanding, communication and coordination between the Services. Successful integrated training and education programs, such as the Naval Justice School, Expeditionary Warfare Training Groups Atlantic and Pacific, Amphibious Ready Group (ARG)/MEU(SOC) workups, and initial naval aviation flight training, increase both warfighting effectiveness and training efficiency. As the integration process in logistics, C2, mission planning and naval fires/tactical aircraft within the naval Services mature, Sea Warrior will work toward a single, common system of training and education.

As the Navy defines and builds the Information Operations (IO) Career Force, Sea Warrior will be a crucial part of the development and implementation. The IO Career Force will be composed of Specialists in each of the five Information Operations core areas as well as Information Operations Planners who are experienced in all facets of this warfare area. It will include Officers, Sailors and civilians from many communities within the Navy with the goal of developing a technically competent and professionally competitive IO Career Force. As we identify the skill requirements and billets necessary to mature Information Operations in the naval force, Sea Warrior will assist in developing training for warfighting strategies and technical capabilities for current and future fleet operations while dynamically managing our personnel throughout their professional careers.



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