



Navy Warfare Development Command

Junior Leader Innovation Symposium

Working Group Outbriefs

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Report Documentation Page

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Junior Leader Innovation Symposium

Working group questions



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Participants split into four physical working groups, and an online DCO group, to consider the following questions:

- 1) How can the Navy better capture and act on innovative ideas? Consider incentives, education, organizational climate, and culture.
- 2) How should unmanned systems be employed 5 years from now?
- 3) What are the key operational questions the Navy needs to answer in the next 5 to 10 years? What are the resources where the Navy needs to answer these questions?

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Group 1 (LCDR Armstrong facilitating)



- Reduce/prioritize admin/reports
 - Overwhelming time sink
- Conduct training on how to get ideas heard
- Reassess “training” (leadership)
 - Exorcise zero defects mentality
- Personnel system
 - 100% retention is wrong goal
 - System is misused



Group 2 (SHC Zamora Facilitating) Incentives



- Cash bonuses
- Early retirement (15 years @ 40%)
- Quicker promotion tracks
- Advancement programs / educational programs
 - Scholarships / college credit
- Incentives for CO's / units

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Group 2 (SHC Zamora Facilitating) Organizational Climate



- Quicker response to ideas / command tracking
- Innovation workshops
- Better solicitation on the Navy's part

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Group 2 (SHC Zamora Facilitating) Unmanned Systems



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- Replace some carrier-based assets with unmanned systems
- Continue to develop tactical applications and training
- Use UAVs to extend range of unit sensors
- Use for high risk transits

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Group 2 (SHC Zamora Facilitating) Important



- What fuels will power our Navy
- Who are our foes and what are their capabilities
- How do we streamline procurement
- How do we stay more current WRT doctrine and tactics
- How do we insert out techs and operators into design and development



Group 3 (PS1 Maher Facilitating) Incentivizing Innovation



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- Cash incentives (BENE-SUG)
- Reverse reliance on contractors / invest inhouse
- Advancement system incentives
- Reduce red tape – tactical to TYCOM (fast track)
- Sister service knowledge sharing
- Discretionary funding
- Google-type hour
- Innovation champions
 - ONR, NWDC, training, chain of command

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Group 3 (PS1 Maher Facilitating) Unmanned Systems



- Choke points – layered defense
- Energy / power sources
 - Kinetic / solar
 - Self-reliant (DC/energy)
- Unmanned submersibles
- Unmanned swarms
- Replace satellites
- Strike
- EW
- Search and rescue (arctic)

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Group 3 (PS1 Maher Facilitating)

What is the Right Question



- Personnel
 - Best and brightest
 - CO input to Perform to Serve
- Deployment length
- Command climate
- Big Navy policy reevaluation
- Female job opportunities
- Integrate maintenance, ops, training, and logistics
- Eval system
- Navy pride



Group 4 (LT Kohlmann Facilitating)



- What are the key issues?
 - Streamline maintenance processes
 - Create an adaptable personnel administration system
 - Improve/streamline procurement process
 - Integrated communications/more bandwidth
 - More live training & exercises
 - Improve synthetic training



Group 4 (LT Kohlmann Facilitating)



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- What are the key issues?
 - Change career progression model
 - Incentivize continuity/longer tours in a job/community
 - One career, one platform
 - Turnover Wikis
 - Navy creates leaders, but not SMEs
 - More process improvement. Less duplication, redundancy
 - Fewer systems
 - Automate readiness input (replace DRRS-N)

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Group 4 (LT Kohlmann Facilitating)



- What are the key issues?
 - Create an innovation office to transmit ideas to OPNAV
 - Can be full-time or collateral duty
 - Improve knowledge of current resources to help junior officers and enlisted innovate

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DCO Group (Steve Rowe/LT Chuma facilitating) Incentivizing Innovation



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- Follow on more focused events (e.g., like SUBFOR TANG)
- Shift culture to welcome innovation
 - Senior Leader Innovation Symposium and similar efforts

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DCO Group (Steve Rowe/LT Chuma facilitating) Unmanned Systems



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- Integrate with manned systems as ISR, Comm platforms
- Draw lessons from other services

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DCO Group (Steve Rowe/LT Chuma facilitating) What is the Right Question



- Cyber security
- Data info management
- Power, energy, self sustaining fuels
- Innovation with existing platforms vice buying new technologies
 - Maintain forward presence with limited resources