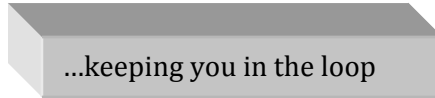


# The Mustang Lariat



LDO / CWO  
COMMUNITY MANAGERS NEWSLETTER



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## Head OCM's CORNER:

*In March we had the opportunity to travel to the SE US and Guantanamo Bay to present our new brief in addition to our recruiting brief. The community brief is l-o-n-g but probably very little can be cut because it really lays out what was broken, what we have done to fix it, and what the future holds including initiatives to address some long standing problems. I think the general mood in most audiences was, initially, anxious and possibly even hostile. But the mood at the end of the brief can best be described as cautiously optimistic. Quite honestly there is lots of good in this initiative with very few being disadvantaged (and even that is minimal because we will age any force changes). It will take a couple of years to fully implement all of the changes and I believe that all initiatives will be carried out because they are logical and best for the Navy and are supported by our chain of command (Flag and community). The OCM team in place right now will be here for at least a year together, and any reliefs will be handpicked to ensure they share the same philosophies, vision, and fortitude to ensure completion. This fits very well with our Flag Sponsor, Admiral Quinn, retaining leadership of our community as he transitions to NETC Pensacola – an incredible win for us as he greatly values what you do for our Navy.*

## UPDATE ON ROAD TRIP TRAVEL SCHEDULE

Please be flexible and patient in regards to our road show briefs due to the Continuing Resolution and budget issues, some dates may have to be adjusted or cancelled altogether if necessary. We had to cancel the Japan/Guam trip and Hawaii will be revised due to the disaster support efforts. We may be able to tie the Guam piece in with Hawaii when we reschedule.

The 2011 Road Show briefs kicked-off with a South-East U.S. swing and we would like to thank those that supported this trip. Because of the numerous issues in traveling this year, we are investigating an in depth electronic version for those that are not in Fleet concentration areas. We are also investigating live DCO (Defense Connect Online) conferences to allow for question and answer interface. We will advertise opportunities when they become available. More information will be disseminated and calendars will be published with the dates and times of these events as we get more clarity in the coming days.

Japan/Guam (Cancelled due to 3/11/11 Disaster). Guam may be aligned with a rescheduled HI trip.

Hawaii (Delayed due to Disaster support efforts to Japan)  
(Funded by PACFLT, coordinated by CDR Cliff Collins)

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Charleston SC (CAPT Jones only)  
(LT Jeff Harris coordinating)  
14 APRIL - CHASN

California  
(CSFWP - Coord/funding LT Jose Garcia - **only Lemoore funding confirmed so may have to cancel trip**)  
18 APRIL-LEMOORE; 19 APRIL-PORT HUENEME; 20 APRIL-32<sup>ND</sup> ST; 21 APRIL-NORTH ISLAND (CVN?)

Europe and Bahrain  
(Europe funded by CNE, coordinated by LCDR Tony Pabon)  
(Bahrain funded by USS ENTERPRISE, coordinated by LCDR Michael Topping)  
2 MAY - SOUDA BAY; 4 - SIGONELLA; 6 - NAPLES; 9 - ROTA  
11 - BAHRAIN (CVN 65)

Pacific Northwest  
(PACNW funded by COMSUBDEVRON FIVE Bangor, coordinated by LT Robb Knapp)  
24 MAY - WHIDBEY ISLAND; 25 - BANGOR; 26 - EVERETT (CVN?)

Great Lakes  
(Need coordinator, funding provided CDR Robert Sullivan NSGL XO)  
6 and 7 JUNE (allows for schedule difficulty of NSGL instructors)

Norfolk  
(Investigating funding by CFFC, coordination through LCDR Todd Oakes)  
13 JUNE - NAVSTA; 14 - CVN or LHD; 15 - JEB LITTLE CREEK; 16 - OCEANA

(Washington DC)  
(Funded by CNO, coordinated by CDR Vince Smith)  
28 and 29 June

### SE US AND GUANTAMO BAY TRIP REPORT

Mitch and I returned from a great road-trip to the SE US. The best locations had the local senior leadership present AND they also attended the application brief! Although they are in command, they made the effort and it shows in the quality of Sailors applying. Specific details include:

Kings Bay, GA - 47 Officers, 77 enlisted. Great turnout with two Captains present (CAPTs Verbeke and Jones) attending both briefs! Initially audience can best be described as anxious to hear about the impact of the way ahead. After we laid out what was broken and why it needed to be fixed, we got a lot of nodding heads - they now understand the issues at hand. When we started to talk

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about the "wins" we detected a very noticeable positive shift in the audience posture culminating with applause and lots of smiling officers. This audience feedback continued throughout our road trip. Great mentoring program with special mention to LCDR Ed Callahan

Mayport, FL - 15 Officers, 19 enlisted

Smaller turnout than expected. I will engage the local senior leaders prior to the next trip to help generate more interest. Met one of our flying CWOs, CWO3 Rob Antonucci - IMPRESSIVE! He also came to the enlisted applicant brief and talked to the audience about his program. What an awesome representative of this evolving community.

Jacksonville, FL - 34 Officers, 98 enlisted

Great turnout. CNATTU skipper, CDR Mike Gramolini, very engaged. Audience extremely encouraged about the future. Enlisted are obviously under some great mentoring. Great hosting by LT Bruce Hamilton.

Guantanamo Bay, Cuba - 26 Officers, 35 enlisted

Best hosting ever received (ENS Karl Rosenkranz and the XO, CDR Bill Rabchenia). Special mention for CDR Bill Rabchenia, CDR Bill Johnson and CWO5 Ron Herb - very engaged leaders. Words cannot express how impressed we are with the Sailors doing detainee ops - I don't know how they do it and still stay so positive. I believe future selection boards should give these Sailors special consideration as their engagement and positive professionalism cannot be understated. Superb leadership evident throughout the layers of command, both enlisted and officer.

Pensacola, FL - 18 officers (conflicted with mandatory DADT training for seniors) 53 enlisted. Very enthusiastic turnout. CAPT Price also attended enlisted brief.

Gulfport, MS - 14 Officers, 22 enlisted

Very good turnout considering size of base - I think every LDO/CWO was there. Very encouraged with way forward of community (Seabees have been disadvantaged in the past by Supply promotions due to same competitive category). First time the OCM traveled to Gulfport to our knowledge - and very much worth the effort.

It is very evident to us what locations have engaged leadership because you can see it in the applicants. Engaged leaders have superstars at the brief, locations that don't will have a mixture of superstars and others that really have no business applying. Senior leaders - please stay engaged - the future of our community depends on it.

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### **WOBA FOR 6210 SUB-DECK TO 6230 SUB ENG REPAIR**

If you are a 6210 Submarine Deck Officer, we recommend you generate a Re-Designation Without Board Action (WOBA) package to convert over to the 6230 Submarine Engineering Repair designator. MILPERSMAN 1212-020 and OPNAVINST 1210.5 are your source references and layout all of the requirements and letter format. You can also contact CDR Nito Blas in Pers-422, Submarine Warfare/Nuc Power detailing shop for further assistance.

### **MISSING OATHS**

We are still missing a number of oaths and are passing those names to the detailers to get in touch with those that need to get them on file with PERS-8. If you are identified as someone that is missing the signed oath, and you know where it is, please scan and forward to Mr. Milton Ware (milton.ware@navy.mil) or Ms. Shelly Hayes (shelly.m.hayes@navy.mil). If you do not have a copy of your oath please contact Mr. Ware or Ms. Hayes for information on how to remedy the problem.

### **FY13 APPLICATION CAMPAIGN BEGINS NOW**

**Now is the time to ensure those you have mentored are preparing the packages for application - enough said.**

### **MENTORING AND NETWORKING RESOURCE**

One idea that was discussed during our Mentoring Working Group back in early March was finding ways to get local Mustang Association Charters established for every Fleet concentration area to help foster networking and to also provide a resource for those interested in the LDO/CWO community. You can find the "official gouge" on the NMA at the end of this newsletter.

### **LDO/CWO COMMUNITY MANAGER FORUM**

The community Facebook page ("LDO/CWO Community Manager Forum") is a place for networking and discussions from within our ranks. We often have external entities reviewing the gossip - that is a good thing because they are getting a pulse on the community but can also be costly if not kept professional. This last month provided an opportunity to welcome our new selectees and also generated discussions on the curriculum at OTC (Newport). Continue to engage on this social media site with your questions and concerns and we will continue to post updates and also list those events that we will be attending as we get out and give the road show briefs.

### **NPC WEBSITE OVERHAUL**

The NPC website is undergoing an overhaul to a new format. You will most likely not see an interruption in service, but will notice the new look and new information as of the middle of April. We will continue

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to post our monthly "Mustang Lariat" (this newsletter) and provide information for new applicants and those interested in the LDO/CWO in-service procurement program. We have also made several changes to the layout, references and quick links portions of our page. Check it out for more details and provide us with your feedback.

### DO THE RIGHT THING

I received an article from CDR Terry Chauncey that was printed in the Virginia Pilot that talks about the Courts martial (still in session as of this writing) of MACS Curtis on board USS GEORGE H. W. BUSH and his alleged abuse of Sailors. It was an article that will anger you if all the allegations are true, but it was very evident from the article that the only person to speak up about the nonsense going on was his Division Officer, LT Jack Nafpliotis - a 6490 Security LDO. Jack showed great moral fortitude and repeatedly tried to do the right thing and remove the MACS but his recommendation was not heeded. When things blew up and made the headlines, Jack was safe because he was on record as trying to rectify the issue and, in my opinion, brought honor on himself and our community. The lesson learned is you may not win the battle, but keep doing the right thing and you will win the war. Bravo Zulu Jack.

You can read the full article at <http://hamptonroads.com/2011/04/officer-says-he-tried-oust-navy-chief-now-accused-abuse>

### YOUR LATEST QUESTION AND OUR ANSWER

Question: Has the curriculum at OTC Newport (Mustang U) been revised, piloted, or changes implemented yet?

Answer: We will be drilling down hard on the curriculum this Summer with the OTC team, but we do welcome your comments as we look to make some positive changes.

### NEED TO DO

- CDR Fitreps and E9 CPO Evals due in April, ENS Fitreps due in May.

*IN CLOSING, the continuing resolution is still looming as of this writing and it may have a very negative impact on our travel schedule. Because this past year has been so monumental in our development, I believe it's critical that we come out and see you to share, first-hand, what was changed and, of course, the why and when. So if we cannot come out in the spring as outlined earlier in this newsletter, we will still come out when the funds are available. With the real picture I believe you will see that the future is looking pretty darn good for both juniors and seniors.*

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*Finally, this past month has been an extremely challenging for our Sailors in Japan and Bahrain. Please keep these Sailors and families, along with those that continue to serve in harms way around the globe, in your thoughts and prayers.*

VR

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## Community News and Forums

NPC Website:  
[www.npc.navy.mil/Officer/CommunityManagers/LDOCWOOCM](http://www.npc.navy.mil/Officer/CommunityManagers/LDOCWOOCM)  
NKO Website:  
[wwwa.nko.navy.mil/portal/ldoandcwo](http://wwwa.nko.navy.mil/portal/ldoandcwo)  
Facebook:  
[www.facebook.com/LDO/CWOCommunityManagerForum](http://www.facebook.com/LDO/CWOCommunityManagerForum)

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### **Navy Mustang Association - NMA** (highlights from CDR Phil Bachand, NMA President)

#### **Facts about the NMA:**

1. NMA is incorporated as a 501(C)3 non-profit organization.
2. NMA awards one or more scholarships each year to a family member(s) of a Mustang.
3. It only takes a handful of like minded Mustangs to form a chapter in your area.
4. NMA chapters in Hampton Roads, San Diego, Great Lakes, Bahrain and elsewhere have sponsored commissioning fairs for in-service procurement programs, as well as social and professional development programs from distinguished guest speakers, to book signings.

**Background:** The Navy Mustang Association (NMA) is the only professional and social organization instituted for naval officers who served proudly for three or more years in the enlisted ranks. The logo includes the words "Up From the Ranks" to describe the ascent of its membership, but also to light the path for future membership. Mustangs feel a profound responsibility for reaching into the enlisted ranks and supporting those worthy Sailors seeking a commission. Mustangs also understand the importance of a support network and are committed to helping each other. NMA was originally started in 1989 by Mustangs in the Washington, D.C. area. By 1994, Mustangs all over the world - active, reserve and retired - were joining the organization and forming local chapters.

**Purpose:** To inspire love of the sea services and country; to provide members an opportunity to improve comradery both socially and professionally; to provide a forum for the communication of matters of mutual interest; to provide a forum for improving inter-community/warfare specialty/service relationships; to uphold reverence of the memory of our departed shipmates and to perpetuate and preserve historical records of Mustangs and their achievements.

**Membership:** Is open to present and former officers of the Navy who, after having enlisted as a recruit in the Navy and who have received as a minimum the Good Conduct Medal, and in recognition of their superior leadership and professional skills have been selected through a sea service in-service procurement program and risen from the enlisted to the officer ranks.

**Dues:** Dues are \$20.00 for the first year and \$20.00 each year thereafter for renewal. Each NMA member receives:  
- One year of membership.

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- A membership card.
- The quarterly Pony Express newsletter.
- Invitations to special meetings, social and professional events.
- The opportunity to purchase a variety of NMA items i.e. Mustang coffee cups, decals, t-shirts, etc.

Recognition: As a Navy Mustang Officer, you are a member of a team where not everyone can become a member. Through dedication and hard work, only a few out of thousands have been elevated from the enlisted to the officer ranks and can be classified as MUSTANGS!

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