



NAVAL OFFICERS ASSOCIATION
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From: President, National Naval Officers Association

To: Members of the National Naval Officers Association

SUBJ: 35th Annual NNOA Professional Development and Training Conference Hot Wash

Thank you for your support of the 35th Annual NNOA conference which truly was a tremendous success. Since my return, I have read many outstanding trip reports written by the junior officers that attended telling their commands of our mission and encouraging others to participate in NNOA. I am inspired by the networking and camaraderie at the conference and the commitment by our respective service chiefs to support the mission of diversity within their service. Below is a hot wash of the conference.

This year's conference was held at Naval Amphibious Base Coronado, California from 16-20 July, with a benchmark attendance of 345 officers. The theme "NNOA, Developing America's Future Leaders" targeted junior officers of the Navy, Coast Guard and Marine Corps. Over 300 officers of the Navy (178), Coast Guard (93), Marine Corps (29), and civilians (4) registered for the conference and overall general attendance exceeded 360. This represented a 150% increase over last year's conference. Key senior Sea Service participants included ADM Michael Mullen Chief of Naval Operations, ADM Thad Allen Coast Guard Commandant, Gen. James Conway, Marine Corps Commandant, the Honorable Tom Smisek Mayor of the City of Coronado, and other distinguished active duty and retired military officers and guests.

Conference lectures and professional development training were designed to address diversity issues that impact the Sea Services, and highlight tools to equip junior and senior officers for a successful career. Other lectures encompassed a broad range of topics including work life balance, financial planning, and successful transition planning. Additionally, a "Youth Day" program was held for 141 children (ages 6-16) to expose our youth to the opportunities available in the Sea Services. The Youth Day program was highly successful and we plan to make this a standard feature of future conferences.

Conference topics and lectures included but were not limited to:

- Minority recruiting challenges
- Surface Warfare Enterprise – Diversity Initiatives
- Flag Officer Panel – Career Development and Choices
- Women's Forum – Awareness of Career Pitfalls
- Senior Enlisted Panel – Expectations of Leadership
- Officer Evaluation – Promotion Boards – Career Management
- Mentoring and diversity from the senior officer perspective
- Officer Accessions
- Financial / Transition Planning
- State of the National Naval Officer Association

- Spousal Workshop – Entertaining (Basics & Beyond)
- Coronado/NNOA Youth Day

Highlights:

- a. Coast Guard Day – ADM Allen signed new MOU between Coast Guard and NNOA illustrating the Coast Guard’s commitment to diversity and emphasizing the importance of effective, diverse leadership to meet mission execution.
- b. Marine Corps Day – Gen Conway discussed USMC operations in Iraq, the need to right size the Corps, and the demographics of the shrinking selection pool of viable military candidates.
- c. Navy Day – VADM Harvey present Navy stats regarding minority recruitment and retention and asked NNOA help to identify qualified African American applicants for the Olmsted Scholar. He also highlighted the importance of understanding the millennial generation that is entering the current workforce. To show his commitment to diversity and NNOA, VADM Harvey has committed to funding 100 junior naval officers to attend the 2008 NNOA conference in Tidewater.
- d. Founders Banquet – ADM Mullin reiterated his commitment to diversity in the Navy and challenged NNOA to proactively assist with recruitment of qualified young African American candidates. NNOA Strategic Goals. The revised NNOA Strategic Plan will be posted on the web site. The President’s immediate goal is to increase junior officer membership by 25% over the next 12 months.
 - Phase 1 – short-term NNOA will focus all local and national resources toward increasing minority officer representation by three percent in each of the Sea Services by FY 2010. Phase I will set the conditions for commencing Phase II.
 - Phase 2 – intermediate – term. Capturing the successes of Phase I, NNOA will continue to support the Sea Services through its various initiatives. The National focus will gradually shift to solidifying and maintaining Phase I results. By FY 2014, NNOA will aid the Sea Services in establishing an incremental diversity target for the officer corps.
 - Phase 3 – long-term NNOA will continue to work closely with the lead diversity and recruiting commands in the Sea Services to achieve an officer corps population commensurate with society by FY 2020.

Professional Development common themes included:

- Good leadership is the key to a successful career. Some tenets of leadership principles are easier to understand and apply than others but every one of them can be acquired.
- Performance trumps everything! This was repeated throughout the conference.
- Mentoring was a common theme. Participants need to have a diverse group of mentors to gain varying perspectives on reaching career goals. Organizations such as NNOA, ANSO etc. help junior officers find mentors.
- Volunteer for promotion and administrative boards. Sitting on a board will help you differentiate degrees of performance.

- Check your service record. Be a fanatic; check it often and know what it means to have a good record. Have others review your record and ensure there are no gaps.
- Never stop learning. Seek residential Professional Military Education (PME), Joint Professional Military Education (JPME), and/or a graduate degree. Your education should never stop.
- Seek command early. Expand your leadership skill set - take care of your people by listening to them and empowering them.
- Learn to take calculated risks and don't be afraid to fail.

VIPs in attendance:

Mr. Buddy J. Penn (ASN I&E)	Mr. Charles Tomkins (ASN M&RA)
ADM Michael Mullen, CNO, USN	Gen. James Conway, Marine Corps Commandant
ADM Thad Allen, Coast Guard Commandant	VADM Terrance Etnyre, USN
VADM Ann Rondeau, USN	VADM John Harvey, USN
VADM Mel Williams, USN	LtGen Ronald Coleman, USMC
VADM Thomas Kicline, USN	VADM Sam Locklear, USN
VADM (S) Andy Winns, USN	VADM (S) Adam Robinson, P-Surgeon General
VADM Dave Brewer, USN Retired	VADM Walt Davis, USN Retired
RADM Derwood Curtis, USN	VADM Ed Moore, USN Retired
RADM Joe Kilkenny, USN	RADM Len Hering, USN
RADM David Pekoske, USCG	RADM Arthur Johnson, USN
RDML Will Rodriguez, USN	RADM James Johnson, USN Retired
RDML Cecil Haney, USN	BGen Angela Salinas, USMC
BGen Anthony Jackson, USMC	RDML Christine Hunter, USN
RDML Bruce Grooms, USN	RDML Joe Mulloy, USN
Ms. Cynthia Miller, SES, NSA	Ms. Terri Dickerson, SES, USCG
Dean Latta, USNA	Mr. Curtis Odom, SES, USCG
Dr. Jill Stien, Director NROTC Operations	RDML Manson Brown, USCG
	RDML Mary Landry, USCG

Newly elected 2007-2008 National Board:

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 Central Regional Vice: LCDR Lamar V. Johnson, USCG, Bayou Chapter
 Eastern Regional Vice: CDR Adolph L. Keyes, USCG, DC and SF Bay Area Chapters
 Far East Regional Vice: CDR Derek K. Ross, USN, Tidewater Chapter
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Coast Guard Representative: LCDR Will Watson, USCG, Washington DC Chapter
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Retired Rep: CDR Denise J. McCallaCreary, USN Ret., SF Bay Area Chapter
Reserve Representative: LCDR Elaine Pearson, USNR, Houston Chapter

The 36th annual conference site will be hosted by Tidewater chapter. LCDR Patricia Witherspoon, President of the Tidewater Chapter, has formed a planning committee and is working diligently with the Executive Board to ensure we set yet another benchmark of excellence.

A special thanks to CDR Tyrone Gilmore, USN, San Diego NNOA Chapter President and LCDR Jason Merriweather, USCG, San Diego NNOA Chapter Vice President, the San Diego Chapter, and Captain Don Flowers for hosting such a marvelous conference. You have set the bar high for all future conference.

Very Respectfully,

Captain Bernard L. Jackson, USN
President, National Naval Officers Association