

# **Maximizing “Human Readiness” in the United States Navy Surface Force**

**Vice Admiral Richard A. Brown, USN (Retired)**

**Former**

**Commander, Naval Surface Forces / Naval Surface Force, U. S. Pacific Fleet**

**March 2, 2021**

Distribution A/ Unclassified



Distribution A/ Unclassified



#GOBUCS

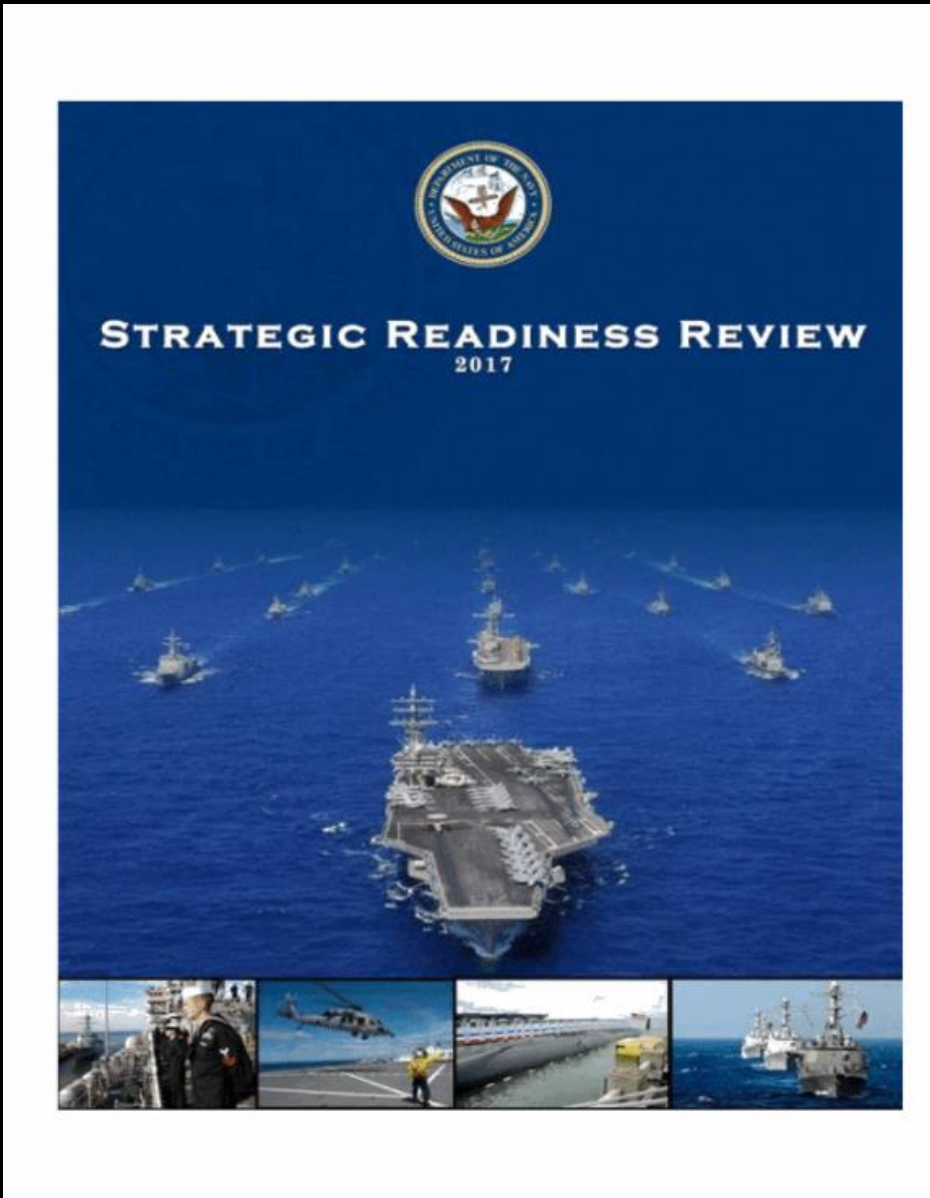
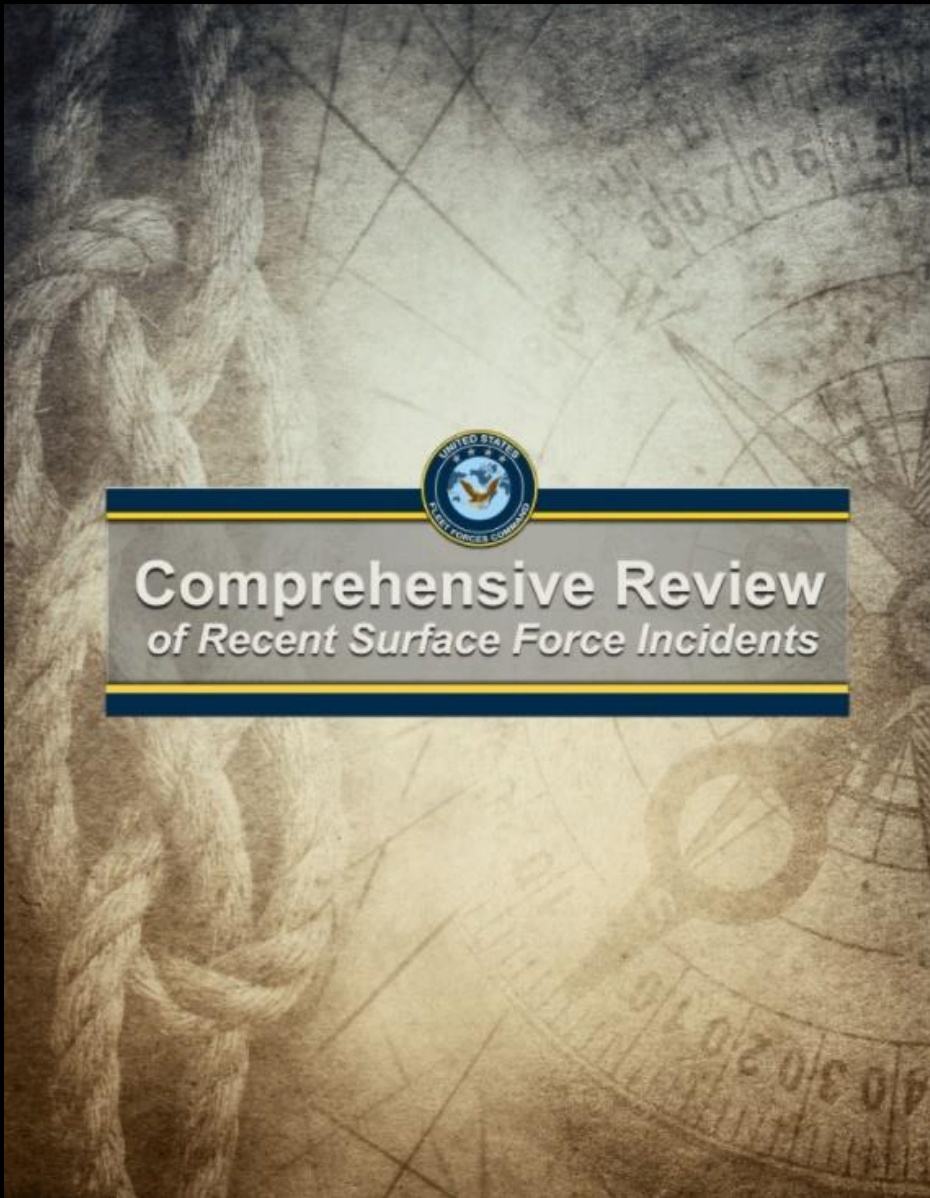
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COMMANDER  
NAVAL SURFACE FORCES



To:

Subj:

Date:

*\$4B SINCE 2012...  
THAT WISE?*

1. SOMEONE DECIDED NOT TO/DID NOT PERFORM A SPECIFIC ACTION ON WHICH THEY HAD BEEN TRAINED AND CERTIFIED

2. LIKELY THE SHIP HAD A NEAR MISS, AND NO ACTION TAKEN TO CORRECT

3. POOR LOG KEEPING (PRESSURE OF TIME)  
- ORGANIZATIONAL DUMB

4. SUBSTANDARD RISK MANAGEMENT IN OPERATIONAL AND DAILY PLANNING.

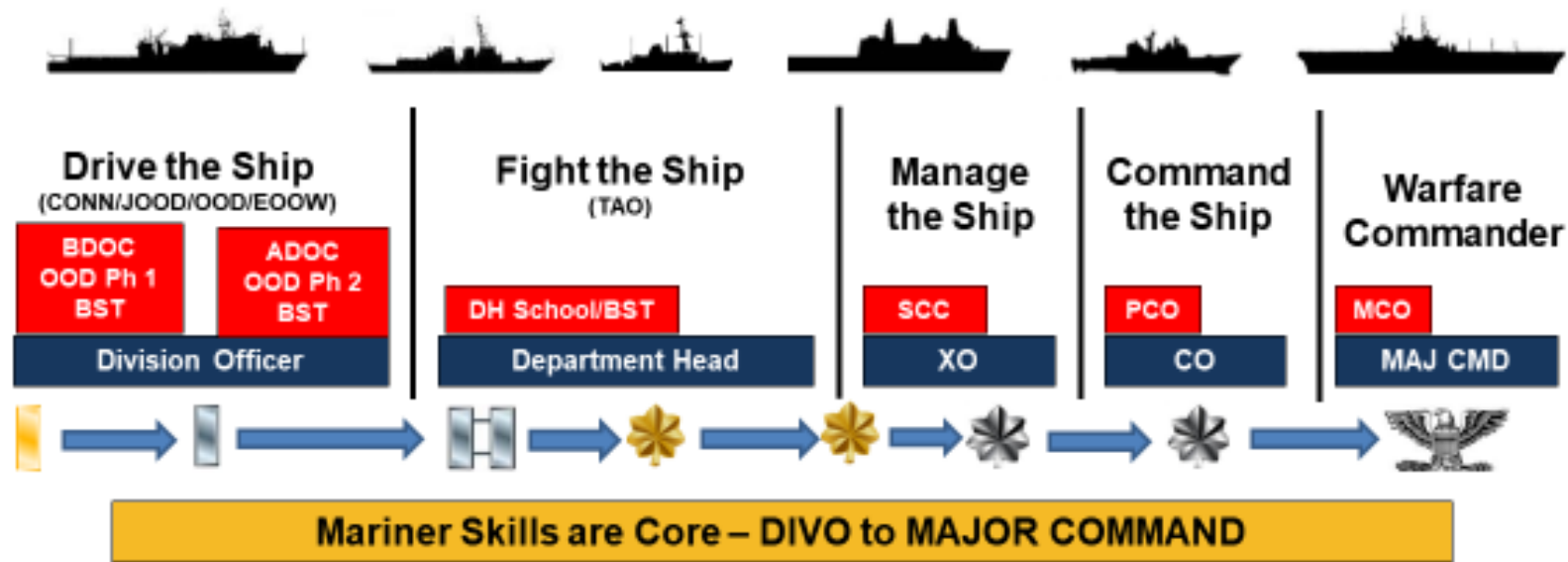
5. LACK OF VERTICALLY TEAM COORDINATION

6. SHIPS REGARDED AS ABOVE AVERAGE

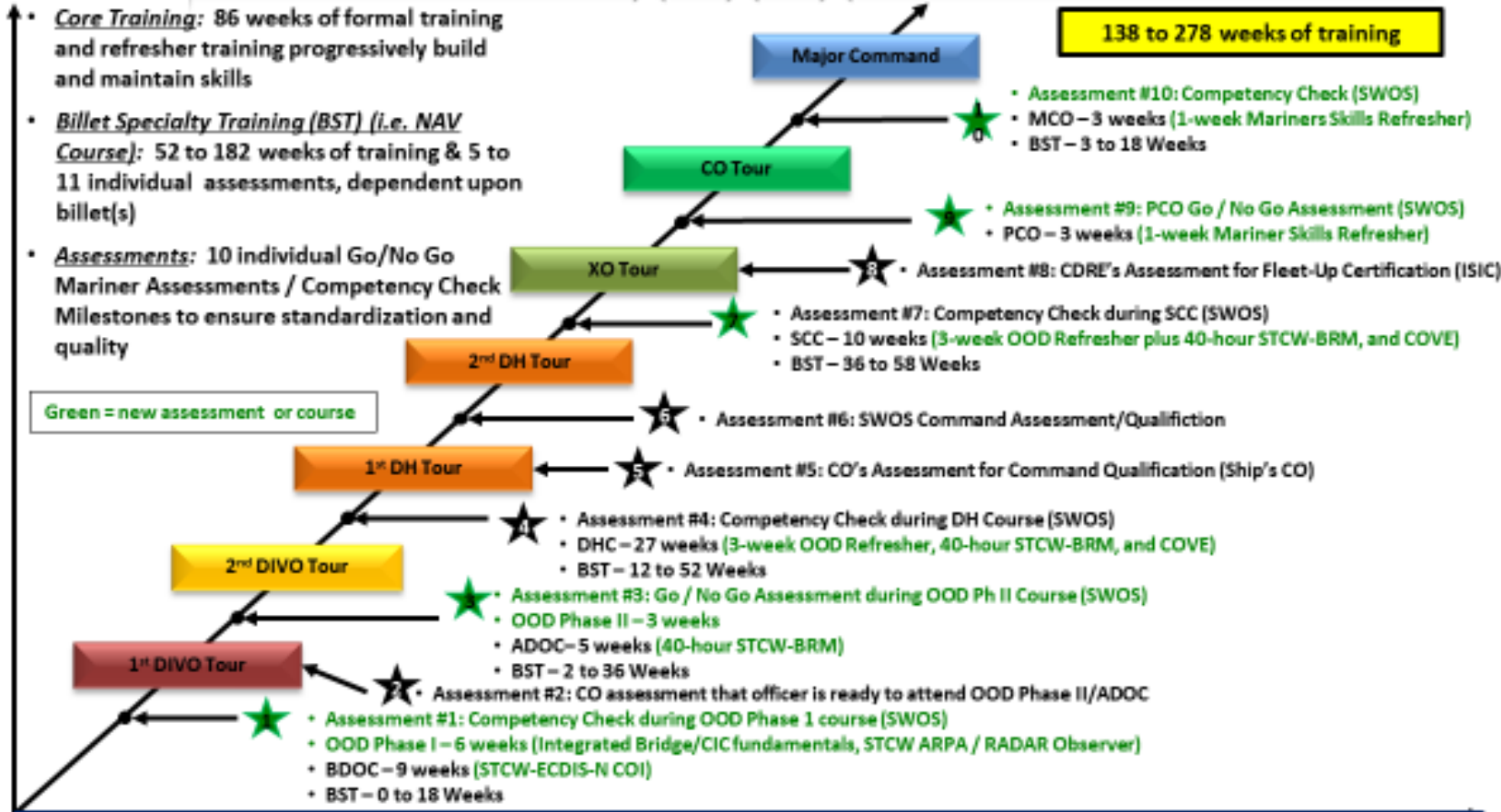


# SWO Career Pipeline

A Surface Warfare Officer's career is a continuous pipeline of an increasingly complex set of training, sea assignments, and structured assessments to deliver the necessary experience and competency required to Command at Sea.



# Revised Career Path SWO Competency Continuum



**"We must become more skilled at our jobs as we grow."**  
*(ADM John Richardson, Navy Leader Development Framework)*

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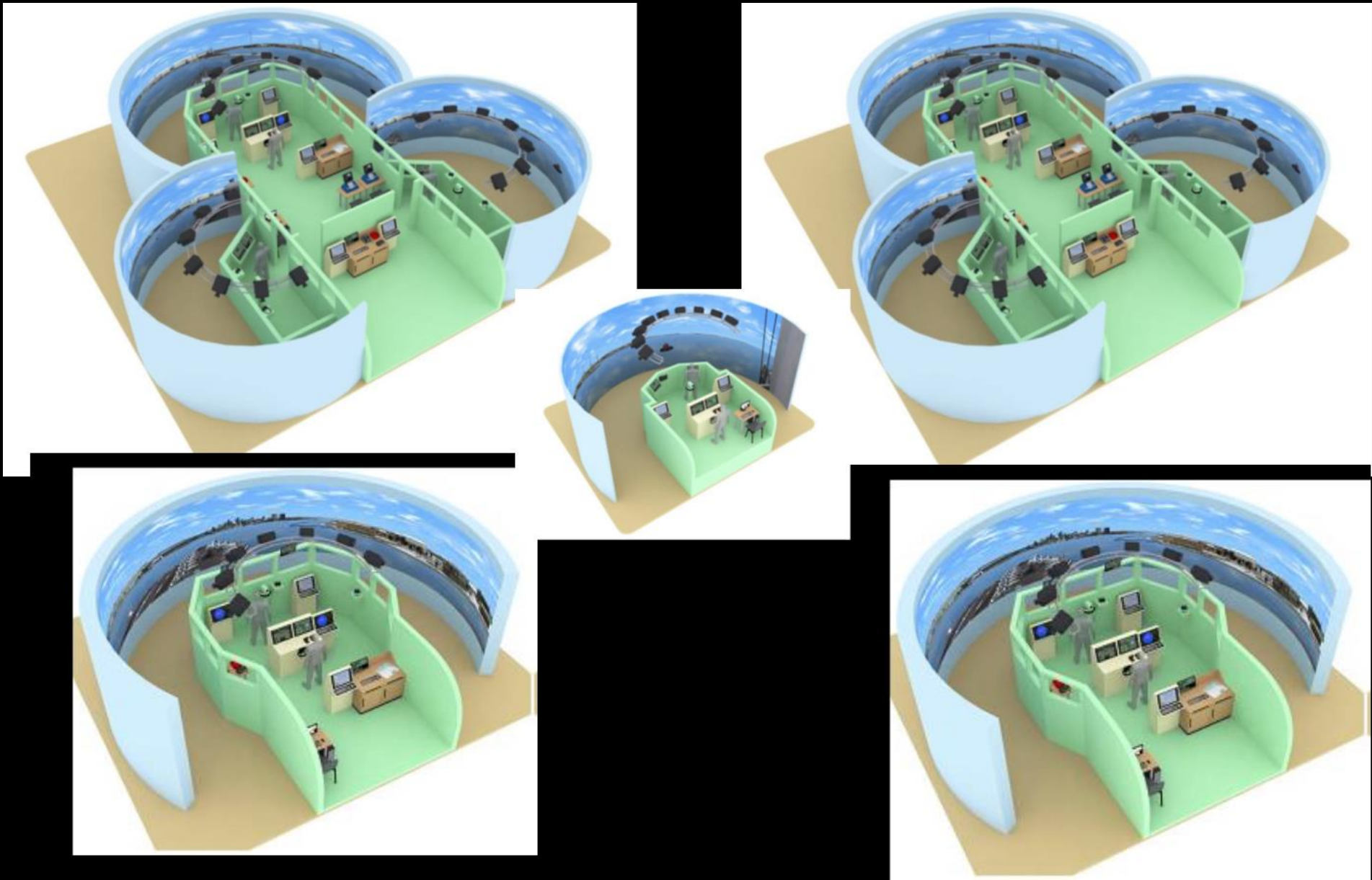
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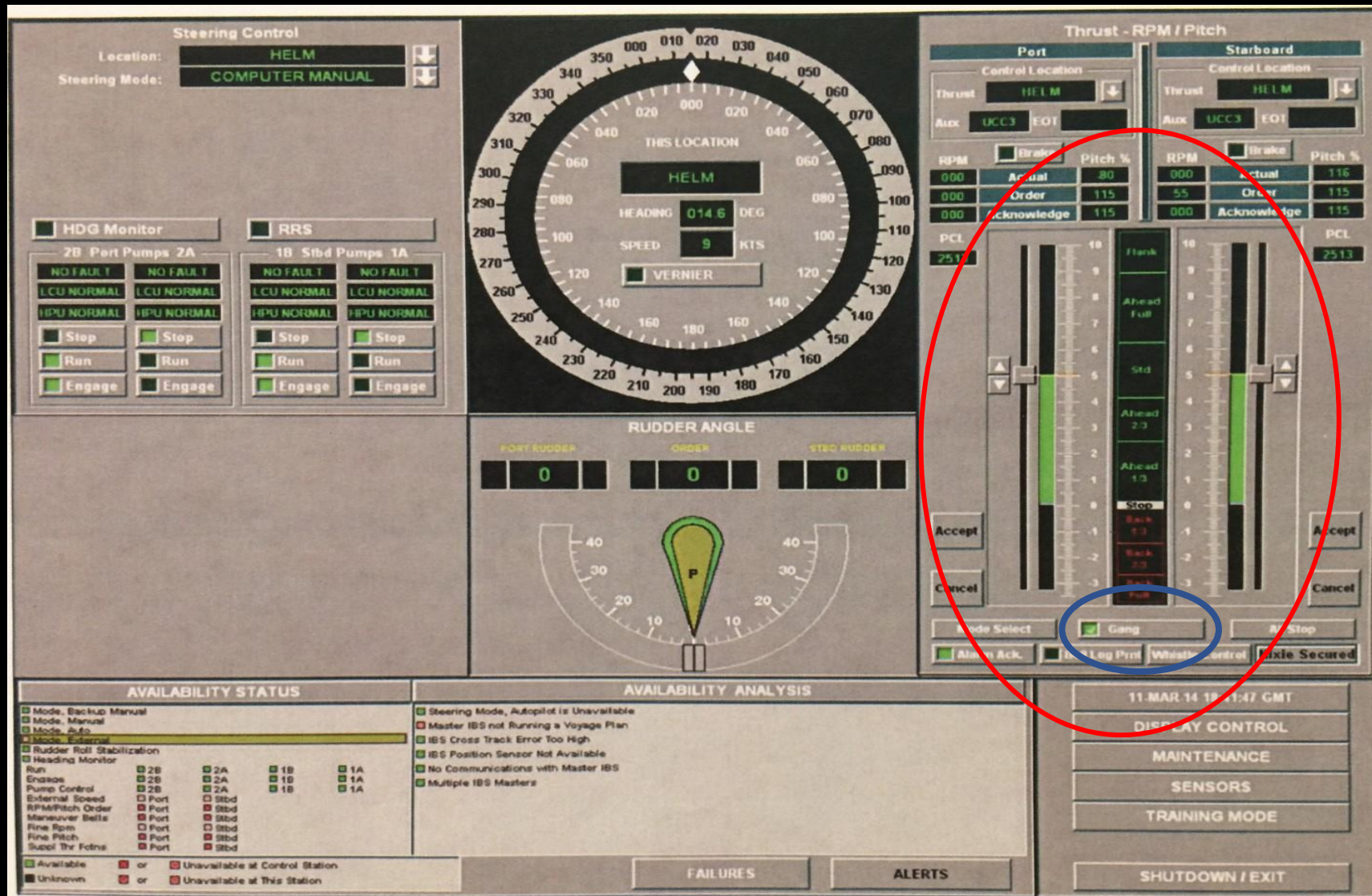
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