

Safety Civilian Community Management



Source of Information | **DEPARTMENT OF THE NAVY: HUMAN CAPITAL STRATEGIC PLAN 2003-2008**

From our CNO. "We must recruit and retain the talent required to possess the kind of high tech Navy we see in our future....The task of leaders at every level is to establish a growth and development environment where our people can and will prosper."

Recruiting the best and the brightest is critical for the DON's future success. It is [our] responsibility to ensure that every individual in [our] workforce is capable, committed, and contributing to the DON's success. This outcome will not occur by chance. [We must] create strong civilian communities. These communities consist of occupations that share a common role. Each community has [an] assigned Community Leader, a senior executive ...responsible for helping to set the vision for their community and working as a bridge between the Community Managers and individual claimants and commands..., and building a sense of identity and common purpose among the members of the community.

The Community Manager work[s] with the Community Leader to provide guidance and data they need to foster the successful development of their community. This means that the Community Manager is responsible for analyzing all aspects of civilian careers, from recruitment to employee development and career paths to succession planning to ensure that the DON will have the workforce it needs in the future. It is the Community Manager (working in conjunction with Community Leaders) who will create and maintain most of the community management tools and data needed to make Civilian Community Management a reality.

A new organization (the Civilian Community Management Division, N11) was established in order to help coordinate the efforts of the various Community Managers. Most of the Community Managers will be co-located within this organization [to ensure] that efforts are consistent and duplication is avoided.

FROM THE DESK OF THE SAFETY CIVILIAN LEADER

Ms. Connie DeWitte, DASN(Safety)

As Safety Civilian Community Leader, my intent is to develop a safety community that will take the Navy and Marine Corps into the next generation and carry on for the current workforce. My vision is for an organized, networked, and supported Department of the Navy safety community to attract, develop, and retain the most talented individuals. You are a very important part of this endeavor; I look forward to your input and feedback.

Q & A

Question: *What is Safety Civilian Community Management?*

Answer: It is the beginning of a new way of developing a talented civilian safety workforce. It is about creating growth and development programs for civilians.

Question: *What does it mean to me?*

Answer: This process will give you the opportunity to develop to your fullest potential. All Safety professionals will have a career path and education roadmap to follow.

Question: *What do I have to do?*

Answer: The most important part you play in the process is participating in the surveys that are developed. Right now there is a task validation survey on the web that everyone should be a part of. ...you can find the multiple-part survey at <http://www.navyskills.net/registration>, enter 2004CIV as the registration code, and follow the directions to "register" and complete the survey.

Question: *Where else can I find information on this project?*

Answer: The Navy Safety Center has a "Civilian Community" page on their website with up-to-the-minute news on what's happening. Go to <http://safetycenter.navy.mil> or visit the Civilian Community (N11) website at <http://www.donhr.navy.mil/ccm>

A note from your Safety Civilian Community Manager

Welcome to your Safety Civilian Community Management newsletter! This is a forum for sharing news and ideas related to Safety Career Development. It is where I hope to share updates, innovative solutions and pearls throughout the Navy/Marine Corp Safety Team. Each issue will contain news, a question and answer section, and updates from your Community Leader. Please direct your ideas or questions to Joan Crittenden, N11, (703) 659-3400, or <mailto:joan.crittenden@navy.mil>