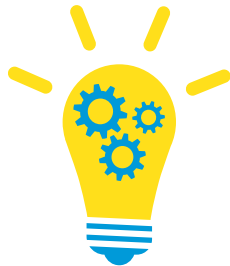


Links and videos within the Navigator are best viewed and experienced using a non-NMCI device. If you are using an NMCI machine, full links are provided on page 4. Copy and paste the full links into the URL bar of a new browser window to view the content.

COMPETENCY CORNER

This month, we're focusing on the competency of **Strategic Thinking**: Innovating through analysis of issues and trends and identifying how these link to responsibilities, capabilities, and potential of the organization. Review the descriptions below to determine your proficiency level.

- **Awareness:** Has the ability to think both logically and creatively to assess organizational opportunities and needs.
- **Basic:** Uses industry best practices and trends to recommend ways to achieve high-impact results.
- **Intermediate:** Understands emerging challenges and opportunities, understands available options, formulates objectives, and determines the direction to achieve strategic objectives. Avoids rushing to conclusions and judgement.
- **Advanced:** Is able to anticipate emerging challenges and opportunities. Develops a clearly focused strategic vision. Uses experiences and knowledge to more efficiently and effectively tackle strategic issues.
- **Expert:** Exemplifies open-mindedness to all ideas without prioritizing one's own ideas. Recognizes internal and external subtleties, political and otherwise, to guide future direction and leverage opportunities for the organization.



Leverage Strategic Thinking to Steer Your Career

Successful people don't just happen upon the career or life they want, they plan for it. They think strategically about what their short and long term goals are, and then they take steps to meet those goals. As you begin to think about where you'd like to go in your career, follow the four steps in the [Career Compass Roadmap](#) to identify and move towards your next career goal.

1. **Take the [Employee Competency Assessment \(ECA\)](#)** during the open period (1 Mar – 15 Apr) to identify your strengths and areas of growth in NAVFAC's 20 non-technical competencies. This will only take 10-15 minutes to complete.

2. **Leverage your ECA results to complete an [Individual Development Plan \(IDP\)](#)** between 15 Apr-1 Jul. Your IDP should identify the top areas you want to grow in during the next calendar year, and should include concrete examples of how you would like to close those knowledge gaps, through formal (classroom trainings, reading, workshops), social (mentorship, coaching, peer-to-peer engagement), or experiential (on the job, rotations, stretch assignments) learning opportunities. Your IDP should not be completed in a vacuum; have ongoing conversations with your supervisor about your development and growth, including reviewing your IDP together.
3. **Use the remainder of the year to develop your skills in the areas identified**, taking advantage of the many NAVFAC resources available including, but not limited to, the [Career Compass Resource Center \(CCRC\)](#), the [Career Compass Catalog \(CCC\)](#), coaching, formal leadership programs, and any courses offered by your local BD17.
4. **Assess your progress throughout the year**, and celebrate your career success as you grow your knowledge base. At the end of the year, make time to reflect on your progress and set new goals for the upcoming year in light of your newly developed skills.

Thinking strategically isn't a singular process to be completed and checked off; it's a mindset of growth. Completing the steps above help you to identify where you'd like to go, assess your current state, make a plan to move forward, and execute the plan to meet your goals. Once that process is complete, you should re-evaluate to determine what your next goal is, and start the cycle again to achieve it.

RADM Korka recently addressed the importance of learning and development at the HQ Quarterly Awards Ceremony, and affirmed that his commitment is "to continue to develop our people." In his words, "I value the learning that happens inside the workspace, but also the formal training." Video highlights from that event will be shared in a future issue of the Navigator – stay tuned!

Visit the [CCRC](#) today to take the [ECA](#) and begin steering your career!

LEADERSHIP PROGRAMS: FY22 CALL FOR NOMINATIONS

NAVFAC's annual Leadership Programs application period is now open! Complete application packages are due to your Command's BD17 by COB 27 May 2022. More information on the specific leadership programs and the application instructions are available [here](#).



Dear Navi,

Navi is your trustworthy confidant with sound advice for matters related to workforce development. As always, please consult with your local HR/LER/EEO/IG as appropriate on workplace issues.

Dear Navi,

I'm an electrical engineer and I head up a small team. I hear the term "strategic thinking" quite often, but I'm not sure how it applies to me. It seems like something that is more applicable to leaders more senior than me. Am I missing something?

Sincerely,
Missing the Boat

Dear Missing the Boat,

That's a great question...and it shows me that you are a strategic thinker! While it seems that strategic thinking would only apply to our senior-most leaders, in fact, strategic thinking is important for all of us, across NAVFAC. Simply put, strategic thinking is about looking at plans and people and figuring out the best way to leverage them to meet the team's goal. It calls upon you to see nuance, uncover patterns, and synthesize data. Yes, there are rules and protocols we all must follow. But it is strategic thinking and planning (the process for developing the work you will do) that will help you to find the breakthroughs that will make you and your team operate so much more efficiently and effectively.

The key to becoming a more strategic thinker is to learn how to channel your thoughtfulness. Many different competencies incorporate or work together with strategic thinking. For example, thinking strategically will improve your problem solving skills by allowing you to better understand a situation. One way to build your problem solving and strategic thinking skills at the same time is through the independent study, [Solving Tomorrow's Problems Today](#), where you'll master problem-solving techniques to help you navigate your career and accelerate the NAVFAC mission. Another example is using strategic thinking to accelerate your career growth with the job aide, [Identify and Maximize Your Strengths](#). This tool can be used to help you figure out how to use your skills most effectively. Lastly, any time we find ourselves in new situations

that require us to respond or make a decision, we engage in critical thinking which will impact our path forward. The podcast, [Developing Skills for Critical Thinking](#), provides tips for building your skills, which in turn will help you think strategically about the future. See what I mean? Strategic thinking is used throughout your day and in all areas of your work.

As a supervisor, it's also a great time to use the ECA to IDP Cycle as a platform to think strategically about your team's career growth, and to encourage your employees to think strategically for themselves. You have an important role in this process because you have the most direct and frequent interaction with your employees. When you offer input on how your team can develop their skills, you connect their growth to your larger team's needs and its ability to meet its goals. Encourage your employees to [take their ECA](#). Then fill out a Supervisory ECA! (This is found on the same ECA website, but you would select "Supervisory Assessment" under the "ECA Completer" dropdown). The Supervisory ECA will help you prepare to meet with your employee and get on the same page for their future growth.

With a little bit of intentionality, you'll see your new and improved strategic thinking skills pay off in no time. Wishing you the best as you go out and share what you've learned with your team!

-Navi

Do you have a question for Navi? Send your questions to NAVFACHQDearNavi@us.navy.mil, and you may be featured in an upcoming column of *Dear Navi*. All questions will remain anonymous.

IN CASE YOU MISSED IT...

The Taking Charge of Your Learning and Development webinar is now available on the CCRC! In this webinar, you'll learn what steps you can take to steer your career growth and learn quick tips to get started with NAVFAC's Career Compass resources. You can find it [here](#).



Take Your ECA by 15 Apr!
Find it [here](#).

Reminder: Links works best on a non-NMCI device.

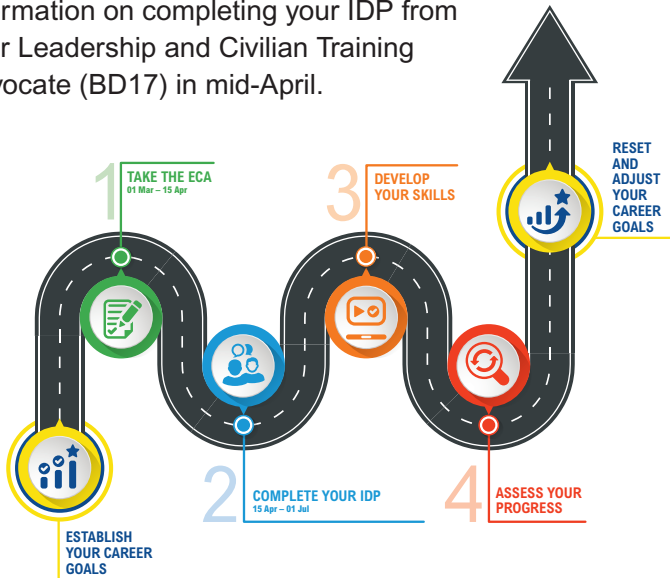


HAVE YOU COMPLETED YOUR ECA?

- ▶ **Taking your ECA** is a critical first step on your career path!
- ▶ Through this brief 10-15 minute online survey you'll assess your proficiency (from Awareness to Expert) on 20 non-technical competencies.
- ▶ Your ECA Report will show you areas of strength and opportunities for potential growth, and provide information you can use to complete your IDP.

The ECA is the ideal way for you to take ownership of your career. It also provides SYSCOM-wide data to shape decisions on future workforce development offerings, to ensure they meet employee and command needs.

Have you already taken your ECA? Great! The next step is completing your IDP. Be on the lookout for more details on the IDP process, which will open on 15 Apr! You will receive information on completing your IDP from your Leadership and Civilian Training Advocate (BD17) in mid-April.



COMING SOON: Strategic Thinking Independent Study

The Group Learning Program, Developing a Strategic Vision, begins later this month! If you were interested in this program but couldn't join this session, you'll have the opportunity to build your skills through an independent study starting in July. With this program, you'll master the framework for strategic planning, enhance your skills in strategic thinking, and learn how to develop, deliver, and apply a strong strategic vision to your current work. Be on the lookout for more information in the coming months!

WHAT THE EXPERTS SAY... Four Ways to Develop Your Strategic Thinking Skills

Strategic thinking is a mindset and technique that everyone in an organization can and should practice. We can all become better strategic thinkers. Strategic thinking involves looking at one's work with a broader focus and across a longer time frame than usual. It takes a little foresight, organization, and discipline. Here are the four basic steps that will help you develop as a strategist and hone your skills.

1 ASK STRATEGIC QUESTIONS

2 OBSERVE AND REFLECT

3 CONSIDER OPPOSING IDEAS

4 EMBRACE FORMAL TRAINING

You can read the full article [here](#).

SYSCOM TRAINING SUMMARY

Below is a list of all SYSCOM trainings being held in April and trainings in May that are now open for registration. Find more details and registration links on the [CCRC Event Calendar](#).



APRIL TRAININGS

START DATE	EVENT
Mon, 04 Apr	Supervisor Academy: Current Supervisor Training, Cadre 3
Tue, 05 Apr	NFI 301: Leadership in Today's Navy (East)
Tue, 12 Apr	Project & Program Management (West)
Wed, 13 Apr	Communicating for Results (East)
Thu, 14 Apr	Project & Program Management (East)
Mon, 18 Apr	NFI 201: Team Supervisors & Emerging Leaders (West)
Wed, 20 Apr	Group Learning Program: Developing a Strategic Vision (Group 1)
Thu, 21 Apr	Group Learning Program: Developing a Strategic Vision (Group 2)
Tue, 26 Apr	NFI 301: Leadership in Today's Navy (West)

MAY TRAININGS OPEN FOR REGISTRATION

START DATE	EVENT
Mon, 09 May	Supervisor Academy: New Supervisor Workshop, Cadre 3



If you are unable to access the links in the previous pages, copy and paste the full links below into the URL bar of a new browser window to view the content.

Competency Corner

Career Compass Roadmap – https://www.navfac.navy.mil/content/navfac/en/jobs/workforce-development/ccrc/emp_resources/eca_jcr_content/par1/pdfdownload_1012366181/file.res/ECA_IDP_Infographic.pdf

ECA information – https://www.navfac.navy.mil/jobs/workforce-development/ccrc/emp_resources/eca.html

IDP information – https://www.navfac.navy.mil/jobs/workforce-development/ccrc/emp_resources/idp.html

Career Compass Resource Center – <https://www.navfac.navy.mil/jobs/workforce-development/ccrc.html>

Career Compass Catalog – https://www.navfac.navy.mil/jobs/workforce-development/ccrc/emp_resources/ccc.html

Take your ECA – <https://chci-survey.com/eca/>

Leadership Programs: FY22 Call for Nominations

More details – https://www.navfac.navy.mil/jobs/workforce-development/ccrc/emp_resources/leadership_dev_programs.html

Dear Navi

Solving Tomorrow's Problem Today (Independent Study) – https://www.navfac.navy.mil/jobs/workforce-development/ccrc/emp_resources/comp_dev_content/problem-solving/solving-tomorrows-problems-today.html

Identify and Maximize Your Strengths (Job Aide) – https://www.navfac.navy.mil/content/dam/navfac/career-compass-resource-center/employee_resources/competency-development-content/continual-learning/job-aides/Identify-Maximize-Strengths-Job-Aide.pdf

Developing Skills for Critical Thinking (Podcast) – https://www.navfac.navy.mil/content/dam/navfac/career-compass-resource-center/employee_resources/competency-development-content/problem-solving/podcasts/Developing-Critical-Thinking-Podcast.mp3

Take your ECA – <https://chci-survey.com/ECA/>

In Case You Missed It...

Taking Charge of Your Learning and Development webinar –

https://www.navfac.navy.mil/jobs/workforce-development/ccrc/emp_resources/comp_dev_content/continual-learning.html

Have You Completed Your ECA?

Take your ECA – <https://chci-survey.com/ECA/>

What the Experts Say: Four Ways to Develop Your Strategic Thinking Skills

Read the full article – <https://online.hbs.edu/blog/post/how-to-develop-strategic-thinking-skills>

SYSCOM Training Summary

CCRC Event Calendar – <https://www.navfac.navy.mil/jobs/workforce-development/ccrc/event-calendar.html>

Find us on...

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<https://www.navfac.navy.mil/jobs/workforce-development/ccrc.html>

