

NSWC CRANE DIVISION 2028 STRATEGIC INTENT



HARNESSING THE POWER OF TECHNOLOGY FOR THE WARFIGHTER

Commanding
Officer



MESSAGE

FROM LEADERSHIP

Technical
Director



CAPT Mark Oesterreich, USN

Dr. Brett Seidle, SES

Naval Surface Warfare Center, Crane Division leadership is excited to introduce this new statement of **Strategic Intent**. The guidance contained within this document is the culmination of several months of work from across the command. Your inputs and those of your leadership allowed for appraisal of the current and future threats to our National security, acknowledgment of the changing requirements for our products and services, and assessment of our need to continue to transform how we conduct our business.

This **Strategic Intent** will guide and inform the development of our **Strategic Targets** and **Mission Area/Department Strategies** over the coming months. The enduring mission of the Department of Defense is to provide combat-credible forces needed to deter war and protect the security of our nation. Should deterrence fail, the Joint Force must be prepared to win, and their preparedness is our business.

Due to the criticality of Crane Division technical capabilities and **Mission Areas**, when threats to our nation and to our global interests increase, so do **demands** for our products and services. Today our nation is facing increased global challenges that are creating a security environment more complex and volatile than experienced in recent memory.

NSWC Crane is more valued and relevant than at any time in its history, and our strategies are setting us on a course to remain relevant well into the future.

In this environment, there can be no complacency. Each of us must continue to make difficult choices and prioritize what is most important to our ability to field lethal, resilient, and rapidly adapting operational capabilities to the Joint Force.

Opportunities are **abundant**. Successful execution of the **Mission Area/Department Strategies** requires seamless integration across the organization. We must seize this opportunity, challenge ourselves to employ innovative approaches, and remain disciplined in our execution. Our products and services are vital for the Joint Force to compete, deter, and win within this increasingly complex national security environment.

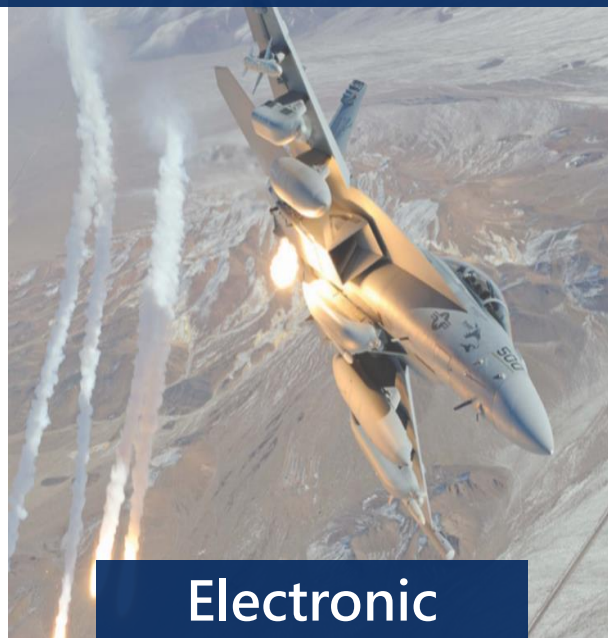
BRAND

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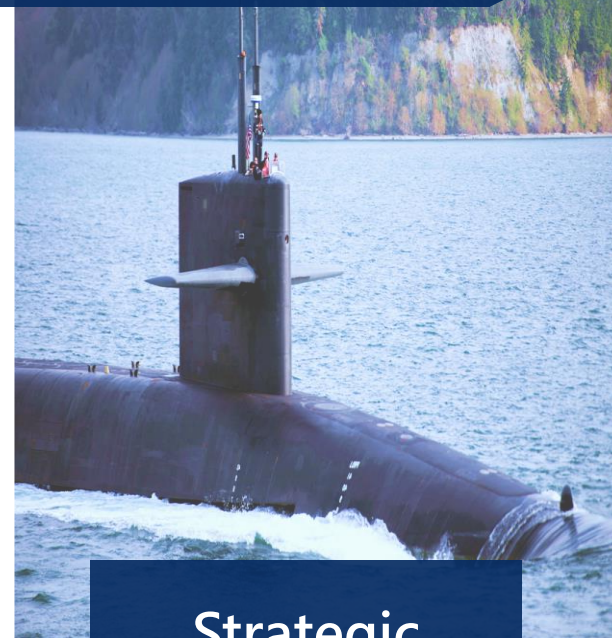
Mission Areas



Expeditionary



Electronic Warfare



Strategic

WORKLOAD

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- Critical national defense programs
- Coverage of all life cycle by Team Crane
- Increased RDT&E portfolio

Workload Profile

- Non-program of record S&T
- Executive Agent assignments
- Off-sites in key offices

Workload Influencers

- Additional Flag-Level command
- Technology Transfer (T2) national leaders
- Risk management across the life cycle

Workload Leader

- Cross-service collaboration
- Engagement with Team Crane partners
- Teaming with other national labs

Workload Collaboration



CULTURE

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Guiding Principles



We at NSWC Crane exist to provide the American Warfighter with solutions to their toughest technical challenges in order to better equip them with a DECISIVE advantage over our Nation's adversaries.

Create a culture of innovation that values leadership and employee engagement.



Ethos

Integrate capabilities and processes to enable efficient and effective execution of our mission.



Execution

Innovate game changing and agile solutions.



Excellence

Vision Statement

Combating our nation's greatest threats, NSWC Crane is the indispensable mission expert, leveraging our deep technical heritage to deliver solutions through innovation and strategic partnerships.

Quickly evolve technology into next generation systems and systems of systems

Remain vigilant

Embrace and apply new technology

Enable accelerated product life cycles

Empower and enrich employees

Collaboration with academia

CULTURE

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Crane Values

HONESTY

Build meaningful relationships that create a positive environment by gracefully speaking the truth to one another.

INTEGRITY

Demonstrate and model virtue by intentionally cultivating consistent, ethical behavior.

SERVICE

Support the mission by selflessly committing time, energy, and talent.

UNITY

Foster a sense of community through problem-solving, mutual respect, and building each other up.

EMPOWERMENT

Embrace collaborative solutions by trusting others and accepting responsible risk.

SOLUTIONS

Get to "YES" by applying the collective set of Crane Values with a focus on excellence in products and customer service.

These core values reflect the positive culture to which NSWC Crane aspires. The solutions-oriented mindset is integrated within the culture; empowering employees to use creativity and innovation to challenge the status quo that is then built upon by data-driven decisions.

WORKFORCE

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Deep technical and analytical expertise and passion for the technology

Advancing workforce skill sets with continuous learning and credentialing

Growing expertise in emerging technologies

Expanding the innovation cohort model

Characteristics of Our Workforce

WORKFORCE INNOVATION & OPPORTUNITIES

- ❖ 3% - 5% Year Over Year Growth
- ❖ 4,200 – 5,500 NSWC Crane Government Employees

Characteristics of Our Workforce

Collaboration and swarming of rapid solutions

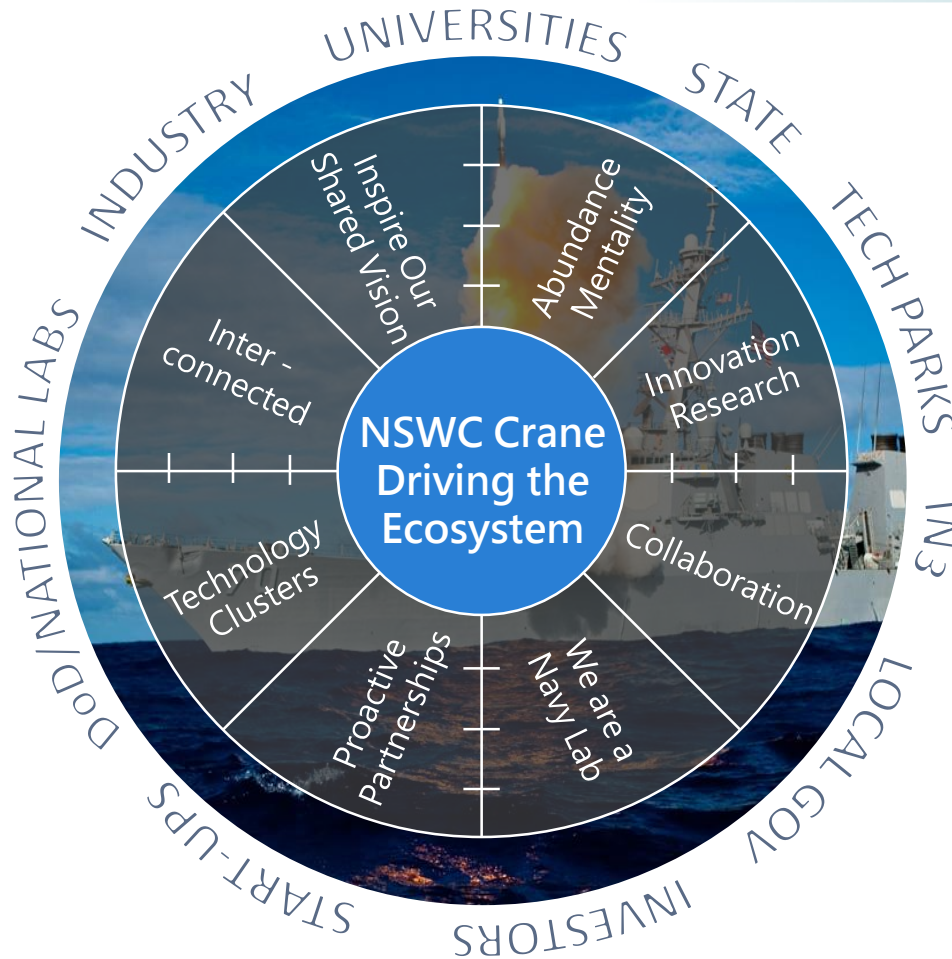
Sustainable talent pipeline

Comprehensive support across the life cycle

Diversity and inclusion of our workforce

ECOSYSTEM

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Collaboration has become an important source of competitive advantage. Creation of innovation is increasingly the result of a network of subject matter experts operating in a coordinated ecosystem environment.

NSWC Crane has established a robust innovation ecosystem across the Midwest that has been nationally recognized as a model for regional collaboration to accelerate technology development and technology transition.

NSWC Crane will continue to aggressively expand the innovation ecosystem to accelerate delivery of innovative solutions to our DoD Warfighters.

NSWC CRANE DIVISION



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