

Commanding Officer Philosophy

Mission Accomplishment

- Accomplishing our mission safely IS paramount – Look out for each other
- SERMC exists to fix ships so they are combat - ready when sailing into danger
- Never forget why you do what you do or think it doesn't matter – everything we do matters to ensure our ships are ready to execute their mission



Developing our People

- People are THE most important resource we have
- Leadership at all levels responsible for enabling our workforce
- Be approachable and accessible – set the example
- Training/schools are important not a 'get to it when work allows'
 - Empower our people
 - Frequent recognition of our people is important



Communications

- Communications are the most important and HARDEST thing we do! Talking is not communicating if recipient doesn't have understanding
 - Listen to understand vs. listen to respond (admittedly this is hard)
 - Meet with each other/Industry often to build teamwork and trust
- Timeliness and transparency are more important than delaying to "the 100% answer"
 - Pass Good and Bad news to leadership with urgency – important for proper celebration/recognition or to help remove the barrier you are facing

Ethics and Accountability

- Hold each other AND ME accountable for actions and deliverables
- Uphold Navy Core Values – Honor, Courage and Commitment
- Follow all laws and regulations – put simply: Do the right thing, ALWAYS!

Leadership Alignment



SERMC Strategic Plan establishes alignment with the NAVSEA Campaign Plan to Expand the Advantage. SERMC strategic objectives addresses today's challenges and provides the focus **delivering combat ready ships, transforming our digital capabilities, and building a team to compete and win.** The goals that were developed by SERMC Leadership and Executive Planning Group establishes direction, alignment, and commitment to achieve our day-to-day mission and continue to be the PREMIER RMC!

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SERMC

2022

Strategic Objectives



January 2022

MISSION

Provide cost-effective quality maintenance and technical support delivering mission ready ships utilizing our diverse and highly-trained workforce.

VISION

Support our nation's maritime dominance by being the premier Regional Maintenance Center for NAVSEA and the Fleet.

Strategic Framework 3.0



FOCUS AREAS:

*Identify Resources, Promote, and Make Available to SERMC Employees, **Training and Professional Development** To Enhance SERMC's Workforce*

Owner: Julie Dolson

*Leverage and Build Our People to Help Absorb Rapidly **Changing Requirements***

Owner: James Anderson

*Develop an Enterprise **Workforce Development Rotation Program** with Internal and External Stakeholders*

Owner: Mark Palsha

*Cultivate and Maintain a Durable Environment which Fosters **Employee Growth and Pride** at SERMC into our Permanent Culture*

Owner: ETCS Rohde

*Develop and Optimize **Expeditionary Workforce and Processes** to Support **LCS Demands** for future locations*

Owner: Brian York

*Align **LCS Maintenance with Ship Repair Business Rules and Capabilities** to Optimize Available **SERMC Resources** in support of LCS readiness*

Owner: CDR Dalton

*Develop a **Workforce Replenishment Plan for Recruitment***

Owner: Hector Montes

