



DEPARTMENT OF THE NAVY
THE MASTER CHIEF PETTY OFFICER OF THE NAVY
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000

24 July 2023

From: Master Chief Petty Officer of the Navy
To: All Chief Petty Officers

Subj: **CHIEF PETTY OFFICER CALL TO ACTION**

1. I spent the first year as your Master Chief Petty Officer of the Navy setting the pace for change and communicating that need. As I pivot into the second year in the office, we must see action that drives our desired outcomes. I need every Chief to help drive these outcomes, as you are the lynchpin to this necessary change.
2. In three supporting letters, which will be released over the next several weeks, I will provide detail into each of my priorities (Warfighting Competency, Professional and Personal Development, and Quality of Life), as a “call to action” for each Chief Petty Officer – we need to be actively engaged in the development of our Sailors, as well as their well-being. Each letter will include actionable items for you – as I previously stated, Chiefs **must** drive outcomes, and not create activity for the sake of activity.
3. I ask that as you read these letters that you take time to exam yourself – to hold yourself accountable, to hold ourselves accountable as a collective Mess, as well as the individual Chiefs within the Mess.
4. Every day we need to invest in our Sailor’s technical training, their education, their physical and emotional health, and the health and safety of them and their families – this is our responsibility as Chief Petty Officers. When we invest in our Sailors, we create effective combat teams; teams that demand the highest standards and do not accept failure.
5. I want to ensure that every Chief understands the focus areas myself, and the rest of the senior enlisted leadership, are working towards so we can continue to be the Navy our Nation needs and expects when our adversaries decide to challenge us. The difference between winning and losing in combat will largely be placed on the backs of Chief Petty Officers.

James M. Honea
16TH Master Chief Petty Officer of the Navy



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From: Master Chief Petty Officer of the Navy
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Subj: **CALL TO ACTION: WARFIGHTING COMPETENCY**

1. **Every Sailor deserves a Chief Petty Officer that is an expert in their rating and is the technical authority** – a Chief that has a plan for building winning combat teams and executing any and all missions that are assigned. Sailors should trust with the highest confidence that their Chief understands what needs to be done and what it takes to do so. Sailors should know their purpose and how they fit into the command's mission. They should understand how the command mission supports the objectives of the overall National Defense Strategy.

2. We as Chiefs are very good at taking care of the day-to-day work and routine assignments. We excel at putting out fires and responding to emergencies of all types. Our Navy has some Chiefs that believe that is all that is expected of them. If you are the Chief that comes to work just in time to receive the Plan of the Day, execute the routine schedule and solve problems, you are not meeting the standards of a Chief Petty Officer. Chiefs make time to reflect on their leadership, their teams, and what it will take to develop a clear path to success. They keep their eye on the horizon and look ahead for storm clouds that, because of their wisdom, only they see coming. **Chiefs must think strategically; they must forecast out, find those potential problems, and solve them before they occur.** Chiefs need to plan, and plan early. Chiefs should have a comprehensive watch bill replacement plan. Chiefs need to understand their maintenance, administration, training, and all other things that must be done – they must know when to do it, and how it needs to be done.

3. **A Chief must be without any doubt, the technical expert.** Sailors, both officers and enlisted alike, must believe in their Chief as the ultimate authority on technical information. **Chiefs must embrace a life of continuous learning and impress this upon their Sailors.** Chiefs are relied on to make the right decisions in the execution of our mission. Chiefs must prepare their Sailors – give them the tools, the time and the training necessary to succeed. Teach them. Make technical mastery the #1 priority and reward it – we need warriors that can maintain our platforms, to include themselves, combat ready and operational when casualties occur. Casualties will occur and we must fight our way through them. Find opportunities to continue challenging your Sailors and your teams to not only be qualified – but proficient and confident.

4. Chiefs occupy a privileged position in the Navy and as such, the Navy expects a great deal from its Chiefs. We have much work to do in this area and I need you to look hard at your skills, find the gaps in your knowledge, and shore them up. **Never be satisfied with the status quo** – always look to improve yourself. Let's get after it!

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16TH Master Chief Petty Officer of the Navy



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31 July 2023

From: Master Chief Petty Officer of the Navy
To: All Chief Petty Officers

Subj: **CALL TO ACTION: PROFESSIONAL AND CHARACTER DEVELOPMENT**

1. **Every Sailor deserves a Chief Petty Officer who is fully invested in their professional and character development.** Chiefs are responsible for the all-around training of personnel assigned to their supervision. Chiefs develop leaders with strong character, diverse perspectives, and resilience. We must recruit, retain, and effectively manage the talent of a diverse workforce to unleash their full potential at any given moment. To accomplish this, **my goal is to ensure professional and character development is incorporated at multiple points throughout a Sailor's career;** at the right time, in the right manner.
2. **Developing a good Sailor starts with their Chief Petty Officer** – starting from the moment they receive orders to the command. Make sure they have the **right** sponsor. When they report, and during the entire onboarding and check-in process, make sure they have the necessary support to ensure a seamless transition, including their housing and pay. Get them to command indoctrination; give them the opportunity to understand how the command does business. Ensure they understand their rights in the Navy and responsibilities to the Navy and their Shipmates. How they fit into the organization has a lot to do with what is expected of them and what they can depend on the organization for. Career development boards should be detailed, not cursory, and focus on all aspects of the Sailor; how they are settling in the command, how their pay is doing, how their new living conditions are, in addition to their personal and professional goals. Take this chance to sit down and truly get to know your Sailor.
3. **When Chiefs invest in their Sailors and value their well-being, it creates trust and confidence within the team.** Chiefs should be intimately familiar with their Sailors. Chiefs should understand their Sailor's goals and be able to guide them in improving their professional and personal standing. Chiefs must instill continuous pride and professionalism, ensure Sailors are completing their enlisted leadership courses, have a good mentor, and look to pursue additional education opportunities (e.g. U.S. Naval Community College, Tuition Assistance, etc.). When your Sailors know you are invested, you prove to them they are in a safe environment. Be relevant – if your Sailors are not coming to you for guidance or seeking assistance with their issues, you may not be relevant to them. I ask that you reflect on this – I know we all can improve in this area.

James M. Honea
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