THE SECRETARY OF THE NAVY
WASHINGTON, D.C. 20350-1000

23 August 2006

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Department of the Navy Objectives For 2007

The attached Department of the Navy (DON) Objectives for 2007 is provided for accomplishment this fiscal year. Success in these priorities will increase the effectiveness of the entire Department, improve the lives of Sailors and Marines, and result in greater security for our Nation.

The objectives build on the efforts and successes achieved to date with the 2006 DON Objectives. Additionally they reflect a change in focus from calendar year to fiscal year in order to better align with our institutional processes.

These objectives are not intended to be a comprehensive list of all that needs to be done in the Department. Neither does their position in the list of objectives reflect any relative priority. The list does, however, reflect areas we personally intend to track this year.

Support for the accomplishment of the attached 2007 Objectives is necessary and appreciated. Quarterly reports from each lead organization on the schedules, milestones and metrics for each objective will document continued progress and provide an opportunity for institutional focus and coordination of effort.

Michael G. Mullen Admiral, U.S. Navy Chief of Naval Operations	Michael W. Hagee General, U.S. Marine Corps Commandant of the Marine Corps	Donald C. Winter Secretary of the Navy

Attachment:
As stated

(See Distribution on next page)

SUBJECT: DEPARTMENT OF THE NAVY OBJECTIVES FOR 2007

Distribution:
USN
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ASN (RD&A)
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NAVINSGEN
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FY 2007 Department of the Navy Objectives

1. **Provide a Total Naval Workforce capable and optimized to support the National Defense Strategy that will:**

-Assure Naval capability and capacity to meet GWOT requirements.

-Ensure recruiting and retention meets projected Navy and Marine Corps requirements, with particular focus on active and reserve components "low density/high demand" skill sets such as Naval Special Warfare, SeaBees, Reconnaissance Marines, EOD, and Medical specialties.

-Ensure high quality and levels of support services to service members and their families.

-Develop agile and flexible personnel management for 21st century requirements through execution of the Force Management Oversight Council Strategic Plan.

-Implement the National Security Personnel System - Spiral 1.0.

(Lead: ASN(M&RA). Primary supporting: CNO, CMC, CHINFO)

2. **Use the Navy-Marine Corps Team to aggressively prosecute the Global War on Terrorism (GWOT).**

-Provide the Combatant Commanders with skilled forces for combat operations, especially in Iraq and Afghanistan.

-Optimize Naval contribution to Special Operations Forces and the implementation of Marine Corps Special Operations Command.

-Continue to develop and expand the Navy Expeditionary Combat Command to include its interdependence with the Marine Corps.

-Provide the Combatant Commanders tools to counter Improvised Explosive Devices (IED).

(Lead: CNO, CMC. Primary supporting: ASN(RD&A))

3. **Build the Navy-Marine Corps Force for Tomorrow.**

-Strengthen the Navy and Marine Corps role in the Joint/Interagency Team, emphasizing the Naval Services' strengths of access, persistent presence, and small footprint.

-Establish a Shipbuilding Plan, which has the consensus of the administration, Congress, and contractor teams to build the required type and number of ships.

-Establish and implement a strategy for Marine Corps modernization and reconstitution programs (ground and aviation systems).

-Continue development of the Department of the Navy mission in Homeland Defense/Security including the integration of multi-national and commercial maritime industry support into Maritime Domain Awareness.

(Lead: CNO, CMC, UNSECNAV, ASN(RD&A). Primary supporting: ASN(FM&C), ASN(I&E), CLA, DON CIO, NCIS)

4. **Emphasize Safety. Manage risk to improve mission effectiveness and to safeguard the people and resources of the Navy-Marine Corps Team.**

-Improve safety performance across DON to meet Secretary of Defense Strategic Planning Guidance (SPG) to reduce baseline mishap rates by 75% by the end of FY2008.

-Deploy a DON-wide web-based Risk Management Information System (RMIS) that will facilitate unit level safety program management and provide aggregate reporting, analysis and tracking of all reportable hazards and mishaps.

-Establish a corporate risk management and mitigation strategy and ensure that Department leaders and managers use risk-based approaches for planning and problem solving.

(Lead: ASN(I&E), Primary supporting: CNO, CMC, CHINFO)

5. **Reinforce ethics as a foundation of exemplary conduct within the Department of the Navy.**

-Continue emphasis on coordination and training of ethics counselors.

-Teach and enforce ethics and standards of exemplary conduct consistently, starting at the earliest career stages.

(Lead: General Counsel. Primary supporting: CNO, CMC, ASN(RD&A), ASN(FM&C), ASN(M&RA), ASN(I&E), NAVINSGEN, JAG, CHINFO, AUDGEN)