

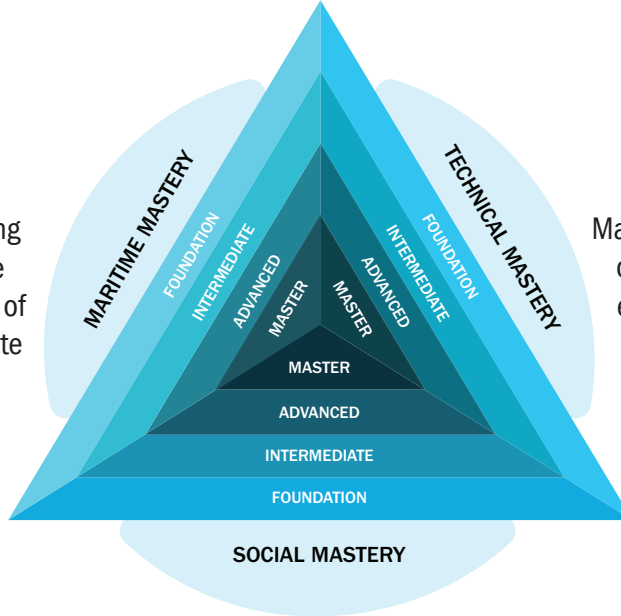
NAVY MASTERY



The Navy Mastery Model

The Navy Mastery Model consists of three elements: **Maritime, Technical and Social**

Maritime Mastery
Developing a deep understanding of the environment in which we fight, and the core requirements of individuals and teams to generate capability at sea.



Technical Mastery
Mastering the technical skills required of your profession, and using your experience to achieve operational and battle worthiness outcomes.

Social Mastery
Developing and applying emotional and social competencies to generate high-functioning individuals and teams who achieve results with and through our people.

Being a good technical operator is no longer the be-all and end-all. All three elements are equal and important.

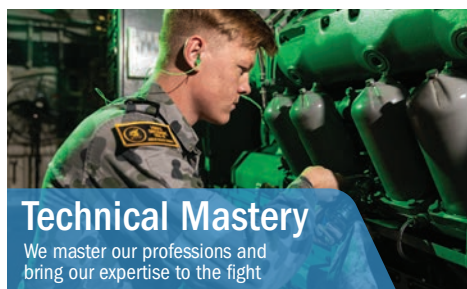
Navy Mastery Elements

Mastery is the process of progressively acquiring, through learning, practice and mentoring, comprehensive knowledge and skill in a specific domain, together with the ability to apply it intuitively.

The Navy Mastery Model is a framework and approach for developing our workforce to ensure we have the right people, at the right place, at the right time, and with the right training to conduct sustained combat operations as part of the Joint Force.

Mastery is for everyone

Our people will be able to better tailor their career pathways, work towards goals, align with life milestones and family commitments, and engage in extra development and activities - all while fulfilling service needs.



Navy Mastery Stages

Navy Mastery Stages are based on principles and research linked to skill acquisition across a career.

There are four Mastery Stages: **Foundation**, **Intermediate** and **Advanced**, culminating at **Master**. They consist of many components to ensure we are developing Suitably Qualified and Experienced Personnel (SQEP).

Foundation

You are a 'doer', delivering on capability. You have completed your Initial Employment Training, and you are able to demonstrate foundational techniques and skills.

Intermediate

You are a narrow Subject Matter Expert (SME), leading on a specific capability. The focus is on enhancing skills and experience by excelling at work and directing and guiding others.

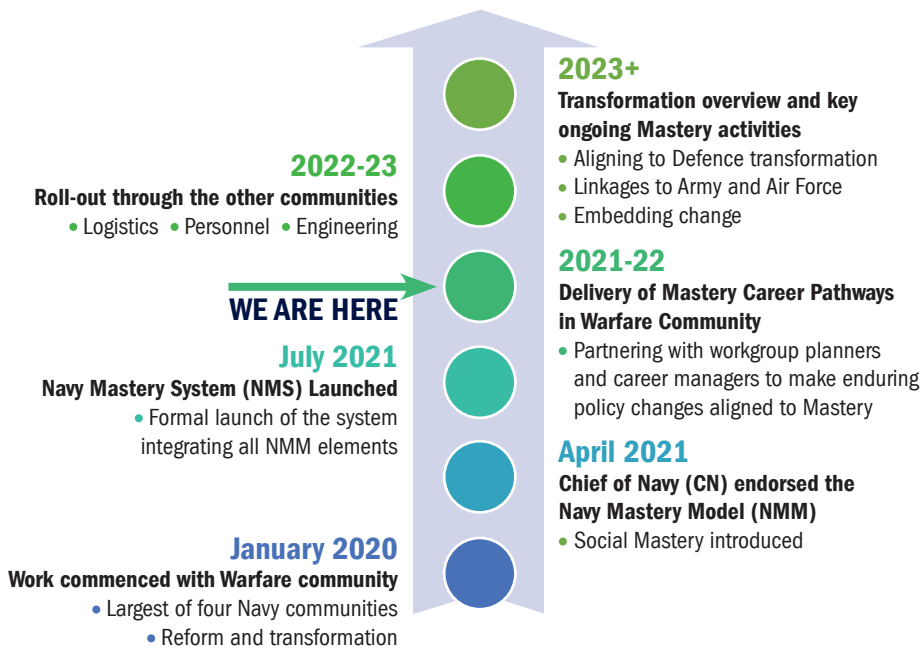
Advanced

You are a deep SME, highly proficient in leading others to generate tactical and technical effects. These effects are integrated across the unit and force. Individuals employ big picture thinking to problem solve.

Master

You are an SME enabler and evolver. You take your own, Navy's, and Joint capabilities further by integrating your expertise into the Joint environment. The emphasis is on strategic future-focused thinking and providing integration.

Navy's Mastery Journey



Embedding Navy Mastery: our activities to date

- ✓ Creating clear and flexible career pathways to deliver lethal effects and organisational requirements, balanced with personal career desires
- ✓ Adopting an holistic approach to developing our people with an equal focus on social and maritime mastery, not just technical mastery
- ✓ Introducing a suite of new competencies to drive individual development
- ✓ Supporting the modernisation of training delivery
- ✓ Broadening skill acquisition opportunities beyond formal courses

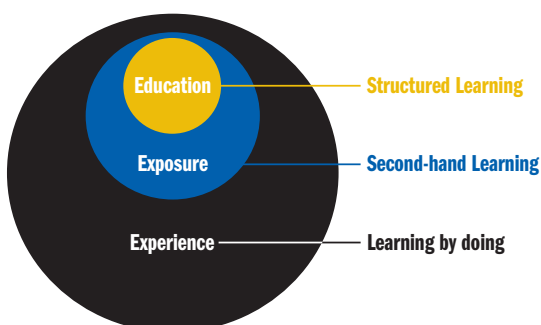
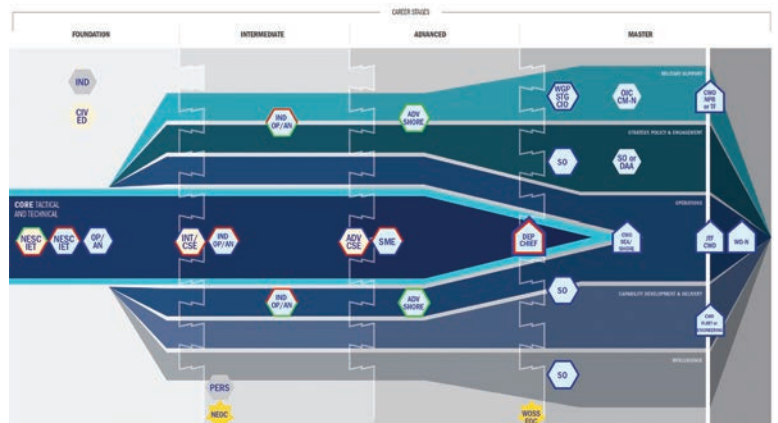
Mastery Career Pathways (MCP)

Mastery Career Pathways bring Mastery to life, linking individual and organisational needs.

Gone are the days of a rigid career path with only a handful of options for roles, postings and secondments.

There will now be:

- More flexible pathways with options to work towards 'headmark' roles;
- Increased opportunities for postings, secondments, outplacements and mentoring;
- Options for professional development through education, exposure and experience (see below).



EEE - developing your skills and competence through Education, Exposure and Experience