



January 21, 2016

Close to 200 future leaders graduate from NAVAIR's leadership development programs



NAVAIR Leadership Development Program graduates in Patuxent River, Md., at a graduation ceremony Jan. 13. (U.S. Navy photo)

NAVAL AIR SYSTEMS COMMAND, PATUXENT RIVER, Md. — A command-wide graduation ceremony held here Jan. 13 recognized 198 future leaders from NAVAIR's Leadership Development Program (NLDP) and Journey Leadership Development Program (JLDP).

The two programs, part of an ongoing command commitment to leadership development, give employees a broader knowledge and perspective of how NAVAIR fits into the larger Department of Defense; sharpen their analytical, decision-making and communication skills; and teach techniques and tools to help motivate and develop high-potential employees.

"You really are the future leaders of NAVAIR and of naval aviation," NAVAIR Commander Vice Adm. Paul Grosklags told graduates. "With your help, we will ensure that no matter the challenge, the fleet will be ready to fight tonight, and NAVAIR will provide our Sailors and Marines with the capabilities and capacity to win the future. It's time to turn your leadership potential into a leadership reality."

Grosklags listed several qualities he believes NAVAIR's leaders need to have, qualities both NLDP and JLDP seek to nurture:

- Creativity, innovation and good judgment
- Decision-making and problem-solving skills
- The ability to take risks
- The desire to be a mentor and coach
- Integrity, humility and compassion

Both NAVAIR Deputy Commander Garry Newton and Steve Cricchi, assistant commander for Corporate Operations and Total Force, reiterated the need for graduates to continue to be proactive in developing their careers.

"Your career will be what you choose to make of it," Newton said. "Don't forget about the skills you've learned in these programs. Use your network of people, and pay it forward."

Cricchi agreed, saying his first action item for the new leaders was to "give back to the organization and to yourself." He urged them to spread the word among their co-workers about the programs and to teach and mentor. "Take what you've learned here and lead," he advised.

Revamped in 2013, NLDP, the command's flagship leadership program, serves to develop leadership, management and productivity improvement skills for mid- to senior-grade employees over three to five years. The curriculum covers individual leadership styles, lessons on NAVAIR's fit within the Department of Defense and beyond, mentoring, job shadowing, and leadership and diversity training.

In the one- to two-year JLDP, participants enhance their interpersonal communication and productivity skills, gain a stronger knowledge of command operations and develop a personal network through classes, training and developmental activities. JLDP was established in 2010, and this was the third group of participants to graduate from the program.

When asked about their favorite part of the development programs, graduates' responses ranged from job shadowing, to wellness,



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to networking, to the importance of learning about the entirety of NAVAIR's organization, and the ability to learn more about their own personal leadership styles.

"NLDP has broadened my perspective of our organization, which I will be able to take to any position that I hold during my career with NAVAIR," [Karrie Anderson](#), a financial management analyst, said. "I am thankful to the program for allowing me to broaden my skillset and providing me the space to grow and learn a new field."

"I enjoyed the opportunity to shadow leadership, because it gave me varied perspectives on leadership and management," said F/A-18 and EA18G Program Office (PMA-265) Australia Super Hornet Program Manager Lacey Applegate. "Ironically, I learned the most about wellness and stress management during my hours shadowing some of the highest and most responsible leaders at NAVAIR, and I consider those experiences to be invaluable to my future as a NAVAIR leader." Applegate, a JLDP graduate, said the lessons she learned about leadership and job interviews also helped her earn her recent promotion to program manager.

Jeff Nelson, an industrial integrated team specialist, said his favorite lesson came from the Emergenetics portion of NLDP, which allows employees to analyze their individual thinking attributes.

"This has definitely helped me realize that people just think differently and that we are all unique," he said. "Understanding that most people have a dominant, default mode of thinking, and that their view may be different, doesn't mean that they are right or wrong. Understanding the concepts from Emergenetics has improved my leadership style."

Tactical Aircraft Systems Branch Head Martin "Ferris" Beaulieu said his favorite part of NLDP was getting to meet people from across all NAVAIR who he would not normally have met.

"This camaraderie translates into a larger, shared professional network that improves our ability to work within NAVAIR by reinforcing the culture of teamwork," he said. "Fundamentally, leadership is our collective ability to create and connect teams across the enterprise to overcome issues and solve problems together as a team."

Learn more about [NAVAIR's employee training and developmental programs](#).



Journey Leadership Development Program graduates in Patuxent River, Md., at a graduation ceremony Jan. 13. (U.S. Navy photo)





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JLDP and NLDP graduates in Orlando, Fla., at a graduation ceremony Jan. 13. (U.S. Navy photo)



JLDP graduates at Fleet Readiness Center East in Cherry Point, N.C., at a graduation ceremony Jan. 13. (U.S. Navy photo)



Rodney Kirkland, an NLDP graduate at Fleet Readiness Center East in Cherry Point, N.C., at a graduation ceremony Jan. 13. (U.S. Navy photo)



NLDP and JLDP graduates in Point Mugu, Calif., at a graduation ceremony Jan. 13. (U.S. Navy photo)



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NLDP graduate Brad Weich at a graduation ceremony in China Lake, Calif., Jan. 13. (U.S. Navy photo)



JLDP graduates in China Lake, Calif., at a graduation ceremony Jan. 13. (U.S. Navy photo)



NLDP graduates in Lakehurst, N.J., at a graduation ceremony Jan. 13. (U.S. Navy photo)



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JLDP graduates in Lakehurst, N.J., at a graduation ceremony Jan. 13. (U.S. Navy photo)



NLDP graduates at Fleet Readiness Center Southeast in Jacksonville, Fla., at a graduation ceremony Jan. 13. (U.S. Navy photo)



JLDP graduates at Fleet Readiness Center Southeast in Jacksonville, Fla., at a graduation ceremony Jan. 13. (U.S. Navy photo)



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JLDP graduates at Fleet Readiness Center Southwest in North Island, Calif., at a graduation ceremony Jan. 13. (U.S. Navy photo)