



NAVAIR Commander's Intent

August 2018

NAVAIR Teammates,

The purpose of this note is to reinforce our shared identity, mission and strategic priorities; and establish clear, measurable goals to guide our efforts in years to come. This is OUR guiding document and represents OUR contribution to goals established by senior Navy and Marine Corps leadership. Together, I am confident we will deliver Naval Aviation capability, capacity and readiness.

Our NAVAIR Mission. We are the *providers* of Naval Aviation material readiness and capability. We are program managers, engineers, testers, logisticians, business experts, artisans and maintainers. We translate Fleet requirements into aircraft, weapons and related systems the Fleet can use to train, fight and win; and maintain those systems through organic repair and technical sustainment support. We reduce acquisition risk through early technology development, design engineering, prototyping, and limited rate production as well as end-to-end development and delivery of specialized warfighting capabilities. We are active and reserve military, civilians and support contractors working in Warfare Centers, Fleet Readiness Centers, PEOs and Program Offices. ***Together, we are NAVAIR.***

Our Strategic Imperatives are clear and constant: 1) increase material readiness; and 2) increase speed of capability delivery. We will measure our success by Program and Fleet success.

1. Increase Material Readiness.

Keystone Metric: Meet CNO and CMC goals for Mission Capable and Full Mission Capable aircraft and weapons systems.

- a. We will decrease demands on maintenance and supply by improving reliability of our weapons systems and components. *Measure: Improve reliability by 20 percent each year.*
- b. We will increase the effectiveness of our Intermediate and Depot-level capabilities. *Measures: Improve I-level repair turnaround time by 10 percent per year; Increase production of critical depot-level repair components by 20 percent per year.*
- c. We will ensure return on investment for Naval Aviation Enabler accounts. *Measure: Reduce maintenance man-hours per flight hour 10 percent each year.*
- d. We will become fully integrated into NAVSUP and DLA supply systems. *Measure: Reduce number of Issue Priority Group 1 backorders by 20 percent each year.*
- e. We will participate in quality processes at other service and industry repair facilities. We will ensure their processes meet Fleet requirements. *Measure: Zero quality escapes.*

2. Deliver new Capabilities with Increased Speed.

Keystone Metric: On-time delivery of effective and sustainable systems.

- a. We will increase speed of capability delivery. *Measure: Reduce acquisition cycle time by 10 percent each year.*
- b. We will ensure quality and reliability through our contracting process. *Measure: Reduce quality escapes post-delivery by 20 percent each year.*



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Our People.

The value NAVAIR provides to Naval Aviation is through our people. Your talent, experience and commitment are vital to mission accomplishment; and you deserve to work in a safe, clean environment with effective tools, training and support. As such, we will develop a comprehensive plan for near- and long-term investments in facilities and equipment maintenance, upgrades and recapitalization; and provide digital training and tools that enable our people to collaborate and solve problems quickly.

Our leaders will empower you to decide and act at the lowest possible level. They will promote critical thinking and creative problem-solving to achieve Program and Fleet outcomes. In turn, you must develop a bias for action and elevate issues quickly to ensure projects remain on schedule. You must also continuously grow your skillsets through broadening experiences and focused training.

Our Relationships.

We live in an increasingly dynamic, connected, and interdependent world. Our ability to meet the expectations of Navy and Marine Corps leaders and fulfill our commitments to the Fleet is dependent on robust communication, deliberate inclusion and relationships built on transparency and trust.

Our best work is done through high-performing government/industry teams with all members singularly focused on Program and Fleet outcomes. Whatever the context, we will assume good will and treat each other with dignity and respect. We will find ways to effectively and securely collaborate, maintain full visibility of our assets, monitor program and budget execution, and share data for more effective Fleet support. And we will hold each other accountable for the quality, reliability and sustainability of products delivered to the Fleet.

Your Contribution.

Our targets are aggressive but achievable if we work together with a genuine sense of urgency. I need every member of the NAVAIR team to stay focused on *Readiness* and *Speed*. Use the above priorities and goals to guide your teams and individual efforts. Know your contribution to the mission and find meaningful ways to make an impact – every day. Remember. *We are all NAVAIR. And we will measure our success by the Fleet's success.*

Thank you for what you do every day in the service of our Nation.

A handwritten signature in black ink that reads "G. D. Peters".

VADM Dean Peters

Commander, Naval Air Systems Command