



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

April 21, 2015

MEMORANDUM FOR ASSISTANT SECRETARY OF THE NAVY (MANPOWER  
AND RESERVE AFFAIRS)  
CHIEF OF NAVAL OPERATIONS  
COMMANDANT OF THE MARINE CORPS

SUBJECT: Assessing Innovation in the Workforce

As the Department of the Navy (DON) re-invigorates its culture of innovation, leadership must continue to find ways to support and encourage our Sailors, Marines, and Civilians to contribute ideas, insights, and resources that will advance the Naval services. To prioritize these efforts, we need to re-examine how we value innovators and innovation leaders. To better assess the way that our workforce is integrating innovation into its culture, I direct you take the following actions:

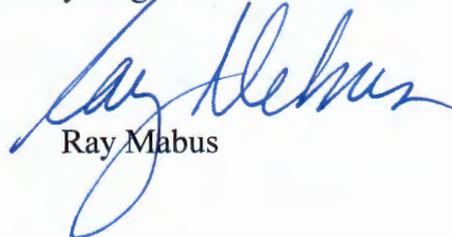
Beginning in Fiscal Year 2016, all Officers, senior enlisted personnel, and GS-13 and above shall be assessed on their contributions to building the innovative culture within the DON.

The following criteria should be considered as part of the assessment:

- Developing innovative ideas to improve their organization
- Championing the innovative ideas of the workforce
- Creating an environment that fosters innovation
- Identifying and removing unnecessary bureaucratic barriers

The Assistant Secretary of the Navy (Manpower and Reserve Affairs) shall coordinate with the Chief of Naval Operations and Headquarters Marine Corps, to codify the policies directed above.

All actions shall be implemented by August 2015.

  
Ray Mabus

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cc:

USN

ASN's

DUSN's

DoD GC

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