

Surface Warfare

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DIGITAL FEATURE

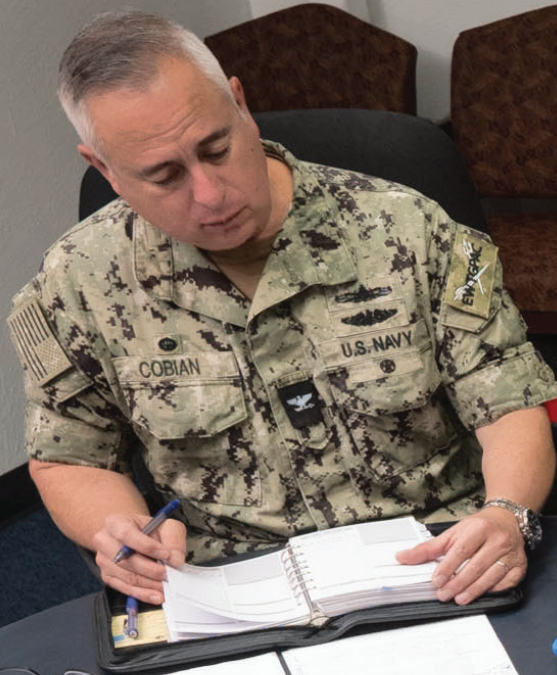


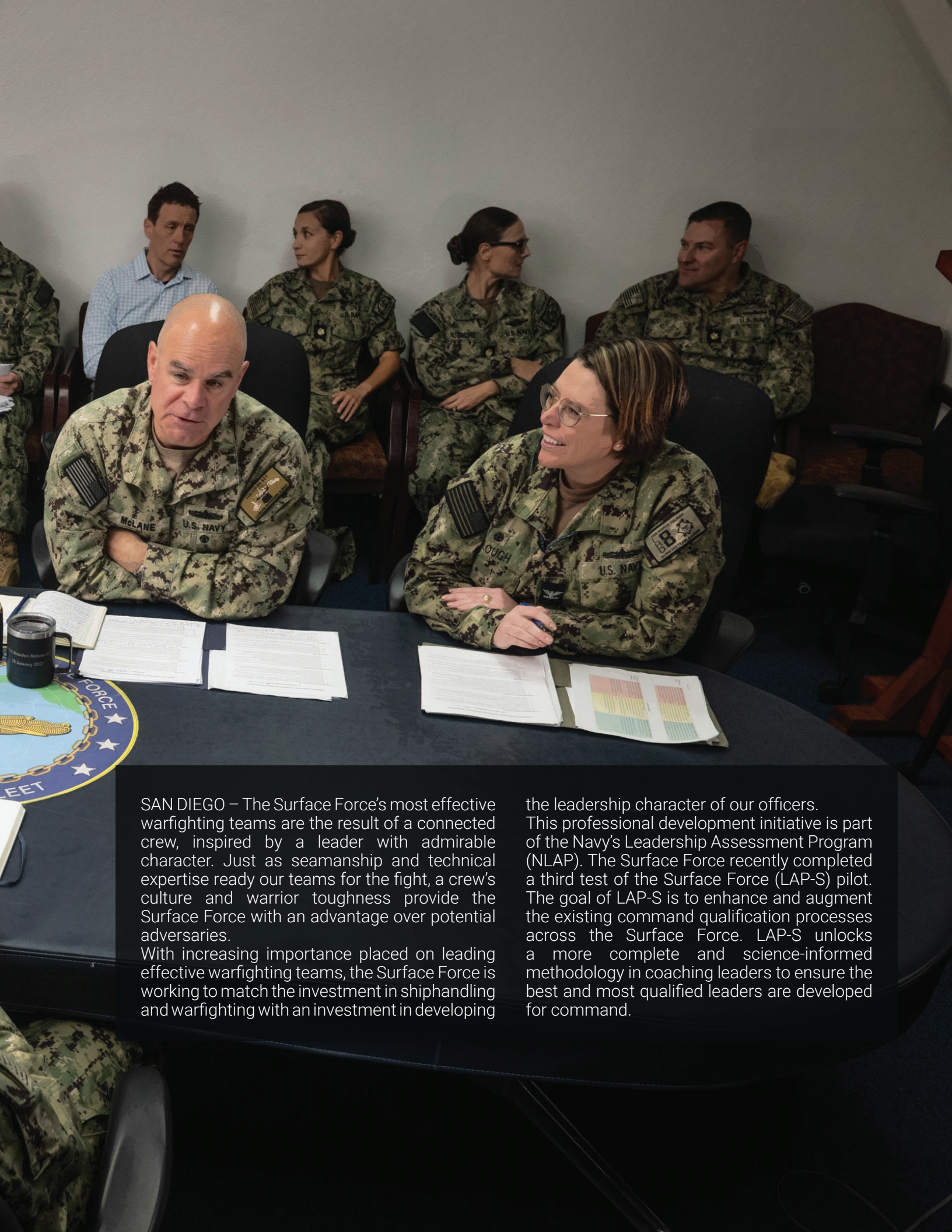
NAVY LEADERSHIP ASSESSMENT PROGRAM (NLAP) ENHANCES SURFACE FORCE LEADERSHIP

Story by MC1 Mark Meredith,
Talent Management Center
of Excellence Public Affairs

Photos by MCC (DV) Mark D. Faram,
Naval Surface Forces, Pacific Public Affairs







SAN DIEGO – The Surface Force’s most effective warfighting teams are the result of a connected crew, inspired by a leader with admirable character. Just as seamanship and technical expertise ready our teams for the fight, a crew’s culture and warrior toughness provide the Surface Force with an advantage over potential adversaries.

With increasing importance placed on leading effective warfighting teams, the Surface Force is working to match the investment in shiphandling and warfighting with an investment in developing

the leadership character of our officers.

This professional development initiative is part of the Navy’s Leadership Assessment Program (NLAP). The Surface Force recently completed a third test of the Surface Force (LAP-S) pilot. The goal of LAP-S is to enhance and augment the existing command qualification processes across the Surface Force. LAP-S unlocks a more complete and science-informed methodology in coaching leaders to ensure the best and most qualified leaders are developed for command.





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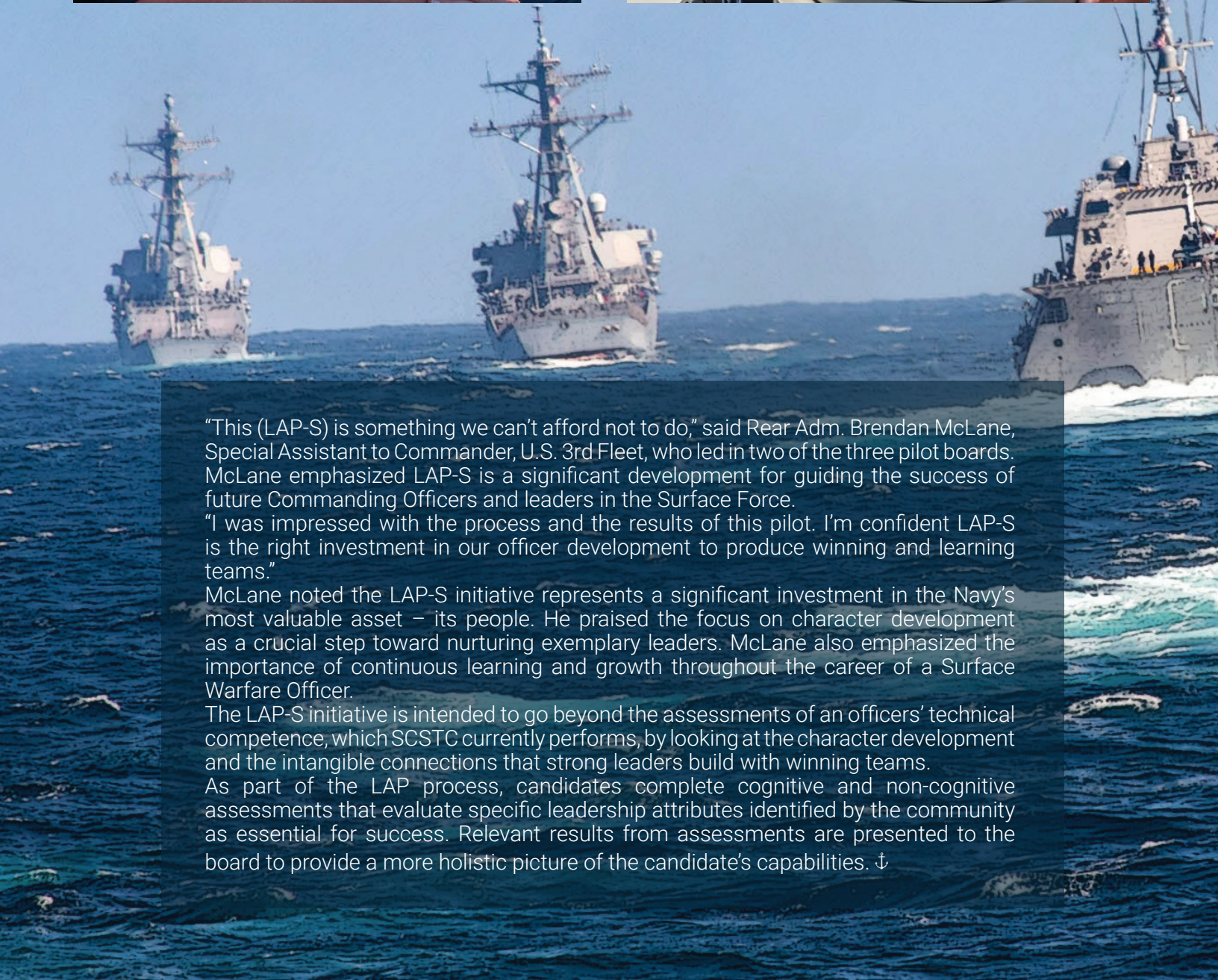
McLane emphasized LAP-S is a significant development for guiding the success of future Commanding Officers and leaders in the Surface Force.

"I was impressed with the process and the results of this pilot. I'm confident LAP-S is the right investment in our officer development to produce winning and learning teams."

McLane noted the LAP-S initiative represents a significant investment in the Navy's most valuable asset – its people. He praised the focus on character development as a crucial step toward nurturing exemplary leaders. McLane also emphasized the importance of continuous learning and growth throughout the career of a Surface Warfare Officer.

The LAP-S initiative is intended to go beyond the assessments of an officers' technical competence, which SCSTC currently performs, by looking at the character development and the intangible connections that strong leaders build with winning teams.

As part of the LAP process, candidates complete cognitive and non-cognitive assessments that evaluate specific leadership attributes identified by the community as essential for success. Relevant results from assessments are presented to the board to provide a more holistic picture of the candidate's capabilities.



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