

CO/XO/OIC,

In 1980 the Secretary of the Navy established the VADM James Bond Stockdale award to recognize the outstanding performance of two commanding officers (O5 or below - one PAC, one LANT) who demonstrate superior leadership and conspicuous contributions to the improvement of Navy leadership while in command of a single ship, submarine or aircraft squadron.

While shore commanding officers are not eligible for this award, you and your command leadership team can benefit significantly from the lessons we have learned from this selection process. In the 27 years since the establishment of this award recognition, fifty-four officers have demonstrated particular traits which are common to nearly every one of these “high-achieving” commanders. Every one of these successful commanding officers took their commands to the “next level” – EXCELLENCE – in things large and small. The traits common to these officers and their commands were collected and explained in seminars called Command Excellence. Some of this is discussed at the PCO/PXO course in Newport, Rhode Island.

I am a strong proponent and true believer in the Command Excellence Seminar/Program. I think you may become one also. Nearly 10 years, my XO and I cleaned up and updated all the seminar materials we had collected. RADM Deets and I used this in a CPO course we developed and taught at Corry Station. The Navy was using poorly Xeroxed materials when we attended the seminar in the 1980s. The PCO/PXO course in Newport, RI is using the materials that we cleaned up and I am providing to you now. You may have been exposed to some of this in your ‘desk loads’ if you had the good fortune and opportunity to attend the course.

I have enclosed two things in this package:

- 1) a CD with PDF files of all this material
- 2) A bound volume including:
 - a. Charting the Course to Command Excellence – Summary
 - b. Navigating a New Course to Command Excellence
 - c. Command Excellence and the Wardroom

How you choose to use these materials is up to you. Our command leadership team (CO/XO/CMC/Wardroom and CPO Mess) found that, by using these concepts and techniques, we were able to lead a command out of two successive failed Inspector General (IG) inspections to a command that in successive years – won the Silver Anchor Award, won the Gold Anchor Award, won the CNSG Maintenance Award two years in a row, won the men’s/women’s Captain’s Cup Award (while competing against the FDNF) three separate times, won the CINCPACFLT Old Crows’ Award for ELINT Excellence and was awarded a Meritorious Unit Citation. The lessons available in these materials have proven time and time again that ordinary Sailors can accomplish extraordinary things.

Thank you for your service and thank you for leading our Sailors in extraordinary ways.