**Episode 3 - Learning to Adjust to the Navy Outline**

**INFORMATION:** When you learn and accept that the Navy does things the Navy way and you stop fighting it, the more successful you will be.

**\* History Segment:** TM2 Henry Breault, only enlisted person awarded Medal of Honor in the history of the Submarine Force. For heroism and devotion to duty while serving on board the U.S. Submarine O-5 at the time of the sinking of that vessel. On the morning of 28 October 1923, the O-5 collided with the steamship Abangarez and sank in less than a minute. When the collision occurred, Breault was in the torpedo room. Upon reaching the hatch, he saw that the boat was rapidly sinking. Instead of jumping overboard to save his own life, he returned to the torpedo room to the rescue of a shipmate whom he knew was trapped in the boat, closing the torpedo room hatch on himself. Breault and [Chief Electrician’s Mate Lawrence T.] Brown remained trapped in this compartment until rescued by the salvage party 31 hours later.

**-** Served 4 years in the Royal Navy from the age of 16, then joined the US Navy. Had only been on active duty just over two years when he took these actions. Didn’t have to do what he did…

**I. Introduction**

 A. Attention (There’s your way, my way and the Navy way…)

 B. Motivation (Junior leaders accepting early that no matter how stupid they think it is, or how hard they kick and scream and fight that the Navy will just smile back and continue on will allow them to rapidly adjust.)

 C. Overview (When you learn and accept that the Navy does things the Navy way and you stop fighting it, the more successful you will be.

**II. Body**

 A. Main Point 1 (Perspective – it doesn’t make sense so I’m not doing it)

 1. Sub-point (“I’m taking my ball and going home” theory) – these are the kids you see that have shut it down. It’s hard so I’m done.

 2. Sub-point (You’re operating at a micro level) – whether as a worker or junior supervisor, your perspective is generally at the micro level which is why it doesn’t make sense.

 3. Sub-point (You may be right, but you’re not in charge) – you may have a good idea or the right idea about a broken process, but it’s not on you RIGHT NOW to not conform in protest or battle the process through insubordination – CONTRIBUTE.

 B. Main Point 2 (Understanding – you made a choice to be here)

 1. Sub-point (TAKE RESPONSIBILITY FOR YOUR VOLUNTEERING.) – No one made you do this. And chances are, you did it ON PURPOSE.

 2. Sub-point (You joined the Navy, it didn’t join you.) – You should be, at least ATEMPTING to be on board, by default. It’s like being a guest in someone’s home.

 3. Sub-point (Study the process and ask for help understanding it) – Instead of fighting something you don’t even fully understand, STUDY IT. Learn how it works. You could be surprised.

 C. Main Point 3 (Acceptance – the system is what it is, adapt and overcome) – accept that you are here now, just like you wanted to be. Accept that there are rules and processes and learn your way around them (give examples, i.e. MILPERSMAN, NPC, NKO, etc.)

 1. Sub-point (Leverage) – Now you know the process because you studied it, you have an open mind because you accepted that you can’t change the Navy… now learn to work with it! Leverage the existing processes to get the job done. (i.e. enlisted evaluations)

**III. Conclusion**

 A. Summary – So we talked about…

1) Perspective

2) Understanding

3) Acceptance / Leverage

 B. Re-motivation (Stop mindlessly fighting a system you cannot change with that approach – but you can improve it from the inside. When we learn to work within it to take care of the people that need to be here, they stay because they are valued, they replace poor leaders and they change the system for the better)

 C. Closing (Be better. Be more intelligent. Study the system. Understand why things are they way they are. How they became what frustrates you. Then pursue change. First at your level, which will be small but significant. Then with rank comes influence…AND THE RESPONSIBILITY to leverage the system to better the organization, the people in it in both it’s current state and the state you want it to be.)