

UNCLASSIFIED

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		ACT	INFO				DATE - TIME	MONTH	YR	
Z 03 of 02	3081555	RR	RR		UUUU		0233	041555Z	NOV	70

BOOK MESSAGE HANDLING INSTRUCTIONS  
ZEO ZOC

FROM: CNO (Z-55)

TO: NAVOP

09B9

UNCLAS //01700//

HUMAN RESOURCE MANAGEMENT

1. MY DEEP BELIEF THAT THE NAVY'S GREATEST RESOURCE LIES IN OUR HUMAN ASSETS HAS BEEN PREVIOUSLY STATED AND IS THE BACKBONE OF MY EFFORTS IN THE PERSONNEL AREA TO DATE. FEEDBACK FROM RECENT FIELD TRIPS, THE RETENTION STUDY GROUPS, AND MANY OTHER SOURCES INDICATES THE DESIRABILITY OF ADAPTING SOME OF THE CONTRIBUTIONS OF THE BEHAVIORAL SCIENCES TO THE EFFECTIVE MANAGEMENT OF THESE VITAL ASSETS. TO THIS END, I HAVE DIRECTED THE ESTABLISHMENT OF A PILOT PROGRAM, INVOLVING APPROXIMATELY 24 SELECTED PERSONNEL, WHO WILL DEVELOP AND EVALUATE NEW IDEAS AND TECHNIQUES IN THE HUMAN RELATIONS AREA. MY OBJECTIVE IS TO IMPROVE THE MANAGEMENT OF OUR HUMAN RESOURCES BY ENHANCING OUR UNDERSTANDING OF AND COMMUNICATIONS WITH PEOPLE.

2. CRITICAL TO THE SUCCESS OF THIS PROGRAM WILL BE THE QUALITY OF THOSE WHO UNDERTAKE THE EFFORT. I AM CONFIDENT THAT THIS HIGH QUALITY INPUT IS NOW AVAILABLE AMONG OUR ACTIVE DUTY PERSONNEL. I AM THEREFORE REQUESTING THAT ANYONE, FROM ANY OFFICER OR ENLISTED

DISTR:	THIS MESSAGE MEETS NAVY CRITERIA FOR ELECTRICAL TRANSMISSION AS A GENERAL MESSAGE
DRAFTER: BUPERS	
DIST: STANDARD NAVOP DIST	

DRAFTER TYPED NAME, TITLE, OFFICE SYMBOL AND PHONE	SPECIAL INSTRUCTIONS
D. H. BAGLEY, RADM, PERS-P, 48661, 29	OCT 1970 09 <i>llr</i> 920
TYPED NAME, TITLE, OFFICE SYMBOL AND PHONE	CHOPS: PERS-P <i>15</i> PERS-A <i>9/11</i> 0948 <i>1</i> PERS-1 <i>12</i> PERS <i>12</i> 09481 <i>1</i>
ADM E. R. ZUMALT, JR., OO, 56007 SIGNATURE <i>E R Zumalt</i>	
SECURITY CLASSIFICATION	
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JOINT MESSAGEFORM

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COMMUNITY, WITH EDUCATION AND/OR EXPERIENCE IN THE AREA OF APPLIED BEHAVIORAL SCIENCE, ORGANIZATIONAL BEHAVIOR, PERSONAL RESPONSE, OR OTHER SIMILAR FIELDS, AND WHO DESIRES A CHALLENGING ASSIGNMENT IN THIS AREA, MAKE HIS DESIRE KNOWN TO THE CHIEF OF NAVAL PERSONNEL (ATTN: PERS-P). APPLICANTS SHOULD ANTICIPATE AN INTENSIVE EIGHT WEEK TRAINING PERIOD AND AT LEAST ONE YEAR IN THE NEWPORT, R.I. AREA.

3. SELECTION CRITERIA WILL INCLUDE, BUT NOT BE LIMITED TO:
- A. EDUCATIONAL BACKGROUND
  - B. EXPERIENCE IN THE FIELD
  - C. OBLIGATED SERVICE (AT LEAST ONE YEAR FROM 1 MARCH 1971)
  - D. STATEMENT OF BACKGROUND, RELEVANT EXPERIENCE, AND REASONS SELECTION IS DESIRED.

4. DUE TO EXTREME TIME LIMITATIONS IMPOSED BY THE AVAILABILITY OF TRAINING FACILITIES, IT IS NECESSARY THAT APPLICATIONS BE RECEIVED AS SOON AS POSSIBLE, AND NOT LATER THAN 30 NOVEMBER 1970.

E. R. ZUMWALT, JR., ADMIRAL, U. S. NAVY, CHIEF OF NAVAL OPERATIONS.

DISTR:

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