



CHIEF OF NAVY

R1-4-C001, Russell Offices, CANBERRA ACT 2600

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Dear Navy family,

I am writing to provide another update about the progress of our New Generation Navy program. You may recall in that my previous letter on 3 June 2009 that I gave an update on this program, and the plan to transform our Navy through three pillars of change: Culture, Leadership and Ethics, and Structure.

My plan for a change in culture across Navy is now clearly defined by ten Signature Behaviours, and presented in a new booklet *Navy Values: Serving Australia with Pride*. This booklet will be distributed to all Navy personnel over the coming months as they complete the "Making the Change" workshop series. These workshops have been designed to embed the Signature Behaviours in Navy by detailing the behaviours relating to People, Performance and Professionalism.

Workshops will also be held for Navy's leaders of all ranks, to introduce them to Navy's new Leadership Framework. This framework is a first for Navy, and the workshops will provide the tools for Navy's leaders to include the Signature Behaviours in their own daily work and lead by example.

Changes have been made to Navy's structure to improve the way Navy does business. The final phase of the restructure is due for completion by the end of this month, and is focussed on aligning each command in Navy to put the right people into the right jobs. Although there will not be huge change to the roles of many sailors and officers, this change will create opportunities for Navy to work more effectively in the future.

Information about the workshops and copies of the documents are available to Navy members at work through the Navy intranet, and will also be explored in coming editions of *Navy News*. As always, your first point of contact for any questions about these changes should be through the chain of command.

I appreciate your continued patience and support while these changes take place to improve Navy now and in the future.

R.H. CRANE, AM, CSM
Vice Admiral, RAN
Chief of Navy

14 September 2009