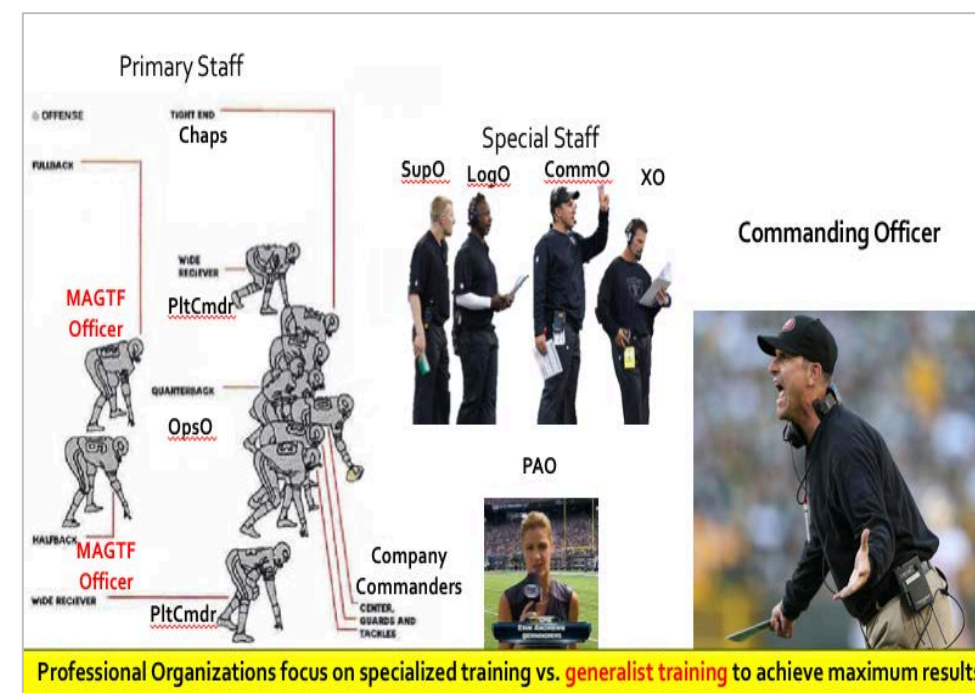
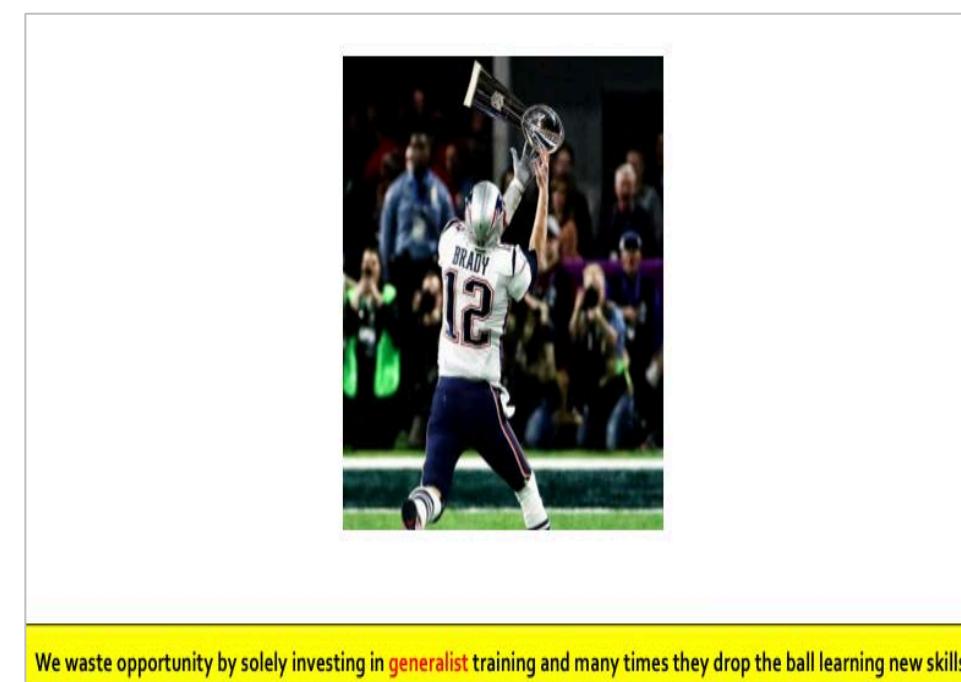


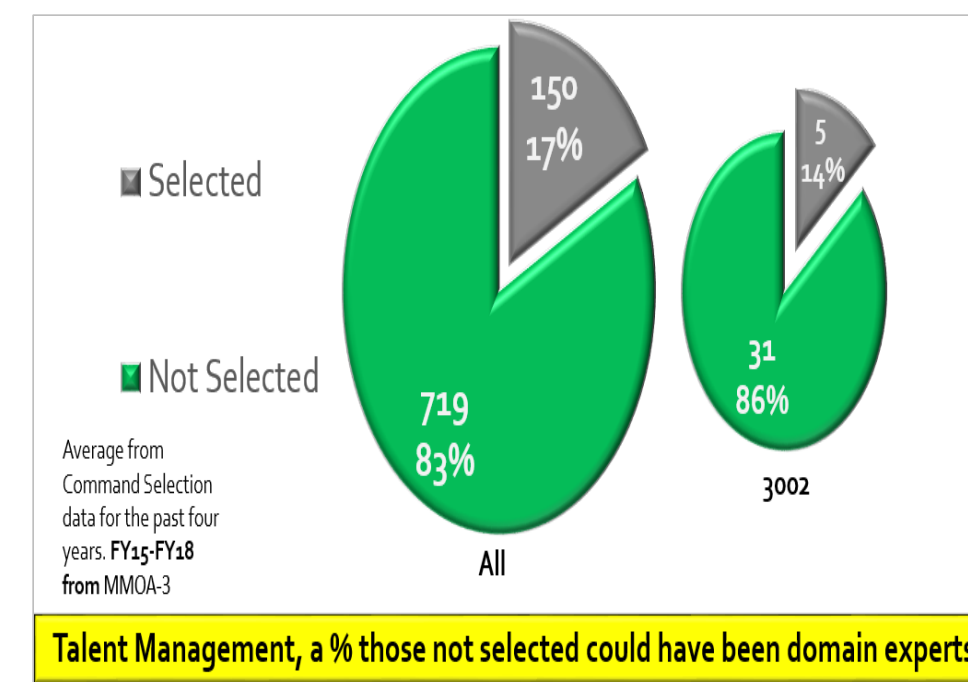
NFL Talent Management Comparison



NFL Talent Management Comparison



Generalist blooming where planted



Talent Management, a % those not selected could have been domain experts

83% waste of Talent Management

“Invest the appropriate resources for the right people at the right time.”

Phase I Implementation Plan

- Create a career path for Domain Experts in the Supply Community as a pilot program for other MOSs.
- Add the Naval Postgraduate School (NPS) Supply Chain Management degree to the Commandant's Professional Intermediate-Level Education Board (CPIB) for career path Domain Experts.
- Additionally, create an Advance Supply Officer Course (ASOC) for the non-CPIB selectees.
- Make follow-on assignments post ASOC or NPS graduation MOS specific.

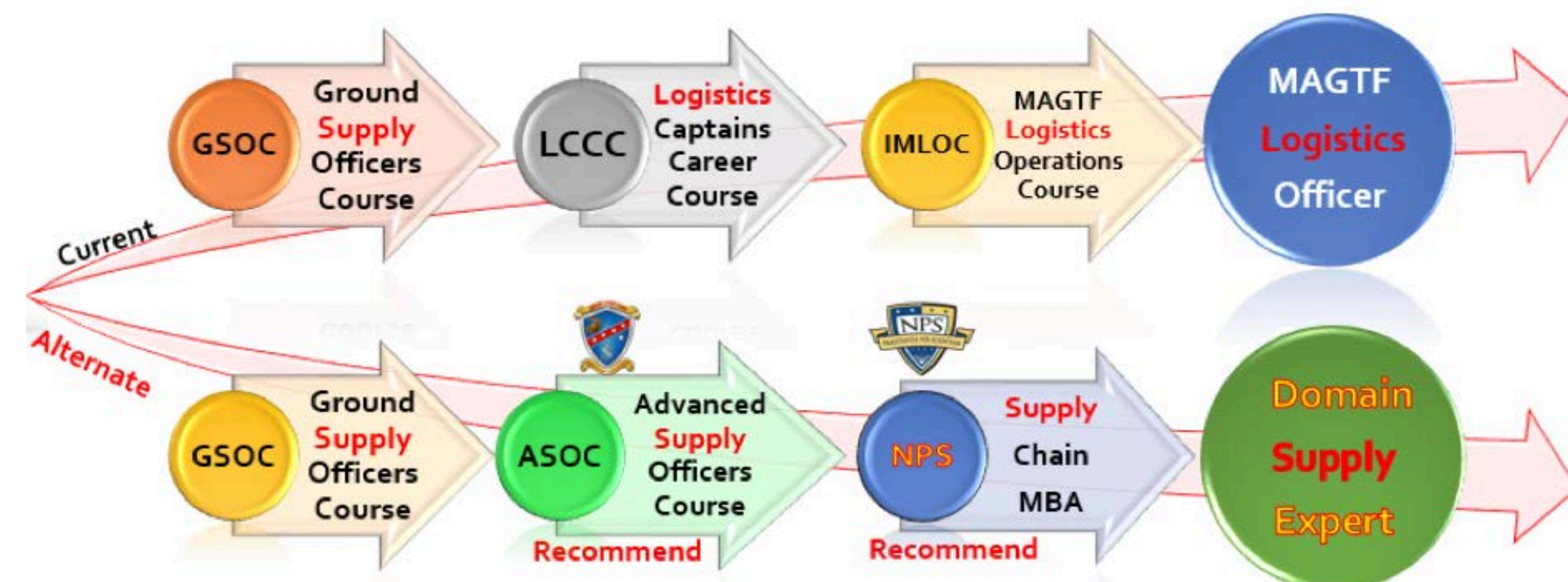
Phase II Results Analysis

- Determine if the organization benefited from the implementation plan by analyzing data from the post utilization tours of ASOC and NPS graduates.
- Utilizing the data consider an implementation plan for other MOSs.

Talent Management System Proposal

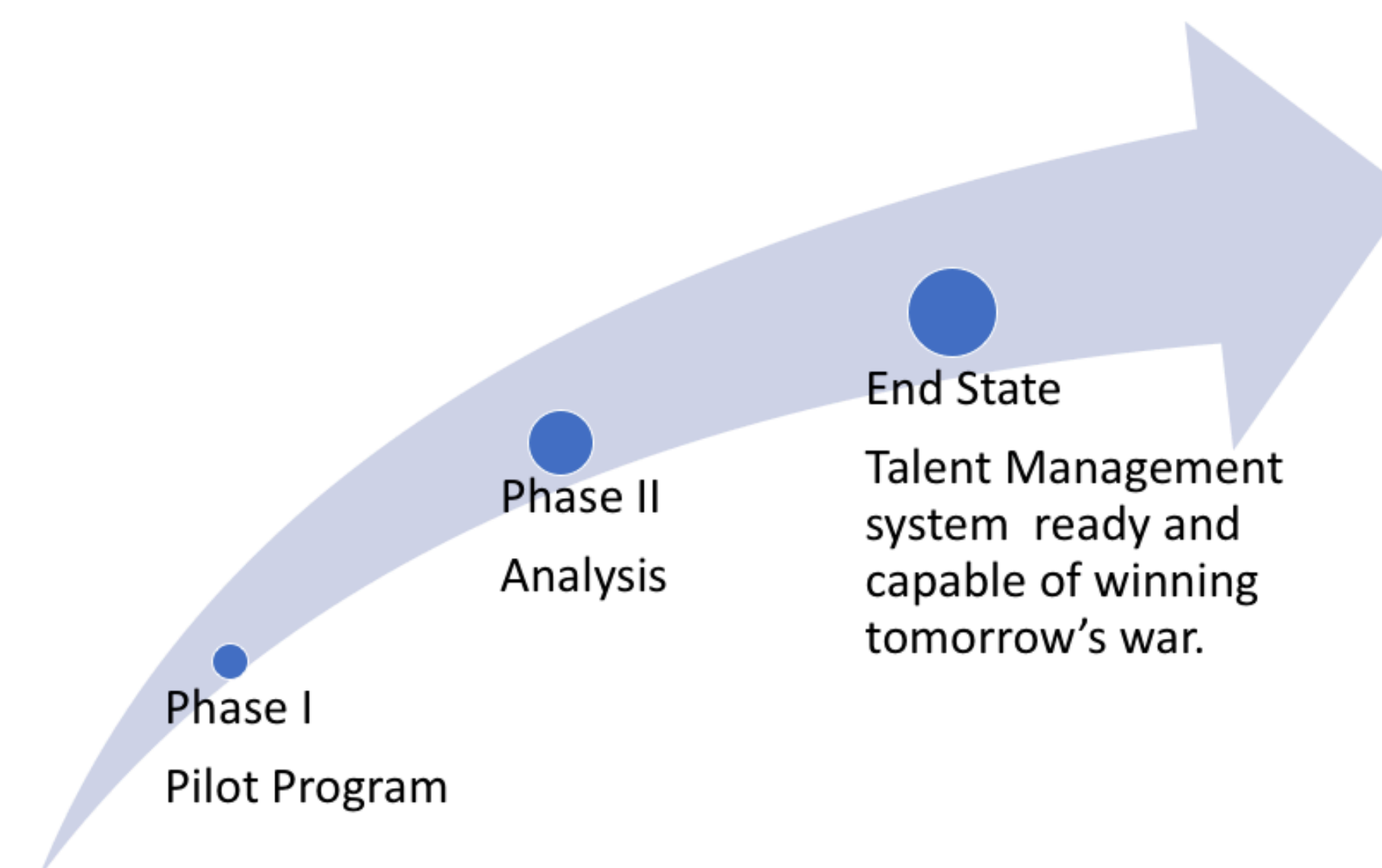
Current- Restricted by the one size fits all MAGTF Officer model

Future- Domain Expert Focused Career Path



14-17% selected to be Domain Experts

Future Operating Environment



Secretary Mattis- 2018 National Defense Strategy- “Developing leaders who are competent in national-level decision-making requires broad revision of talent management among the Armed Services”