

Department of the Navy, Chief Information Officer, Dave Wennergren



DON



The DON IM/IT Virtual Community

People are the heart and soul of an organization. They define its culture, drive its performance and represent its knowledge base. Consequently, we must continually seek out the best ways to develop our people and help them to grow, both personally and professionally — providing them with opportunities to develop professionally and have fulfilling careers.

As Information Management/Information Technology (IM/IT) professionals, we are faced with many challenges. We work in a fast-paced environment in which change is the norm. Information Technology is the driver in changing warfare concepts, changing business processes and changing organizational structures. This puts great stress on the IM/IT workforce to stay current professionally, to be responsive and flexible to emerging trends, and still have personal stability in career progression. The IM/IT workforce is at the leading edge of changes in the workforce, and it is a time that demands agility and ingenuity.

We at DON CIO are actively pursuing ways to provide the support programs and tools to ensure our workforce can meet these challenges. We recognize that there is a need for more responsive personnel management that will help us define, retain, recruit and develop the next generation workforce. We must find ways to help the DON adapt quickly to a changing environment and groundbreaking technology.

To this end, we have been engaged in developing tools and programs that will help each of us meet our broad goals by providing specific focus on individual development. For example, we have defined the competencies we believe are key to our future, and we have developed tools to help individuals define career steps that will help them meet personal goals. We have also developed guidance to assist our workforce in identifying and pursuing learning opportunities throughout their careers. These resources are available at <http://www.don-imit.navy.mil/workforce>.

All of our activities are consistent with the Department's overall approach to strategic human resource management. We are committed to investing in our workforce and aggressively partnering at all levels of the government and within the Department to bring guidance and tools to our IM/IT professionals. The creation of the DON IM/IT Virtual Community is a key component to enable us to link to each other, access relevant resources and collaborate across the DON. I encourage you to get connected (<https://donimitcommunity.spawar.navy.mil>) and let your voice be heard.

This is truly a time of change, but it is also a time that is full of exciting opportunities. As we continue to work together through the pressures of reduced resources, I urge each of you to take advantage of the available tools and developmental opportunities, and reach out to connect to each other as we leverage the power of our community.

“Putting Information to Work for Our People.”