

This Guide is Intended For



**All CNIC, N9, Fleet and
Family Readiness Employees
from all CONUS & OCONUS
locations**

Your Leadership Journey Starts Here

Are you ready to make a lasting impact on the lives of Sailors and their families?

The Navy QOL Leadership in Training (LIT) Program is your opportunity to grow as a leader and shape the future of Fleet & Family Readiness (FFR).

This isn't just another training program; it's an investment in you and your career!



Why LIT?

Fleet & Family Readiness needs strong, mission-driven leaders at every level. We're building our next generation of leaders from within our own talented workforce. This program is designed to equip you with the skills, knowledge, and network to excel in your career and enhance the well-being and readiness of our Sailors.

Key Takeaways for Your Career:



A Clear Career Path:

See your future in FFR leadership and open doors to new opportunities.



Professional Growth:

Gain highly sought-after skills that are valued across the entire Navy enterprise.



A Strategic Perspective:

Understand the big picture of how all N9 programs connect to support the .



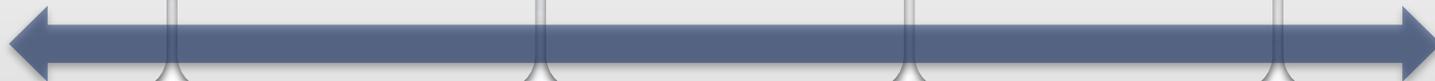
A Powerful Network:

Connect with FFR leaders and colleagues from around the globe.



A Lasting Impact:

Champion real, positive change in Sailor Quality of Life.



Program Structure: Four Integrated Components

Executive-Level Briefings

Deep dives into every N9 directorate (NAF EEO, N9L, N9G, N9D, N91-N97) to understand the full FFR enterprise and how programs interconnect

World-Class Leadership Training

- **Franklin Covey:** Leading Teams & Project Management
- **Dale Carnegie:** Delegation & Communication
- **Echelon Front:** Extreme Ownership
- **Corie Weathers:** Military Culture Shift

Hands-On Application

- Team-based learning and collaboration
- Real-world scenarios and case studies
- Presentation skills practice
- CNIC 101

Capstone Project

Apply your learning to solve an actual FFR challenge and present your solution to leadership at graduation.

Note: Definitions for program codes can be found in backup slides

What to Expect

Week 1: Virtual

- Attend online sessions from your current location
- Self-paced prerequisite assignments
- Welcome & Microsoft Teams Orientation
- Set program expectations and briefed on Capstone project
- Approximately 10-15 hours commitment
- **Milestone:** Travel preparation complete

Weeks 2-4: In-Person in Millington, TN

- Full-time, immersive experience
- Monday-Friday structured schedule
- Team building and hands on application
- CONUS and OCONUS participants travel to central location
- **Milestones:** Capstone topic selection, review, presentation & graduation

Your Time Investment:

- **Week 1:** Part-time virtual (work alongside regular duties)
- **Weeks 2-4:** Full-time in Millington (away from regular duties)
- **Capstone Work:** Integrated throughout; additional time outside program hours may be required
- **Total Commitment:** 4 weeks that will shape your leadership career within FFR

The Skills You Will Build



INTERPERSONAL EXCELLENCE - Leading People

Core Skills: Communication & Influence | Emotional Intelligence & Relationship Building | Conflict Resolution & Teamwork

Leadership Principles in Action: Communicate Openly & Honestly | Recognize Contributions & Show Appreciation | Lead by Example through authentic relationships

Your Impact: Build the collaborative networks and trust needed to amplify N9 programs across the enterprise

STRATEGIC PROFICIENCY - Leading the Mission

Core Skills: Strategic Thinking & Basics of Leadership | Time Management & Prioritization | Change Management & Adaptability | Ethics & Compliance | Continuous Learning

Leadership Principles in Action: Service First | Embrace Change & Innovation | Empower & Delegate to develop others

Your Impact: Translate learning into action that promotes positive change across Fleet & Family Readiness



OPERATIONAL CAPABILITY - Leading Results

Core Skills You'll Build: Project Management | Critical Thinking & Problem Solving | Data Analysis & Insights | Results Oriented Performance | Fiscal Responsibility & Compliance

Leadership Principles in Action: Take Ownership of outcomes and decisions | Execute with accountability and transparency | Drive measurable results

Your Impact: Deliver solutions that improve Sailor quality of life and strengthen mission readiness



The Complete Leader

By graduation, you'll have amplified your knowledge of N9 programs, expanded your professional network, and gained the skills to impact the entire FFR enterprise through positive, innovative change.



Your Support System



Recruitment & Requirements



Minimum Candidate Requirements to Attend:

- ✓ Must attend all scheduled sessions, virtual and in-person
- ✓ Willing & able to travel to Millington, TN for 3 weeks
- ✓ Have access to laptop or tablet during all scheduled sessions
- ✓ Have a Navy FlankSpeed email account
- ✓ Must be fluent in the use of Microsoft Teams



Example of a Complete Official Application:

- ✓ Completed 2026 Candidate Nomination & Agreement Form
- ✓ Two (2) signatures from candidate
- ✓ Two (2) approving signatures from a supervisor
- ✓ Submit according to your regions process for selection

Note: The recruitment process is different in each region. Please check with your region POC for more details.

2026 Program Schedule

Cohort	Recruitment Dates	Official Roster Announcement	Class Dates	Travel Days
Class26-01	Thu, January 8 – Wed, February 4 th , 2026	Thu, February 19, 2026	Mon, April 6 – Fri, May 1, 2026	OCONUS – Sat, April 11 CONUS – Sun, April 12 All - Sat, May 2
Class26-02	Wed, May 6 – Wed, June 3 rd , 2026	Wed, June 17, 2026	Mon, August 3 – Fri, August 28, 2026	OCONUS – Sat, August 8 CONUS – Sun, August 9 All – Sat, August 28

Are YOU Ready to Lead?



- ✓ LIT invests in **YOUR** growth and career
- ✓ We're building FFR's leadership pipeline from within
- ✓ You'll gain skills, connections, and impact that last a lifetime
- ✓ Become the exceptional leader our sailors and their families deserve

Backup Slides

Common Definitions

- **OCONUS** – Outside the Continental U.S.
- **CONUS** – Continental U.S.
- **CNIC** – Commander, Navy Installations Command
- **FFR** – Fleet and Family Readiness
- **QOL** – Quality of Life

N9 – Fleet and Family Readiness (FFR)

Programs

- **N91** – Family Readiness
- **N92** – Fleet Readiness
- **N93** – Navy Housing
- **N94** – Support Services
- **N95** – Casualty Support
- **N96** – Child and Youth
- **N97** – Sexual Assault Prevention

Special Assistance

- **EEO** – NAF Equal Employment Opportunity
- **N9D** – Integration
- **N9G** – Fiscal Oversight
- **N9L** – Legal
- **N9S** – OSD Purple Programs

LIT's Commitment

Vision: *Exceptional Leadership, Organizational Excellence, Lasting Impact.* This is the future Fleet & Family Readiness is building through the Navy QOL Leadership in Training Program. We cultivate talent, invest in potential, and inspire generations to come.

Mission: Develop today's talent into tomorrow's leaders through innovative training, mentorship, and professional development.

FFR's Cornerstone Program for Leadership Cultivation

LIT's Purpose

Enhancing Sailor Well Being and Mission Readiness Through Targeted Employee Training

Enable participants to **fully grasp the relationship between N9 programs** and their combined impact on Sailor well-being and overall mission effectiveness.

Equip participants with the **knowledge and tools to leverage N9 resources** and data to develop and implement strategies that improve Sailor Quality of Life.

Foster a culture of **service, integrity, and accountability** within the N9 community. Empowering participants to become champions for Sailor well being and leaders in creating a more resilient Navy



The LIT Approach



This Professional Development Framework is rooted in FFR's core values and, critically, aligned with the Navy's broader organizational and departmental strategic goals. This framework outlines the core leadership principles we want to instill, the specific competencies we aim to develop, and the measurable outcomes we expect to see as a result of this program.

Target Audience

ALL Fleet and Family Readiness (N9) employees from all CONUS & OCONUS locations:

NF-02, 03, 04 (or APF/CY/CT equivalent)

LIT PD Candidates Embody a Range of Qualities.

Examples Include:

- Individuals who are in early stages of career seeking foundational skills.
- Want to learn best practices and improve their job performance
- Employees with high potential who show promise for future leadership or specialized roles.
- Quick to grasp new concepts and apply them effectively.
- Professionals looking to move into supervisory or leadership positions.
- Individuals seeking continued education on FFR & industry trends and deepen their expertise