

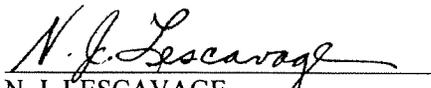
12 March 2003

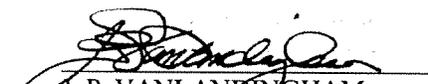
From: Council of Corps Chiefs  
To: Navy Medicine Commanding Officers

Subj: NAVY MEDICINE'S LEADERS OF THE FUTURE

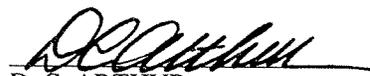
Encl: (1) Executive Medicine Qualities Brief

1. The selection of our most qualified officers to fill Navy Medicine's leadership positions is one of the most important things we do. As a Commanding Officer you play a critical role in this selection. The purpose of this letter is to highlight your responsibilities in the leadership screening and selection process and to provide you information on what we are looking for in tomorrow's leaders.
2. In the spring you will be asked to provide endorsements on officers who want to be considered by the CO/XO screening board. You should already be watching your officers' progress and considering who is best prepared for a future in Executive Medicine. The Screening Board will rely heavily on your candid, clear, and thoughtful assessments. It will be important that your endorsements truly reflect the individuals' current readiness for the leadership roles sought.
3. Enclosure (1) provides a summary of traits we are looking for in tomorrow's leaders. Please review it and use it in mentoring your personnel. Clearly it is not enough that Executive Medicine selectees have simply completed the required 40 Executive Medicine Competencies outlined in the Joint Medical Executive Skills Development Program. We must also consider their character, leadership abilities, experience, knowledge, skills and willingness to go where needed.
4. An additional consideration is the fact that there are differences among the corps when it comes to length of service for newly selected Captains. Specifically, Medical Service Corps and Nurse Corps officers promote to Captain after approximately 22-23 years of active duty. This provides them a small window of opportunity before statutory retirement to complete tours as executive officer and commanding officer. Please consider the added experience these officers have and not simply the amount of time they've spent at the O-6 level when making recommendations for Executive Medicine.
5. In summary, continue to mentor and develop all your people and use enclosure (1) in this effort. Keep in mind that it's never too soon to start thinking about who will be tomorrow's leaders. Your forthright assessment of your officers will be needed.

  
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