



Surface Warfare Officer Pro Book

Measuring Proficiency, Readiness, and Training Effectiveness

How can Navy Surface Warfare Officers (SWO) maintain their ability and proficiency in executing key tasks and evolutions at sea? In response to these challenges, Booz Allen Hamilton, a leading strategy and technology consulting firm, developed the SWO Pro Book—a comprehensive and efficient, web-based proficiency management system for documentation and tracking of all SWO training.

Client's Challenge

Officers must be able to execute complex shipboard evolutions, document their experience, and carefully manage their own qualifications and proficiency. SWOs learn their trade and gain operational experience in a busy and challenging setting where every minute counts. Knowledge and training must be at their fingertips, and new concepts of learning and simulated practice must be used.

Officers must gain and maintain professional proficiency across a wide spectrum from shiphandling to tactics and from navigation to engineering. Commanding Officers must constantly ensure that their officers are proficient in the most demanding operational environment.

The Navy has struggled for years with efficiently and effectively tracking and managing professional qualifications and proficiency. Capabilities have been non-standard and ad hoc, and vary widely across specific ships, ship types, and unique career

circumstances. In addition, proficiency has not been documented in a standard or consistent manner across an officer's career.



"I wish we had this capability when I qualified as Officer of the Deck. This is something we should have had years ago."

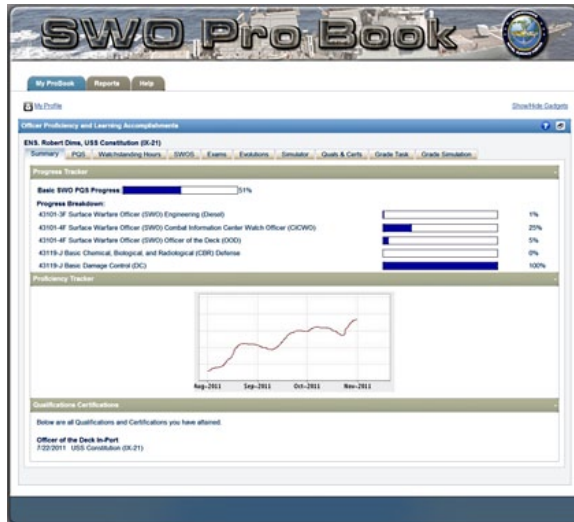
—Lieutenant
Surface Warfare Officer, USS Peble

What Booz Allen Did

In response to these challenges, Booz Allen developed the SWO Pro Book—a comprehensive and efficient, web-based proficiency management system for documenting and tracking all SWO training. It is a complete and fully integrated set of online training, planning, and performance enhancement tools.

Ready for what's next. www.boozallen.com

SWO Pro Book documents completion of SWO Personnel Qualification Standard (PQS) training, attainment of knowledge and professional skills at Surface Warfare Officer's School (SWOS), experience in specific watchstations and simulator training events, attainment of professional certifications, and assessment of onboard evolutions by a ship's Commanding Officer. SWO Pro Book provides a simple and standardized toolset that collects and displays this data systemically across an officer's career, allowing the officer to better manage his or her own professional growth.



SWO Pro Book offers an integrated training and management environment characterized by:

- Streamlined Data Entry
- Personnel Qualification Standards Sign off
- Officer Professional Proficiency Tracker
- Individualized Learning Evaluator & Professional Development Plan
- Readiness Metrics Manager
- Individual, Unit and Force Level Reports
- Centralized Knowledge Management and Performance Support
- Tailored Refresher Training Direct to the Officer
- Rapid Adjustment in Training to Meet Changing Missions
- Direct Access to Mentoring by SWOS Experts

contact: Mr. John Sturges, Lead Associate
email: sturges_john@bah.com
phone: 619-370-3363

Results

SWO Pro Book provides a systemic tool to capture and track individual officers' proficiency and qualifications, while also providing learning support. Concurrently, the application provides senior community leaders with data and reports to help optimize major training resource requirement decisions and direction.

Pro Book Functionality Can Be Adapted for Your Training Management Needs

SWO Pro Book functionality can be adapted for any organization that wants to better track and monitor training and qualifications to support long-term improvements in performance.

Whether you're managing today's issues or looking beyond the horizon, count on us to help you be ready for what's next.

About Booz Allen

Booz Allen Hamilton is a leading provider of management and technology consulting services to the US government in defense, intelligence, and civil markets, and to major corporations, institutions, and not-for-profit organizations. Booz Allen is headquartered in McLean, Virginia, employs more than 25,000 people, and had revenue of \$5.59 billion for the 12 months ended March 31, 2011. (NYSE: BAH)

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