

# FACT SHEET

## Social Mastery Delivery



*Social Mastery is the foundational element of Navy Mastery. It is the development and application of emotional and social competencies to generate high functioning individuals and teams who achieve results with and through Our People. Social Mastery will develop Navy people to consistently demonstrate leadership, character and effective work conduct that contributes to a collaborative, inclusive and high-functioning workplace.*

### WORKFORCE FEEDBACK

- We expect respect for different views, backgrounds religion, race, views and sexuality
- We expect professional development, coaching, mentoring, training, encouragement and a team collaboration focus
- We expect our leaders to debrief effectively, encourage self-assessment of performance, promote professional development and be receptive to feedback

### ACTIVITY TIMELINES- MILESTONES

- Social Mastery Launch: 01 Oct 21
- Incorporation into Performance Reports: from 01 Oct 21
- Spotlight on Social Mastery @ Indo Pacific 2022: 10-13 May 22
- NGN – People First program: Q3 2022
- Social Mastery Self-Development Portal: 01 Oct 22

### ACTIVITY OUTLINES- KEY ACTIONS

- Action 1: Social Mastery @ Indo Pacific 2022 **Action: DNC**
- Action 2: NGN – People First. **Action: DNC**
- Action 3: Self-Development Portal. **Action: Program HORIZON**
- Action 4: Develop your Social Mastery. **Action: You!**

### MEASURES – BENEFITS REALISATION

- Increased Intention to stay
- Improved Organisation Culture & Effectiveness Inventory results: *Role Clarity, Motivation, Satisfaction, Empowerment, Feedback, Communication.*
- Improve Organisational Climate Survey results: *Job Engagement, Wellbeing, Morale*

### LAUNCHING

October 2021

### WHO

All Navy people will benefit from enhanced Social Mastery

### YOU GET

Reach your emotional and social potential  
Be part of a team that brings out your best

### YOU GIVE

Your best, in pursuit of making Navy its best  
A commitment to self and team development through Navy Mastery

# Additional Info

## Social Mastery Delivery

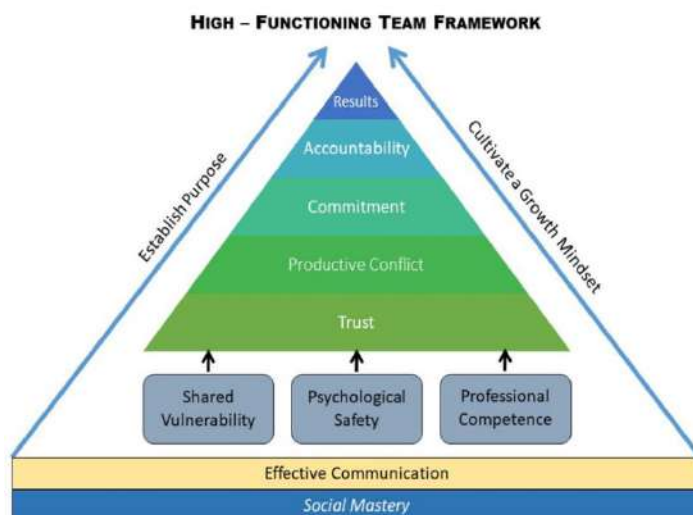


### WHY ARE WE DOING THIS?

- The implementation of Navy Mastery, with Social Mastery as a key component, directly supports CN's Commanders Intent to develop 'A Thinking Navy, A Fighting Navy, and An Australian Navy'.
- Mastery in Navy seeks to reframe development of people across three key domains: maritime, technical and social. Historically, Navy has prioritised the 'technical skills' of our people and placed less emphasis on development of the two other key areas of personal and professional development.
- Social Mastery develops the recognition that your behaviour has a direct impact on others and on organisational outcomes. It emphasises the application of self and social awareness, self-management and relationship management to improve how you deliver results with and through your people. It will develop Navy People who consistently demonstrate leadership, character, and effective work conduct that contributes to a collaborative, inclusive and high-functioning workplace.

### HOW WILL THIS HELP NAVY AND ME?

- Social Mastery develops the recognition that your behaviour has a direct impact on others and on organisational outcomes. It emphasises the application of **self and social awareness, self-management and relationship management** to improve how you deliver results with and through your people. It will develop Navy People who consistently demonstrate leadership, character, and effective work conduct that contributes to a collaborative, inclusive and high-functioning workplace.
- Social Mastery is the foundational element of our High Functioning Teams Framework. It describes the expectation of individuals to develop and attain levels of emotional and social competence throughout their career in Naval, Joint, and Strategic environments.



### HOW IS SOCIAL MASTERY DEVELOPED AND MEASURED?

- Social Mastery will feature prominently in the ongoing professional development and education program on culture – provisionally called *NGN – People First*, which will be supported by content on the DNC intranet page.
- Additionally, Program HORIZON will offer an online (off-DPN) web portal for Navy that will feature engaging Social Mastery content and resources – it is intended for HORIZON to be launched on 01 Oct 22.
- Social Mastery is the first Mastery Pillar to be included for assessment in individual PARs. Assessment for Officers in Social Mastery competencies commenced in October 2021, and between February 2022 and August 2023, other ranks will be included.
- More information on Social Mastery, including Navy's Social Mastery Reporting Companion and Fact Sheets can be found at: <http://drnet.defence.gov.au/navy/DNC/Pages/Social-Mastery.aspx>