



DEPARTMENT OF THE NAVY  
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OPNAV INSTRUCTION 1650.36

From: Chief of Naval Operations

Subj: THE MASTER CHIEF PETTY OFFICER OF THE NAVY DELBERT D.  
BLACK LEADERSHIP AWARD

1. Purpose. To provide policy and procedures for administering the annual Master Chief Petty Officer of the Navy (MCPON) Delbert D. Black Leadership Award.

2. Background. During his 30 years of distinguished service to the Navy, MCPON Delbert D. Black was an exceptional deckplate leader committed to Sailor and family advocacy. He possessed the highest levels of moral, ethical and professional behavior, and unquestionable integrity. In January 1967, he was selected as the Navy's first MCPON. During his tenure, MCPON Black served as an advisor to the many boards dealing with enlisted personnel issues and as the enlisted representative of the Department of the Navy at many special events. He is also credited with the establishment of the Command Master Chief (CMDCM) Program. His unselfish ability to lead chief petty officers (CPO), unwavering loyalty to the Navy, and commitment to developing junior officers and Sailors set the tone for the Navy. MCPON Black was a World War II veteran and Pearl Harbor survivor and the first Navy enlisted Sailor to be awarded the Distinguished Service Medal. It is similarly appropriate to recognize the CMDCM, chief of the boat (COB), or command senior chief (CMDCS) who demonstrates this same ideal of service with sacrifice as demonstrated by MCPON Delbert D. Black.

3. Eligibility. Active and Reserve Component CMDCM, COB, and CMDCS serving in and holding the Navy enlisted classification 9580, 9579, or 9578, respectively, during the nomination cycle (1 October to 30 September) are eligible. The nominated individual must have served at their parent command for a minimum of 1 year.

4. Criteria

a. This award recognizes the performance of a CMDCM, COB, or CMDCS in leading alignment efforts of the Chief of Naval Operations tenets and the CPO guiding principles, and upholding the highest standards of professionalism and integrity. The principles of deckplate leadership are well known: visible and engaged; inspiring motivator and trainer for junior officers and enlisted Sailors; develops process improvements and efficiencies; and dramatically furthers command mission and vision through leadership achievements.

b. Candidates shall be first and foremost nominated on the basis of their personal example of excellence in deckplate leadership, commitment to developing Sailors, and enforcement of standards. The most important criteria will be a judgment of the overall effectiveness and efficiency of mission execution and Sailor success through innovative leadership.

c. This award seeks to recognize certain aspects of those standards stated in subparagraph 4a by emphasizing selected roles of leadership as cited in the following subparagraphs.

(1) Identifies improvement of command brilliant on the basics and completion of the Navy's foundational programs (general military training requirements; enlisted leadership continuum courses; drug and alcohol program advisor; alcohol and drug abuse management supervisors; sexual assault prevention and response; suicide prevention training requirements; and equal opportunity management and training).

(2) Dedicated to junior officers' and enlisted Sailors' personal and professional development. Invests and dedicates resources toward maintaining robust training in personnel development; to include technical expertise, watch station and warfare qualifications, and personal education.

(3) Actively involved in all operational aspects. Displays measurable effective leadership and execution as demonstrated in the Navy's formal command excellence awards programs.

(4) Active communicator providing solicited and unsolicited advice and enlisted perspective to the chain of command to include: respective immediate superior in command CMDCMs, force master chiefs, and or fleet master chiefs.

(5) Demonstrates examples of holding the CPO mess to the highest possible standards of professional excellence building bold, accountable, and confident leaders. Takes full advantage of educational opportunities to increase the force's ability to lead and support the Navy.

(6) Positively impacts readiness with focus on issues affecting the Navy (for example, sexual assault, suicide, domestic violence, and alcohol and drug abuse).

## 5. Nominations

a. Boards are conducted at the fleet level in their area of responsibility, comprising of the fleets and local CMDCMs. Upon selection, the Fleet, Force or direct report CMDCM nominations will be the only source of nominations. The nomination will be made on a signed letter containing the name and unit of the CMDCM, COB or CMDCS nominated, and a justification based on the criteria contained in this instruction. These letters will be forwarded to the MCPON via the nominee's Fleet, Force or direct report CMDCM via the respective chain of command. For example, the nomination of the CMDCM of United States Ship (USS) JAMES E WILLIAMS would be forwarded by Commander, Surface Forces, Atlantic Force master chief to the MCPON via Fleet Master Chief, U.S. Fleet Forces Command.

b. One CMDCM, COB, or CMDCS nominee from each fleet force and direct report CMDCM shall be forwarded to MCPON executive assistant (EA) 30 days prior to the scheduled Leadership Mess Symposium for final selection per the criteria in paragraph 4 and the procedures in subparagraph 5a.

## 6. Selection

a. The MCPON will make the final selection based on a selection board process, consisting of the MCPON EA, as the chairperson, four Fleet Master Chiefs, and Director, Navy Staff,

Office of the Chief of Naval Operations command master chief. The nominee will be announced by the MCPON with a coordinated news release and naval administrative message.

b. The presentation of the awards will be made by the MCPON during the MCPON Leadership Mess Symposium of each year (or as soon thereafter as practical).

c. The coordinating office for the selection process and presentation arrangements is the MCPON EA.

7. Records Management. Records created as a result of this instruction, regardless of media and format, shall be managed per Secretary of the Navy Manual 5210.1 of January 2012.



S. H. SWIFT  
Director, Navy Staff

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