

INNOVATION AWARDS PROGRAM AND CRITERIA

1. Background. The Innovation Awards Program is designed to provide motivation and incentives for individuals or teams to achieve NAVAIRWARCENACDIV Corporate Goals, to create a culture of innovation to produce dramatically improved future capabilities, to support and acknowledge innovative achievement in carrying out our mission, to cause our people to recognize and value achievements, and to emphasize the value the NAVAIRWARCENACDIV places on innovation.

2. Description. The award is presented by the Commander, NAVAIRWARCENACDIV, and will consist of a cash award of \$5,000 total (for team or individual), plus a wall mountable-framed certificate. Military personnel may receive equal recognition as authorized by reference (a), NAVAIR Instruction 1650.1A, and DOD 1400.25-M, Subchapter 451.

3. Award categories are:

a. Technology Innovations - Breakthrough development that offers the Fleet a near term significant cost effective new capability or a cost effective significant enhancement of an existing one.

b. Business Development - New non traditional business whose execution by NAVAIRWARCENACDIV significantly reduces the unit cost of Naval Aviation work or helps to sustain an underutilized important Naval research, development, test and evaluation capability, or expansion of existing Naval Aviation work that will likely lead to reduced program cost with equal or better quality than can be obtained elsewhere.

c. Program Manager (Assistant) (PMA) Support - Innovative non-traditional support provided for a PMA that demonstratively leads to cost reductions or a significantly enhanced cost effective capability for the Fleet.

d. System Life Cycle Support - Innovative Engineering or Logistics process that achieved a measurable significant improvement in a combat system's readiness at reduced cost.

e. Institutional Support - Innovative creation and/or execution of a support activity or process that significantly improves the operations of NAVAIRWARCENACDIV or facilitates the execution of a major Business or Technical objective. (Support could come from anywhere in NAVAIRWARCENACDIV including all the non-technical competencies).

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4. Selection Criteria. Consideration for this award shall be based on an individual or team's demonstrated achievement/innovative accomplishment as described below:

a. Technology/Scientific Achievement - Awarded for outstanding contributions in Navy relevant science and technology. Each award is based on unclassified articles in reviewed scientific publications, classified or unclassified reports, patents issued or achievements as judged by peers. The achievement is further evaluated based on its accomplishing or having very strong potential to:

- (1) Solve a fleet problem through technology
- (2) Provide a new meaningful capability
- (3) Improve interoperability
- (4) Significantly reduce PMA and Fleet costs (Acquisition or Ownership - Post Initial Operational Capability cost)
- (5) Improve personnel and/or facility security, or
- (6) Advance the state of the art (e.g., patent that has strong military implications)

b. Business Development - Awarded for outstanding contributions in developing processes and/or taking initiatives that lead to the acquisition of Naval Air Systems Command (NAVAIRSYSCOM) relevant business that utilizes and reduces the cost of ownership of high cost important NAVAIRWARCENACDIV facilities and resources, provides a substantial important new technical thrust or extends an existing one or results in the acquisition of a new high impact Test and Evaluation and/or Engineering facility or capability. Awards will be based on consummated formal teaming agreements of parties involved, funding agreements from resource sponsors and/or contractual agreements when appropriate. The contribution is further evaluated based on:

- (1) Actual impact or high potential to impact Naval Aviation capability or Fleet readiness,
- (2) Amount of business obtained (must be in the core mission of NAVAIRWARCENACDIV),
- (3) Positive impact on Naval Aviation cost,
- (4) Positive impact on skill and experience development of NAVAIRWARCENACDIV civilians and military personnel,
- (5) Positive impact on technical/engineering civilian employee retention, or

(6) Enhancement of the technical and Fleet support reputation of NAVAIRSYSCOM.

c. PMA Support Award - Awarded for outstanding managerial or scientific technical achievement that makes significant positive impact on PMA programs. Each award is based on formal recognition of achievements by the PMA or the adoption of the achievement by other programs or organizational units. The achievement is evaluated by showing the degree to which it:

- (1) Provides real or highly potential increased Fleet capability, without significant program cost growth,
- (2) Maintains or improves critical schedule,
- (3) Makes significant program savings,
- (4) Reduces performance risk,
- (5) Moves an idea from laboratory to operating forces, resulting in significant cost and time savings, or
- (6) Reduces cycle time with demonstrable improvements in efficiency and reductions in cost.

d. System Life Cycle Support Award - Awarded for outstanding achievements in providing innovative logistics, operational and/or engineering support for deployed systems. Each of these awards is based on formal recognition by Fleet representatives, PMA or the adoption of the achievement by other programs or organizational units. This achievement is evaluated considering accomplishments such as:

- (1) Innovative Engineering Change that solves or has high potential to solve an important combat system or Fleet problem,
- (2) Logistics technology, product, service or process that resolves a major logistics issue resulting in a tangible benefit,
- (3) Resolution of a major fleet/Joint operational, maintenance and/or training issue resulting in a tangible benefit.

e. Institutional Support Award - Awarded for innovative achievements that significantly improve the operations of the NAVAIRWARCENACDIV or facilitates the execution of a major business or technical objective. (Note: Support could come from anywhere in the command including all the non-technical competencies). Each award is based on formal recognition by NAVAIRWARCENACDIV or acceptance and adoption of the achievement in other organizational units. The achievement is evaluated based on accomplishments such as:

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- (1) Minimize the non-direct workload of the direct workforce,
- (2) Successful creation and implementation of processes and/or activities that significantly support the development or execution of a major NAVAIRWARCENACDIV business or technical objective (e.g., successful execution of a major recruitment effort to acquire hard to get critical talent),
- (3) The acquisition or execution of an important infrastructure project that is critically needed (e.g., super computer or Military Construction),
- (4) The development of financial or security management processes or tools that facilitate execution of critical projects,
- (5) The development and gaining management acceptance of suggestions that significantly reduces infrastructure costs,
- (6) Innovative way(s) to attract, motivate and compensate the workforce,
- (7) Enhanced training and knowledge management or valuable education process,
- (8) Reduced cycle time with demonstrable improvements in efficiency and reductions in cost.

5. Eligibility. All personnel of the NAVAIRWARCENACDIV (military and civilian), paid from appropriated funds, are eligible (Senior Executive Service and Flag Officers are excluded). Also military awards will be in accordance with applicable limitations imposed in DOD 1400.25-M, Subchapter 451 and NAVAIR Instruction 1650.1A.

6. Nomination Process/Selection Process. Award nominations, utilizing enclosure (5), can be initiated at any level within the organization (including self-nomination). Indicate Type of Award as "OTHER" and insert INNOVATION AWARD. The Estimate of Intangible/Tangible Benefits portion of enclosure (5) must be completed. Nominations will be submitted to the responsible competency manager or team leader for review and forwarding to higher level authority. Nominations require the endorsement of the Level 1 Competency manager. The HRD will coordinate review with the People Focus Group Awards Board and the Commander, NAVAIRWARCENACDIV who is the final approving authority for each award category. Awards will be granted during October each year and award nominations will be based on the previous fiscal year accomplishments. Award recipients will receive appropriate formal recognition at a Command-sponsored award ceremony.