

News - Navy HR leaders sharpen skills through virtual, enhanced training course - DVIDS

Source: gnews-leadership-development | **Published:** April 13, 2026 | **PMS Relevance:** PMS RELATED | **Type:** News/Analysis | **Geography:** United States

Source URL: <https://news.google.com/rss/articles/CBMirAFBVV95cUxNV3Fxc43dUJUktZWUJEVng5dXV>

Executive Summary

This article addresses the U.S. Navy's annual Human Resources Professional Development Training Course (HRPDTC), conducted July 9-11, 2025, at the U.S. Naval War College, Naval Station Newport, Rhode Island. The author's central argument is that hybrid professional development formats and the integration of the 'Get Real, Get Better' (GRGB) initiative enhance HR officer readiness and support naval warfighting capability. Key evidence presented includes participation by more than 500 registrants from active and reserve components, a blend of virtual and in-person instruction, and statements from senior naval officers Rear Adm. Stu Satterwhite and Rear Adm. Ben Baran. The course curriculum incorporated case studies and scenarios tied to GRGB principles, emphasizing continuous improvement, ownership, and authentic leadership. The article concludes that equipping HR officers with current strategic knowledge and leadership tools strengthens the Navy's workforce management capacity and operational readiness. The piece is an institutional press release authored by William Dodge and distributed through the Defense Visual Information Distribution Service (DVIDS).

Key Insights

1. The Navy's HRPDTC adopted a hybrid virtual and in-person format in 2025, enabling participation from over 500 HR officers across active and reserve components who may have faced geographic or operational barriers to attendance.
2. The 'Get Real, Get Better' (GRGB) initiative was formally integrated throughout the HRPDTC curriculum as a leadership and problem-solving framework intended to drive continuous improvement and a culture of ownership among HR officers.
3. Navy Reserve HR officers were explicitly highlighted as providing strategic depth essential to warfighting readiness, with dedicated curriculum time allocated to reserve component strategic objectives.

Practical Takeaways

- Hybrid training formats combining virtual and in-person delivery can expand participation in professional development programs for geographically dispersed or operationally constrained workforces.
- Embedding an organization-wide continuous improvement initiative directly into professional development curricula is one method organizations use to reinforce cultural and behavioral change across communities.

Critical Analysis

Strengths: The article provides specific operational details including dates, location, participant numbers, and named senior officials, lending factual grounding to the announcement. It clearly situates HR development within broader organizational strategy. **Limitations:** As an official press release, the article presents exclusively positive framing with no independent verification, participant feedback, outcome metrics, or critical perspectives. Claims about course effectiveness and the impact of GRGB integration are entirely self-reported by organizational leaders. There is no data on learning outcomes, retention of skills, or downstream operational impact. The article does not define GRGB methodology in sufficient detail for external evaluation. **Biases:** The source is institutional public affairs content, making it inherently promotional. All quoted sources are senior Navy officers with organizational incentives to present the training positively. No external or dissenting voices are included.

Organizational Practice

The U.S. Navy's Human Resources Center of Excellence (HRCOE) conducts an annual three-day professional development course for HR officers across active and reserve components, combining virtual and in-person instruction. The 2025 iteration integrated the Navy-wide 'Get Real, Get Better' initiative into the curriculum through case studies and scenario-based learning, with participation from over 500 registrants.

Strategic Implications

The article reflects a broader organizational trend toward hybrid delivery models for large-scale professional development, enabling wider participation without replacing in-person collaboration. The formal embedding of a continuous improvement initiative into HR officer training indicates an effort to institutionalize cultural change through structured learning pathways. The explicit inclusion of reserve component officers in strategic HR development signals recognition of reserve forces as integral to workforce capability planning rather than supplementary.

Validation Status: passed
