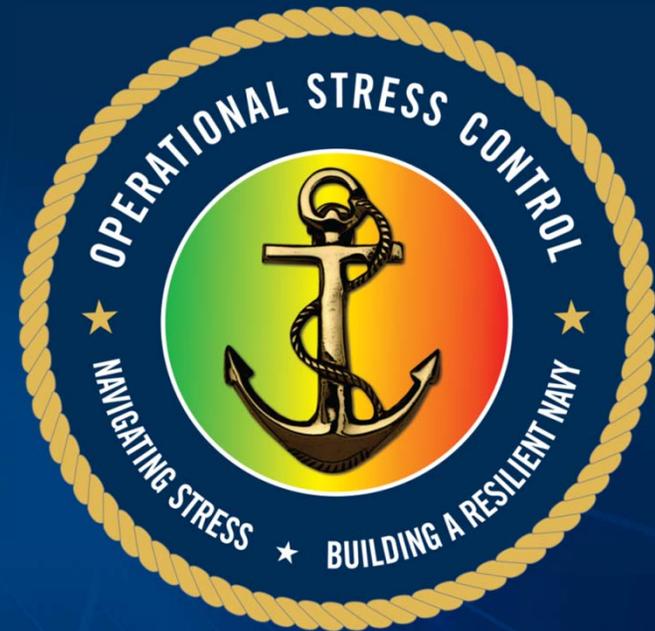


# Operational Risk Management & Operational Stress Control

Program Overviews

**CAPT Lori A. Laraway, NC, USN**  
**Navy OSC Coordinator**

13 April 2011



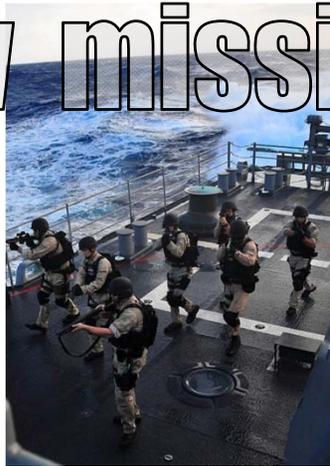


# Total Sailor Readiness

## NAVY:



new missions,



new challenges,



more demanding





## Total Sailor and Family Fitness

- Comprehensive, tightly integrated portfolio
- Touches the Fleet wherever they sail
- Touches families wherever they live

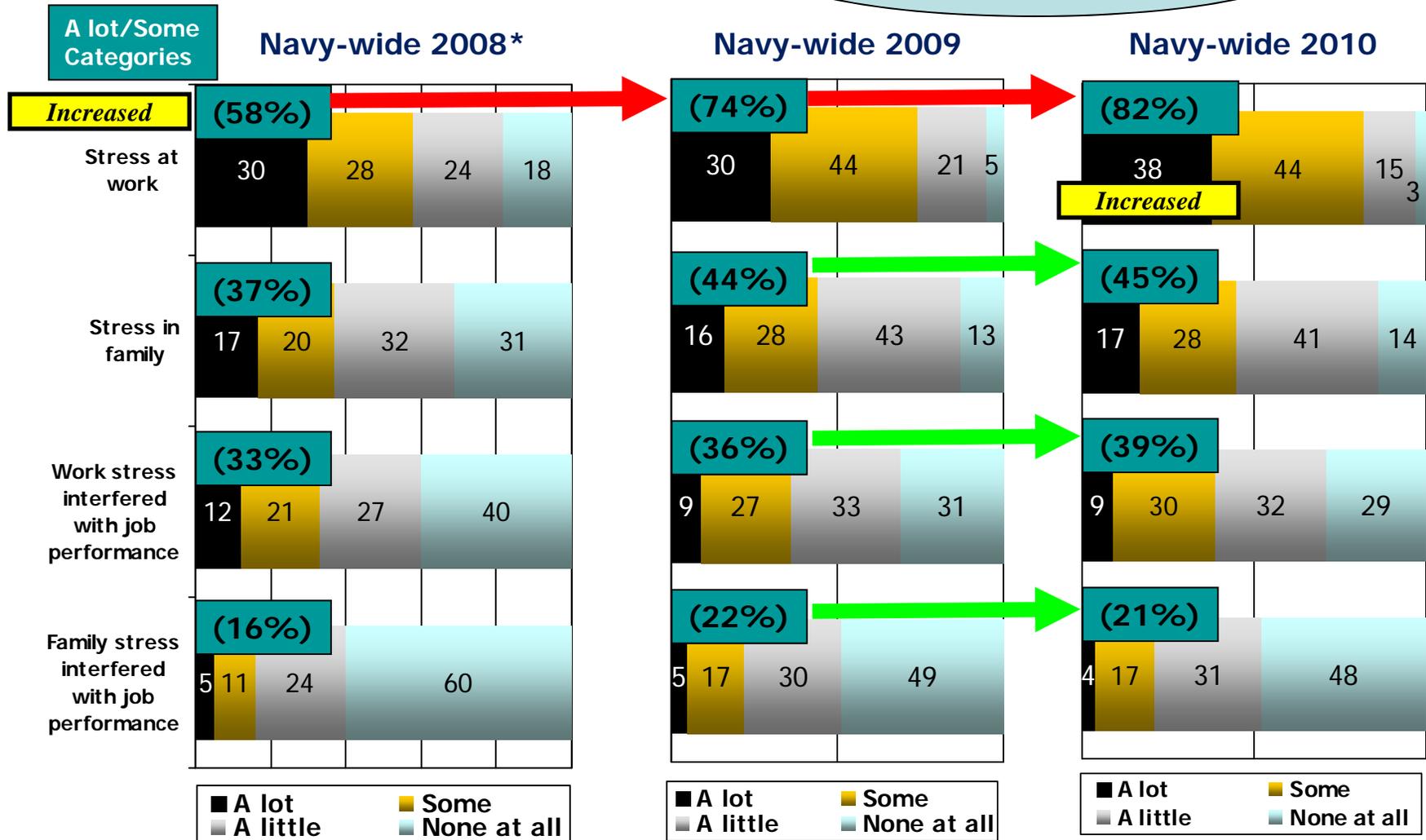


**Quality programs, valuable support, compassionate care that builds readiness and resilience**



# Stress on the Force

The rising work stress finding has been validated via multiple direct and indirect measures



\*2008 = Navy-wide results from the 2008 DoD Survey of Health Related Behaviors Among Military Personnel.  
 Significant 2009-10 difference = 6% or larger for enlisted and 7% or larger for officers.

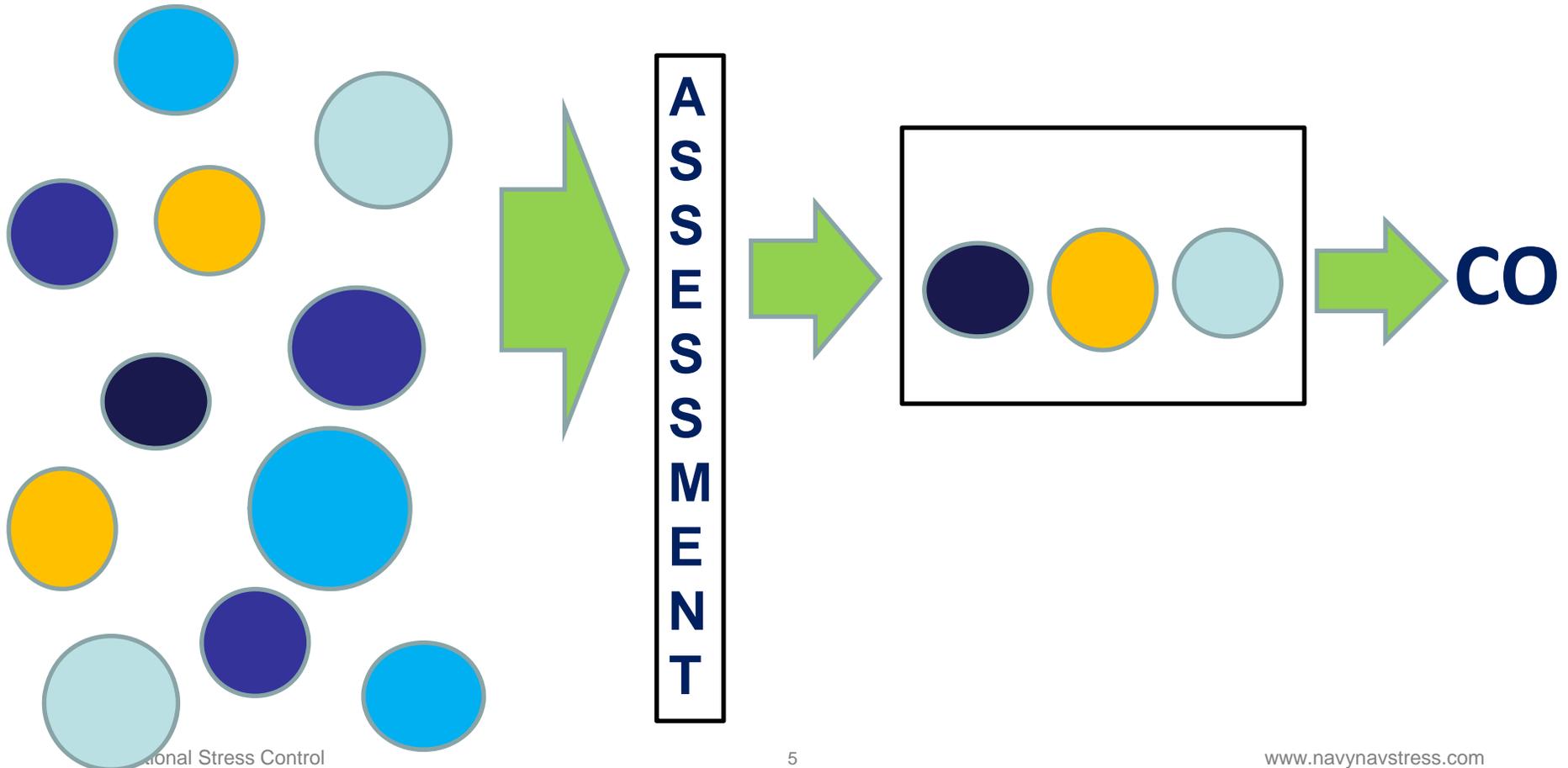


# Maximizing Effects

*Programs and other “stuff”*

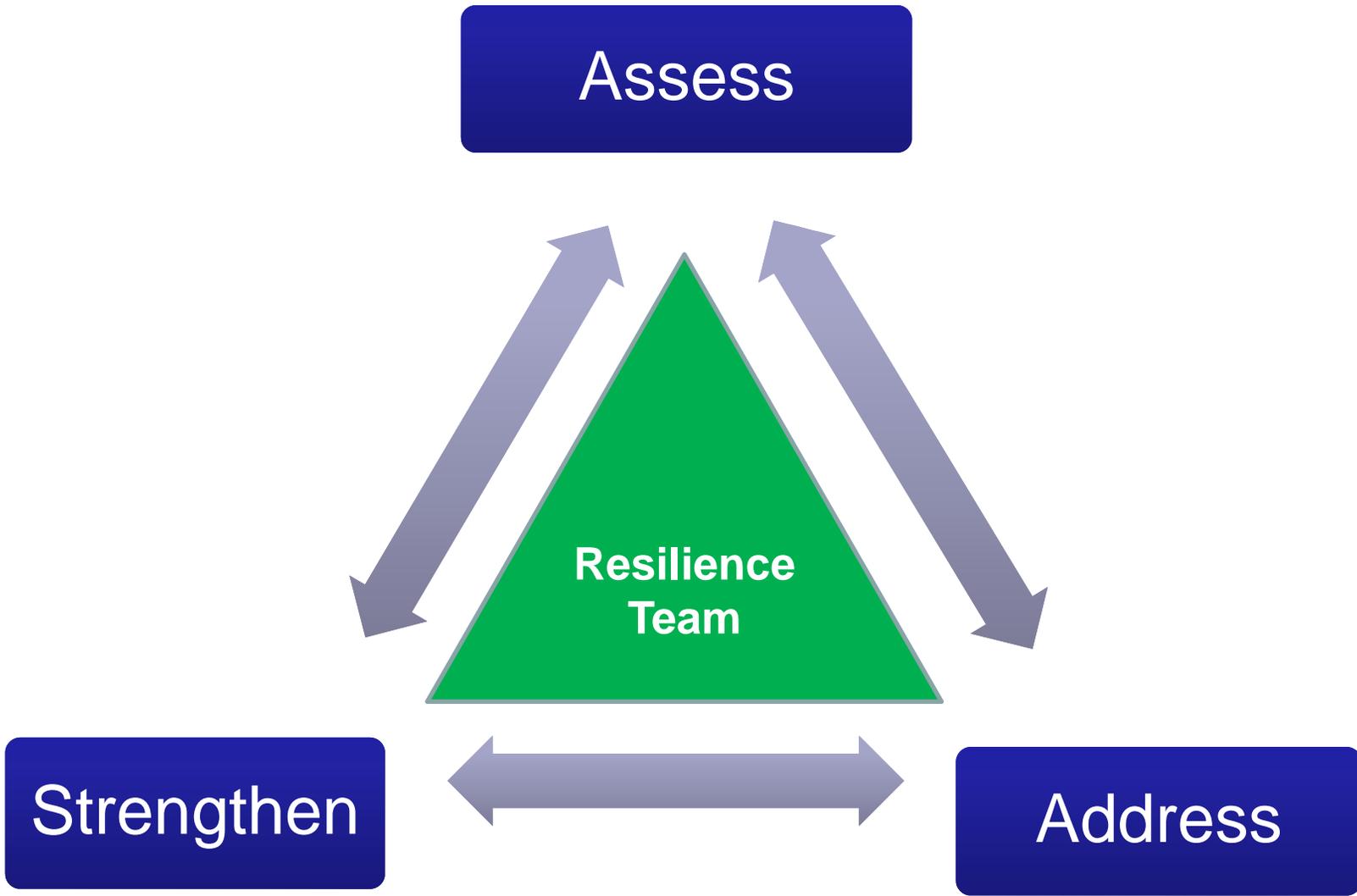
*Resilience Team*

*Action Plan*





# Process





# Resilience Team

- XO
- CMC/COB
- DAPA
- CMEO
- SARC/Victim Advocate
- Chaplain/RP
- CFL
- Suicide Prevention Coordinator (SPC)
- Legal Officer
- Corpsman
- Ombudsman
- Personnel Officer
- Command Financial Specialist (CFS)



# Building Resilience





# OSC: Program Overview

- **Comprehensive approach to address the psychological health of Sailors and their families**
- **Provide decision making tools for Sailors, leaders and families to:**
  - **Build resilience**
  - **Identify stress responses**
  - **Mitigate problem stress**

*Line Owned  
and Led...  
Medical  
Supported*

**End state: Mission-Ready Sailors, Families, and Commands**



# Stress Continuum Model



READY (Green)	REACTING (Yellow)	INJURED (Orange)	ILL (Red)
<ul style="list-style-type: none"> <li>• Good to go</li> <li>• Well trained</li> <li>• Prepared</li> <li>• Fit and focused</li> <li>• Cohesive units &amp; ready families</li> </ul>	<ul style="list-style-type: none"> <li>• Distress or impairment</li> <li>• Mild and temporary</li> <li>• Anxious, irritable, or sad</li> <li>• Physical or behavioral changes</li> </ul>	<ul style="list-style-type: none"> <li>• More severe or persistent distress or impairment</li> <li>• May leave lasting memories, reactions, and expectations</li> </ul>	<ul style="list-style-type: none"> <li>• Stress injuries that don't heal without help</li> <li>• Symptoms persist, get worse, or initially get better and then return worse</li> </ul>





# 5 Core Leader Functions

- Strengthen
- Mitigate
- Identify
- Treat/Intervene
- Reintegrate





# Navy OSC Lead Course

## Description

- **6 hour, instructor-led, operational line oriented**
  - Developed by Navy OSC (OPNAV N-135), NCCOSC and NMCPHC
- **Introduce tools and concepts provided in new Joint OSC/ COSC Doctrine (NTTP 1-15M, *Combat and Operational Stress Control*) with practical application, scenarios, and senior leader panel**

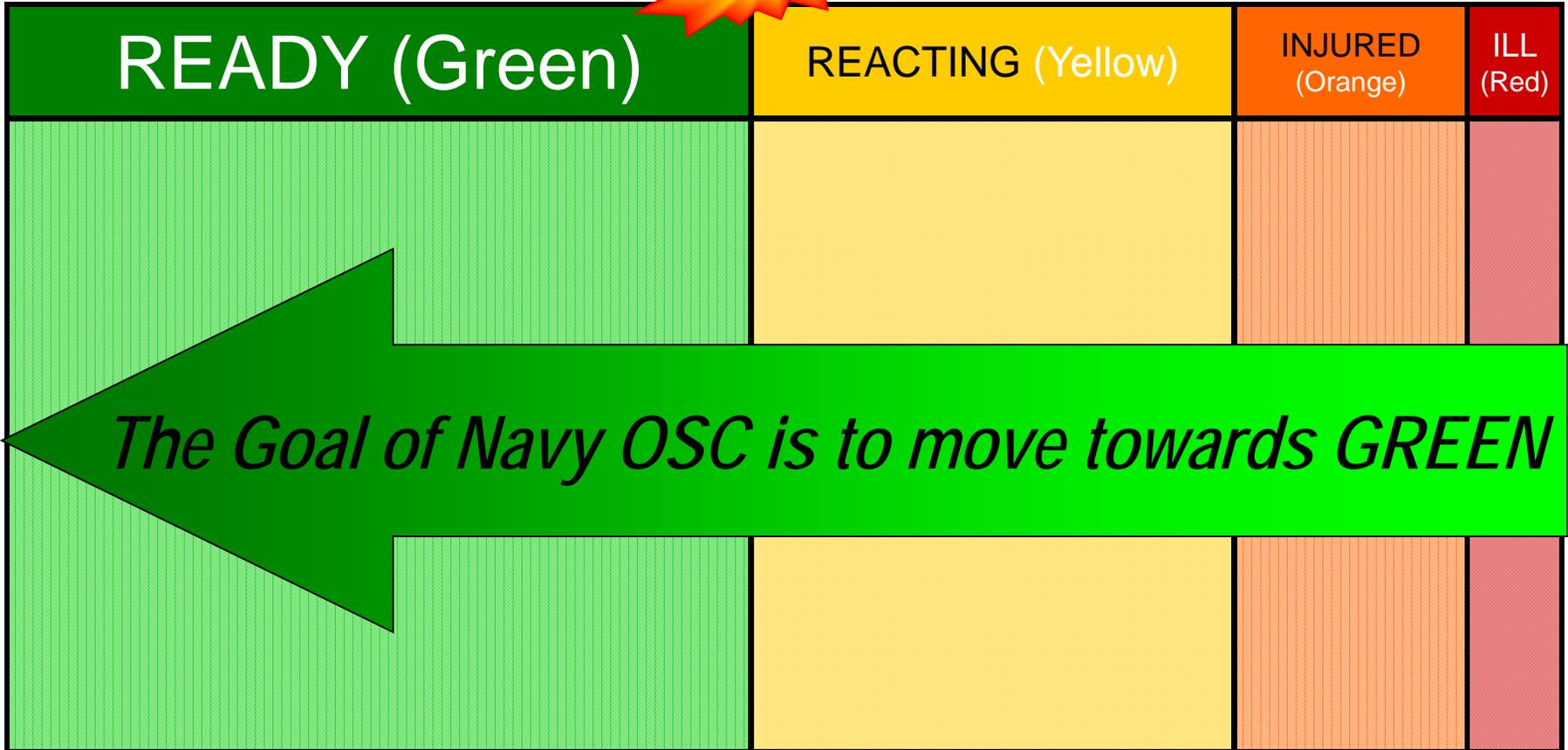
## Goals:

- **Help leaders build & maintain strength, wellness & resilience in units; improve mission readiness**
- **Recognition, prevention, mitigation-focused**
- **Leaders know when/where to get help**





# Goal of OSC





# Questions or Comments

**POC: CAPT L.A. Laraway, NC, USN  
Navy Operational Stress Control Coordinator  
OPNAV, N135  
Lori.Laraway@med.navy.mil  
(202) 445-0919**



# OSC Program Elements

- **CONOPs**
  - Input from stakeholders across the Navy Enterprise
- **Doctrine**
  - Joint USMC / USN publication
    - MRCP 6-11c/NTTP 1-15M Combat and Operational Stress Control
  - Released 20 December 2010
  - Basis for OPNAV instruction



# Assessment and Analysis

## Completed:

- Behavioral Health Quick Poll (BHQP) - 2009 and 2010
- Stress Focus Groups
- Communication Strategies Focus Groups
- Lightning Poll/Recruiter Stress Messages
- Stress Research Symposium
- OSC Awareness Training Survey
- Navy Leadership Survey Stress Questions (Sep 10)
- Navy Quality of Life Stress Questions (Fall 10)
- Policy Review

## Planned:

- 2011 BHQP
- Recruiter Stress Survey
- Command Stress Assessment / DEOCS
- Stress Research Symposium
- Virtual Leader Focus Groups
- Elements of Organizational Resilience (proposed)
- Sleep/Stress Assessment
- OSC Awareness Training Survey (updating)
- Formal Curriculum Module Surveys
- Policy Review

*Continue to form alliances with DOD and other Navy research entities*



# Strategic Communications: Social Media, Innovative Products

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OPERATIONAL STRESS CONTROL  
Building a Resilient Fleet

Cartoons OSC Background Stress Zones Tools

10 Ways to Reduce Back to School Stress

Categories: Cartoons, OSC, OSC Background, Stress Zones, Tools

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IN FOCUS: Looking for PCS On April Uniform News

LATEST NEWS: Navy Announces, Navy to Eliminate, Web-based Tools

Hot Pages: Uniform Regulations, Physical Readiness

NAVY.mil  
Official Website of the UNITED STATES NAVY

US Navy Today | About the Navy | Navy Leadership | Media Resources | Links of Interest

CPPD Expands Operational Stress Control Training

Story Number: NWS100818-11 | Release Date: 8/18/2010 4:06:00 PM

U.S. Department of Defense  
Military Health System

News Story: Navy Program Reduces Sailors' Stress



Operational Stress Control  
3M for the Mind

In this day and age, stress is an unavoidable part of daily life, and in today's Navy, it's all about how you handle it.

Technically speaking, stress is the way we respond to challenges in the body and mind. Stress is not necessarily a bad thing. In fact, it's necessary for health. Stress often leads to quick, clear thinking and heightened energy. It's a normal and expected response to demanding circumstances, and it can push us to higher levels of performance when used to our advantage.



>222,000 to date

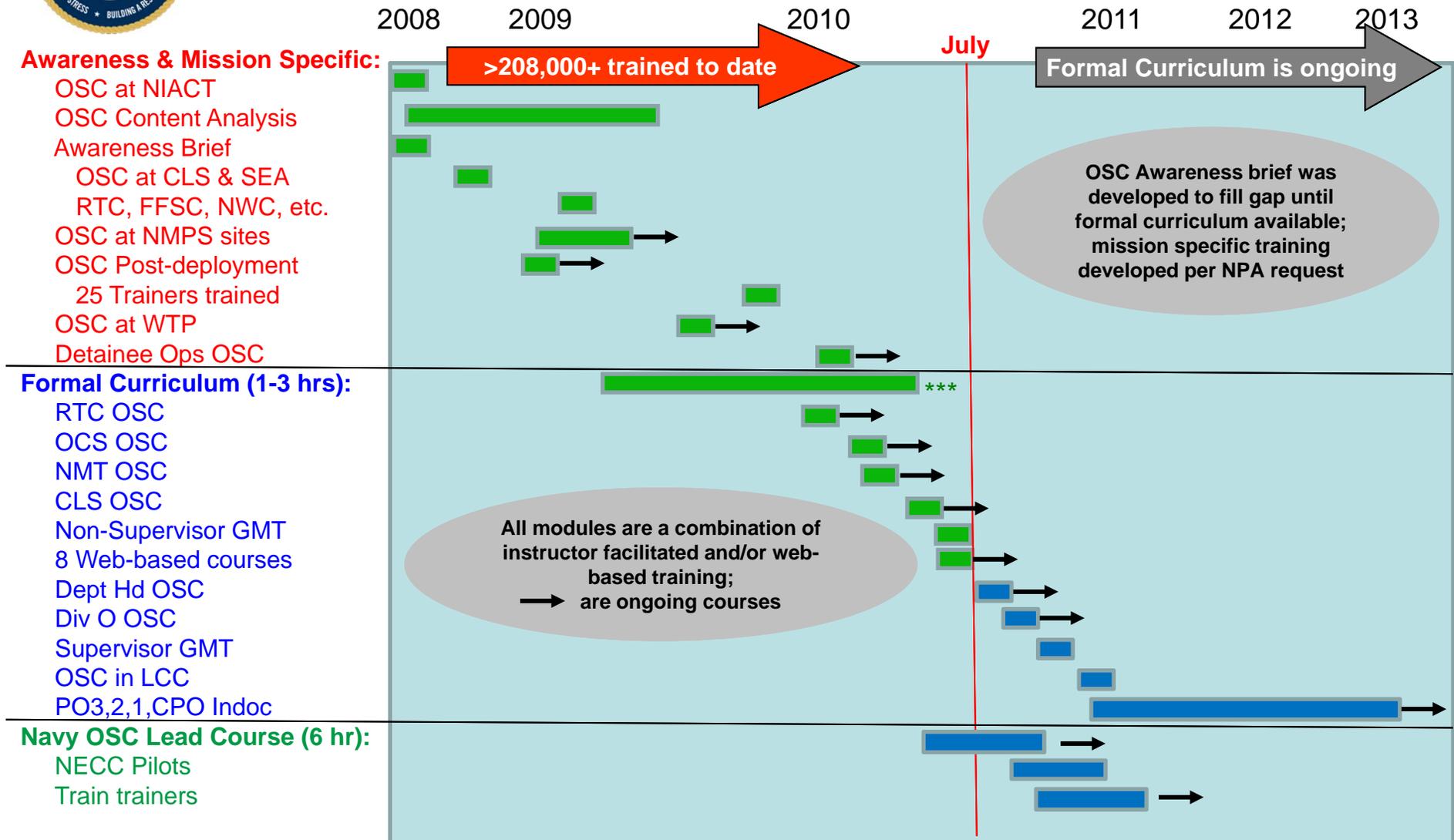
# Training & Education

- Phase I – FY08
  - NKO OSC webpage
  - OSC Awareness briefs
  - Pre- and Post-deployment training
- Phase II – FY09
  - Formal training modules completed
  - 100 Learning Objectives
  - 13 Modules / 23 Courses of Instruction
  - Instructor led and web-based on *Navy eLearning*
- Phase III – FY10 and beyond
  - Curriculum maintenance
  - Navy OSC Leaders Course
  - Evaluate Stress Resiliency Training System
  - Develop caregiver modules





# OSC Training Implementation Plan



**End State: Mission ready Sailors, families and commands**



# Detainee Ops OSC

“Integrity is the foundation of our conduct; respect for others is fundamental to our character; decisive leadership is crucial to our success.”

Excerpt from Navy Ethos