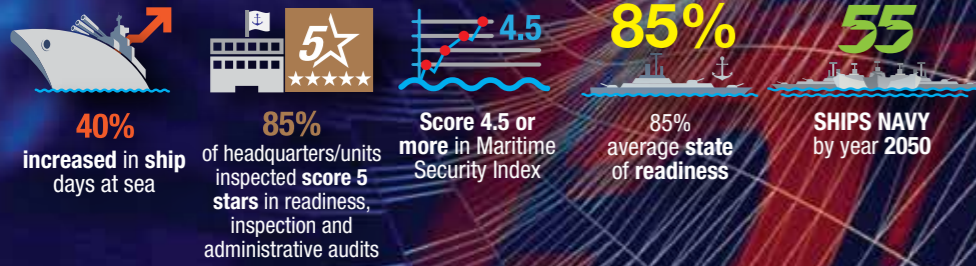


RMN #15TO5 TRANSFORMATION GOALS



CREDIBLE **VERSATILE** **RELEVANT**

RMN #15to5 Transformation Programme is crafted to accomplish our vision for the future. To do so, specific Goals, Objectives and Key Strategies that took into account current capability gaps, available resources and alignment of efforts are imperative. These goals are important because it provides a sense of purposes of what the Navy wanted to achieve in its journey towards vision of the future, facilitate planning at various levels, motivate and inspire #NavyPeople as well as help the Navy control and evaluate our performance and progress. These goals are supported by strategies and projects that are specific, measurable, achievable, relevant to the vision and time-bound. They serve as the guiding principles or the "initiating directives" for various process owners to develop their projects.

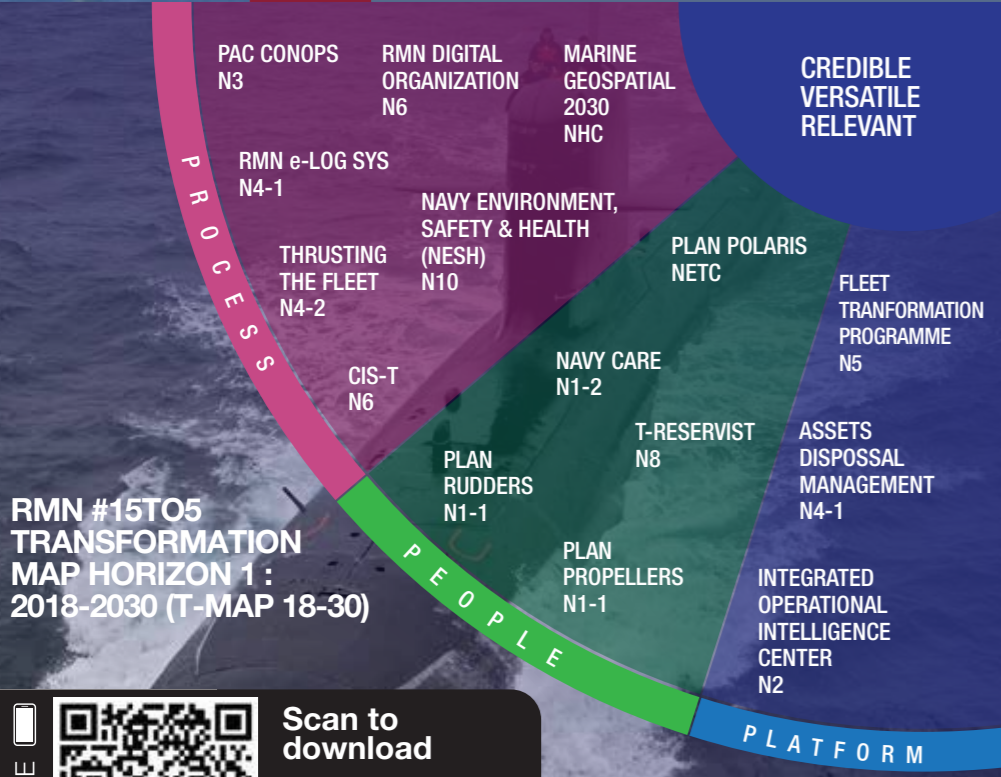
THRUST	OBJECTIVES	KEY STRATEGIES
PEOPLE	1 Enhance RMN performance through development of human capital	1 Re-align training, doctrine and #NavyPeople professional development based on the needs of future Armada and how we plan to operate 2 Escalate propagation of positive values and ethics that results in #NavyPeople of character who execute their responsibility with strong sense of accountability, integrity and professionalism consistent with core values and military ethos 3 Attract, develop and retain diverse pool of highly trained, motivated and talented people by increasing investment in selective recruiting and development of human capital while cultivating the culture of "#NavyPeople first"
PROCESS	2 Maximise return on investment from spending and increase efficiencies in enterprise process across all commands, formations and units	4 Prioritise affordability and resource informed planning in every aspect of acquisition process. Right sizing the navy, Fit for Purpose, Cradle to Grave and Integrated/Comprehensive Management concept will be our guiding principles 5 Restructure and reduce size of staff in Support HQ, eliminate tiers of management and functions that provide little or no added value and consolidate overlapping or duplicative process. At the same time enhance utilisation of our reservists
PLATFORM	3 Maximise Armada readiness, sustainability, fighting capacity and contribution to joint force through optimum mix of capabilities	6 Acquire, organize, operate and maintain a balanced and agile navy comprises of specialised and reconfigurable assets designed to meet existing as well as future needs



RMN #15TO5 TRANSFORMATION PROGRAMME

RMN #15to5 Transformation Programme is an anticipative action designed to ensure the navy will be able to deliver better results at optimal cost while adapting to future challenges and needs. The programme has its roots in the Malaysian Armed Forces long term development plan and fully supports the aspirations of the National Defence Policy. It is a comprehensive and robust plan for the gradual and sustainable transformation of the navy.

The aim is to move RMN forward as an organization toward it's vision for the future. The 30 years programme comprises of 5 goals, 6 key strategies and 15 initiatives supported by over 100 projects that revolve around 3 main thrusts - People, Process and Platform.



"The accelerating pace of technology and its exploitation by our adversaries is changing the way battles are fought on land and in the sea. To be ahead of the curve and remain relevant, business as usual and doing nothing is not an option. We have to face up to these challenges head on and adapt."



- ADMIRAL TAN SRI AHMAD KAMARULZAMAN BIN HJ AHMAD BADARUDDIN CHIEF OF NAVY

SCAN ME

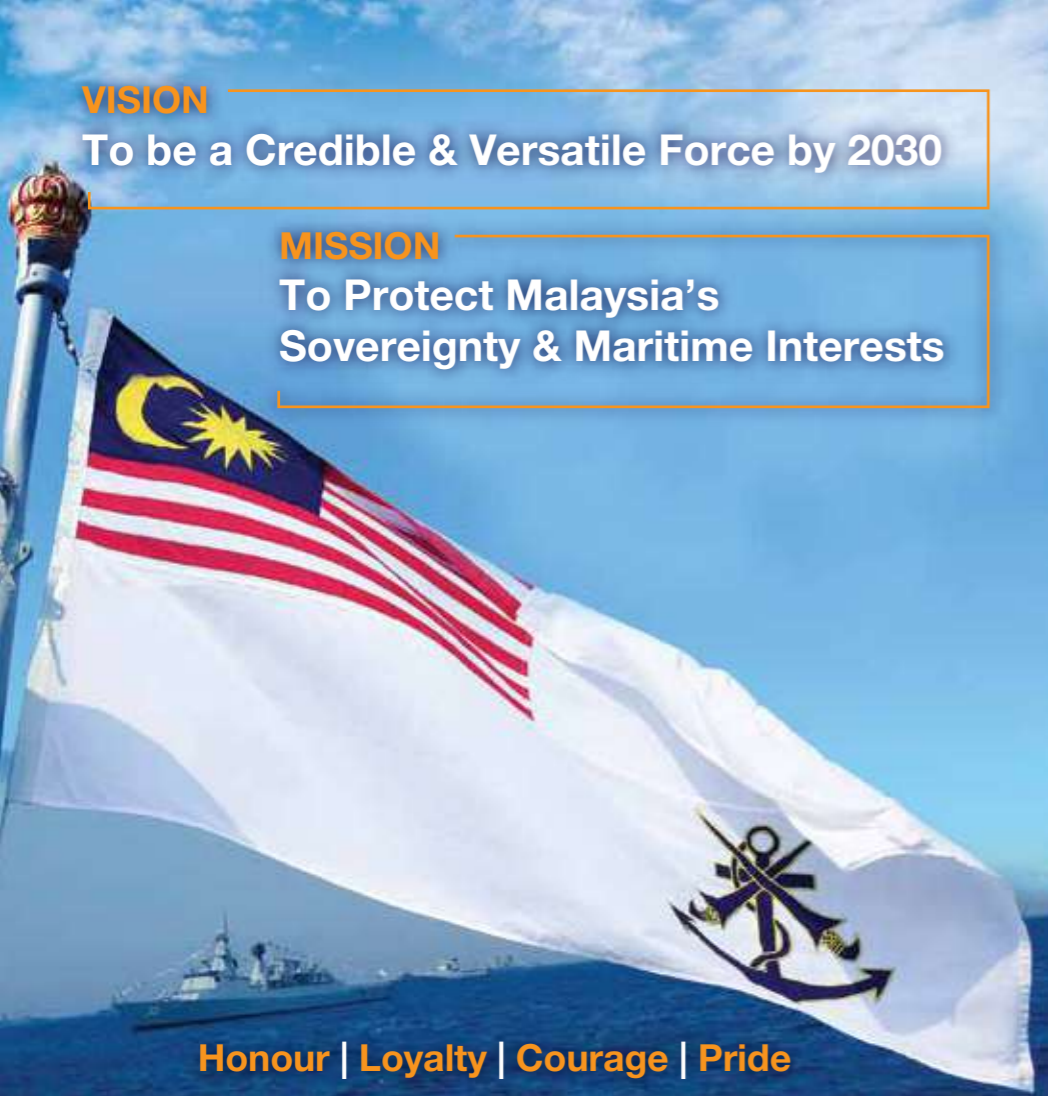
Scan to download full RMN #15to5 Transformation Programme Strategy Document

VISION

To be a Credible & Versatile Force by 2030

MISSION

To Protect Malaysia's Sovereignty & Maritime Interests



Honour | Loyalty | Courage | Pride

WHY WE NEED TO TRANSFORM?

Although military roles remain at the heart of our force structure and central to what we do; the demand for RMN to fulfil constabulary and other benign functions has been on the increase in recent times. In the past five years, for example, Maritime Security Operations and other constabulary/benign functions constituted over 85% of the tasks assigned to us. On the other hand, incidents such as the Malayan Emergency (1948-1960), Konfrontasi (1962-1966), Second Malayan Emergency (1968-1989) and the Lahad Datu Incursion of 2013 provide a vivid reminder that RMN must continue to place combat capability at the forefront of its force structure.

As we move forward, we are faced with competing realities of shrinking defence budgets and rising maritime security challenges. The current fiscal environment demands that we critically examine every aspect of our business enterprise to improve effectiveness and at the same time to drive down the cost of operations.

Developing a versatile and credible force is imperative if we were to remain relevant to the needs of the country. Transforming our legacy fleet is the way forward as it prepares us to meet these challenges more effectively by striking the right balance between capabilities for military, diplomatic, constabulary and benign functions. To ensure the successful execution of missions entrusted to us, we cannot depend solely on ships. While it is intrinsically linked to how capable we are, success requires a more holistic approach that includes transforming our people and enterprise processes.

Different variable and it's relationship with RMN #15to5 Transformation Programme



Encourage diversity

- Better reflect Malaysia's demography
- Empower/employ women into more fields

Increase number of officers with graduate & post graduate qualifications from 67% to 100%

- Diversify from Strategic Studies to include MBA/MPA/MPP
- Triple other rank with Diploma

Prioritise development of future leaders

- Select & groom potential leaders based on merit
- Provide high quality education, training & broad experience early



Re-invent the way we train

- Class Management
- "Train as we fight"
- Training Time, Availability for deployment

Stronger focus on values

- Promote Ethics & Integrity
- Core Values & Military Ethos
- Breach of Military discipline
- Effectiveness

Right-size the Navy

- Qualitative & quantitative strength without increasing number of personnel
- Consolidate/eliminate redundant/inefficient process
- Leverage on Technology : New ship 20%-45% less crew
- Establish and strengthen Eastern & Western fleets

Collaboration & leverage on partners

- Aim for synergy, reduce cost, better result
- MoUs with Universities
- International partners for enhancement of conversion capacity

Resource Informed Planning Process

- Transparency & accountability in use of public funds
- Outcome Based Budgeting
- Digital Data Management System (DDMS)



Demand greater effectiveness & efficiency

- Change mindset
- Leadership intervention
- Change inefficient, archaic practices
- Just in Case to Just in Time
- Legacy maintenance cycle to Reliability Centered Maintenance

Foster Culture of Innovation & Compliance

- Be a leader in good governance and best practices
- Improve result of Operational Readiness Evaluation and Audits
- Better Audits mechanism & benchmarking

Balance, Credible & Versatile Armada

Current Armada	Averages Age
15 Classes of ships	30½ Years

- 5 classes of ships and supporting platform
- Transform force structure and force level
- Capability and needs driven

Transform our capability

44 Vessels → 55 Vessels

- Medium Size Task Group for Military Roles
- Effective & efficient conduct of Constabulary Roles
- Cater for diplomatic roles
- Addresses challenges of legacy fleet

Improve Efficiency

- Streamline composition of Armada leads to :
 - Reduce cost
 - Improve availability
 - Simplified training
 - Efficient logistic support
- "Fit for purpose"
- Catalyst for National Shipbuilding plan

Enhance Readiness & Availability

5000 2018 Ship Days at Sea → 7000 2030 (40%↑)

- Reduce >10% losses from IUU and other illicit activities at sea
- Result in..
 - Economic Dividend
 - Social Dividend
 - Security & Safety Dividend

