

Anti-Submarine Warfare Training Modernization

Turning 150+ scattered legacy modules into one modern, measurable training platform, without pausing the pipeline the fleet depended on.

ROLE	STAKEHOLDER	TIMELINE	TEAM
Senior Program Manager	U.S. Navy training command	2023 – 2026	10 people, incl. 3 project managers

—THE CHALLENGE

Anti-submarine warfare training had grown into a sprawl of more than 150 separate legacy modules, taught inconsistently from course to course. Leadership had no clean way to see whether the training was actually working or where readiness was slipping. My job was to turn that into one modern, measurable system, on a tight schedule, without ever pausing the pipeline that kept the fleet ready.

—THE APPROACH

01

Baseline & assess

Started with an honest read of what was being taught, how well, and where the real gaps were, so the first dollars and hours went to the things that mattered most.

02

Consolidate & modernize

Folded 150+ legacy modules into a single digital platform, standardized delivery, and built KPI dashboards that gave leaders a live read on throughput, quality, and readiness.

03

Optimize & sustain

Tuned delivery based on the data, then built progression pathways and repeatable process so the gains would hold long after I handed it off.

—WHAT I OWNED

- Scope, schedule, and quality end to end across 27 delivery iterations and 7,880 instruction hours.
- A 10-person team, including 3 project managers running curriculum, platform, and performance workstreams.
- The executive reporting line: briefing senior leadership on status, risk, trade-offs, and corrective action.

—THE OUTCOME

35%

faster delivery

40%

better assessment outcomes

219

operators qualified & placed to the fleet

100%

milestone compliance

7,880

instruction hours delivered

93.5%

average outcome score

A legacy training backlog became a modern platform leadership could actually steer, and the team that runs it now inherited something better than they would have.