

**James (Jim) Herdt,
Master Chief Petty Officer of the Navy (Ret)**



Jim retired from the U.S. Navy in 2002 after serving more than 35 years. Beginning his career in the most junior ranks of the Navy's enlisted force, he earned an MBA, graduated from both the Navy's Senior Enlisted Academy and the Army's Sergeants Major Academy and rose to rank as the most senior enlisted leader of the entire U.S. Navy, becoming the ninth Master Chief Petty Officer of the Navy (MCPON) in 1998. In this assignment, Jim served as the principal advisor to the Chief of Naval Operations, the Secretary of the Navy, the Chairman of the Joint Chiefs, the Secretary of Defense and the U.S. Congress on all matters concerning the health and well-being of the U.S. Navy enlisted force and was the direct communicator to nearly half a million Sailors.

Joining the Navy in 1967, Jim began his career in the Navy Nuclear Power Program. Throughout the first half of his career he supervised the operation and maintenance of Navy nuclear propulsion plants in three submarines and a nuclear powered cruiser when on sea duty. When stationed on shore duty he served in nuclear power training commands training young Sailors to perform these duties at sea.

In 1987 Jim began his first tour as the senior enlisted leader of the command when he was selected to serve as the Chief of the Boat on the submarine USS SKIPJACK. He subsequently served tours as Command Master Chief of Nuclear Field "A" School, followed by tours as the Command Master Chief of the aircraft carrier USS THEODORE ROOSEVELT and as Command Master Chief of Naval Training Center Great Lakes, the Navy's largest training center and home of the only Navy recruit training depot. In 1995 Jim was selected to serve as the Force Master Chief to the Commander, Naval Education and Training Command responsible for formulation of policies and the conduct of training across the entire Navy. Jim began his final four years on active duty in 1998 serving as the ninth Master Chief Petty Officer of the Navy.

Considered an expert in the field of human resources management, training, and leadership, Jim was a major contributor to the Navy's transformation of personnel programs and to the Navy's revolution of training and education programs including their associated delivery systems. He personally engineered and executed a major prerequisite for these efforts by successfully building and executing the momentum for change in a force of more than 39,000 Chief Petty Officers, the middle-level management of the U. S. Navy. This change required overcoming the inertia of 109 years of tradition and culture to broaden the knowledge and leadership tools available to prepare the Chief Petty Officers to lead Navy transformation.

After retiring from active duty, Jim founded Herdt Consulting, Inc (HCI) in 2002. Herdt Consulting is a full service business transformation company with a full line of products designed to help organizations become more productive and successful. The broad based array of services include enterprise resource planning, leadership development, lean and six Sigma services, knowledge management, information technology services, and training and facilitation delivery. In 2007, Jim joined the former Sergeant Major of the Army, former Sergeant Major of the Marine Corps, former Chief Master Sergeant of the Air Force and former Master Chief Petty Officer of the Coast Guard in founding Pinnacle Five, LLC. Pinnacle Five, LLC offers keynote/motivational speaking, advisory board services is presently launching a nationwide effort to educate potential employers on the value of hiring Veterans.

Having grown up in pristine, but very cold, Casper, Wyoming, Jim chose a much warmer climate for this second chapter of life. Jim and wife Sharon live in the scenic hardwood forested Appalachian foothills just south of Birmingham, Alabama.