



DEPARTMENT OF THE NAVY
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MEMORANDUM FOR DISTRIBUTION

Subj: INNOVATION ADOPTION KIT (IAK) - SYSTEMATIC FRAMEWORK FOR TECHNOLOGY INTEGRATION

Ref:

- (a) DON CTO memo, USE OF ADAPTATIVE ROADMAPS FOR STRATEGIC INVESTMENT DECISIONS, 31 July 2025
- (b) DON CTO memo, STRUCTURED DIVESTMENT APPROACH, 18 July 2024
- (c) DON CTO memo, STRUCTURED CHALLENGES APPROACH, 24 May 2024
- (d) DON CTO memo, STRUCTURED PILOTING APPROACH, 26 Apr 2024
- (e) DON CTO memo, INVESTMENT HORIZONS CHARTS, 3 Apr 2024
- (f) DON CTO memo, LEVERAGING WORLD CLASS ALIGNMENT METRICS (WAM), 7 Mar 2024

1. Purpose. This memorandum introduces the Innovation Adoption Kit (IAK) as a comprehensive framework for systematically evaluating, implementing, and scaling innovative technologies across the Department of the Navy (DON) enterprise. The IAK unifies and operationalizes the structured approaches outlined in references (a) through (f), providing commanders and program managers with the tools necessary to bridge the gap between emerging commercial innovations and mission-ready naval capabilities.

2. Background.

a. The DON operates in an increasingly complex technological landscape where the speed of commercial innovation often outpaces traditional military acquisition timelines, creating a critical need for innovation adoption frameworks. The Innovation Adoption Kit addresses this challenge by providing a unified framework that accelerates IT modernization while systematically identifying technologies for divestment.

b. The IAK integrates the five structured approaches from references (a) through (f) into a comprehensive innovation lifecycle methodology. Investment Horizons Charts provide visualization for tracking capabilities from Horizon 3 (Evaluating) through Horizon 0 (Retiring), while World Class Alignment Metrics enable data-driven decisions through five outcome-driven metrics: time lost, operational resilience, customer satisfaction, cost per user, and adaptability/mobility.

c. The framework operationalizes structured piloting with advancement criteria across horizons, structured challenges for rapid capability optimization, and structured divestment to realign resources from legacy systems to modern capabilities.

3. Implementation Best Practices.

- a. Commands implementing the IAK should consider establishing cross-functional innovation adoption teams that include technical, operational, and acquisition stakeholders.
- b. Use Investment Horizons Charts to identify Horizon 3 capabilities that align with the Priority Technology Areas, Modern Service Delivery design concepts and are prioritized by WAM data.
- c. Advance technologies through structured piloting (Horizon 2 to Horizon 1) when they meet MSD compliance, the vendor's product has demonstrated the ability to support at least 10% of the target user base in a similar context and demonstrated a quantifiable mission impact.
- d. Leverage structured challenges to accelerate capability optimization using plan-execute-follow up methodology.
- e. Apply structured divestment criteria to transition capabilities to Horizon 0 when MSD-compliant replacements are available, redirecting savings to modern capabilities.
- f. Provide quarterly updates using Investment Horizons format and coordinate with DON CIO office through established governance bodies and DON CTO for knowledge sharing and enterprise integration opportunities.

4. Coordination. The DON CIO POC for this effort is Mr. Justin Fanelli, DON Chief Technology Officer, justin.m.fanelli.civ@us.navy.mil

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