



DEPARTMENT OF THE ARMY
NORTH ATLANTIC REGIONAL MEDICAL COMMAND
6900 GEORGIA AVENUE NW
WASHINGTON, DC 20307-5001

REPLY TO
ATTENTION OF:

MCAT-EO

8 September 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memo # 04-11, Consideration of Others Program (CO2)

1. The Consideration of Others Program is a comprehensive education program involving all military and civilian personnel assigned to the North Atlantic Regional Medical Command (NARMC). The purpose of the program is to enhance trust and cohesion, build *esprit de corps*, and increase readiness by ensuring continual awareness of caring as an organizational value. The NARMC is committed to treating all personnel with dignity and respect. All of us must show how much we value those within our organization. In valuing people, we must also embrace diversity, not just as a duty, but also as a resource multiplier.
2. Consideration of Others is developed around training and sharing ideas. It incorporates full participation by all personnel and the creative leadership of senior leaders, middle managers, and first line supervisors. CO2 is all about taking care of Soldiers and employees, as well as patients and visitors, while being considerate of their needs and desires.
3. Leaders will incorporate CO2 into unit training schedules. All personnel will be trained, and attendance at sessions will be documented in training files. Training will consist of small group discussions aided by designated facilitators. Equal Opportunity Advisors will be available to assist facilitators with training aids.
4. Considerations of Others is more than just a policy; it is a value we live and work by. I hold all supervisors and leaders responsible for the care of Soldiers and civilian employees under their control.

A handwritten signature in black ink that reads "Kenneth L. Farmer, Jr." in a cursive style.

KENNETH L. FARMER, JR.
Major General, MC
Commanding

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