

IGMC

INSPECTOR GENERAL OF THE MARINE CORPS

To Enable the Operational Readiness of the Marine Corps

2012 CAMPAIGN PLAN





**“We will keep faith with our Marines,
our Sailors, and our families.”**

**General J. F. Amos
35th Commandant of the Marine Corps**

Inspector General of the Marine Corps 2012 Campaign Plan



To enable the Operational Readiness of the Corps

Situation

Future Security Environment. The security condition of the future will see a world of increasing instability and conflict characterized by poverty, competition for resources, urbanization, over-population, and extremism. At the same time, increasing competition for scarce natural resources will likely lead to tension, crisis and conflict. This is the world in which we will live and operate.

The Role of the Marine Corps. The Marine Corps is America's Expeditionary Force in Readiness. It is a scalable and balanced air, ground, logistics team capable of shaping, training, deterring, and responding to all types of crises and contingencies. In support of this role, the Commandant of the Marine Corps (CMC) has identified the following priorities.

- Continue to provide the best trained and equipped Marine units to Afghanistan.
- Rebalance our Corps, posture it for the future, and aggressively experiment with and implement new capabilities and organizations.
- Better educate and train our Marines to succeed in distributed operations and increasingly complex environments.
- Keep faith with our Marines, our Sailors, and our families.

The Role of the Inspector General. The role of the Inspector General of the Marine Corps (IGMC) is anchored in our ability to "enable the operational readiness of our Marine Corps." In support of this role, CMC has identified the following Special Interest Topics.



- Home station readiness: Maintain our expeditionary posture.
- Family readiness: Stay connected with our families.
- USMC standards (unit/individual): Uphold the standards of excellence of the Marine Corps.
- Compliance with regulations: Maintain institutional integrity.
- Keep the faith with our Wounded Warriors, Marines, Sailors, and Families.

Mission

The IGMC will promote Marine Corps combat readiness, effectiveness, discipline, and credibility in order to maintain the highest level of institutional integrity and enable the operational readiness, warfighting, and mission capabilities of our Marine Corps.

Execution

Commander's Intent.

1. **Purpose.** The purpose of this campaign plan is to provide planning guidance and IGMC Team Goals for FY 2012-2013.
2. **Method.** The method for the attainment of the IGMC Mission will be through the employment of the following Lines of Effort (LOE) and Guiding Principles.

The LOEs are aligned to our five IGMC Divisions.

- Inspections
- Assistance and Investigations
- Intelligence Oversight
- Readiness
- Administrative Support



In support of each LOE, we will apply the following nine Guiding Principles.

- The primary focus is enhancing combat expeditionary readiness at every level.
- Promote professionalism, integrity, dignity, and respect.
- Provide candid, objective, and independent analysis and advice.
- Exercise fairness, impartiality, and timeliness in accomplishing our mission.
- Provide “on-the-spot teach and train” process.
- Recognize unit and individual excellence and best business practices.
- Establish partnerships of mutual cooperation and support.
- Seek continuous Doctrine, Organization, Training, Materiel, Leader Development, Personnel, Facilities, Fiscal (DOTMLPF-F) improvements within our total IGMC Personnel.
- Remain flexible to the requirements for support from the SECNAV and CMC and calls for support from his Commanders.

3. *End state.* The end state will be a highly professional and ready to deploy IGMC team that will provide added value to each unit we visit. We will promote the CMC Priorities and Special Interest Topics, to enable the operational readiness, warfighting, and mission capabilities of the Marine Corps.

Concept of Operations.

We will employ the IGMC LOE methodology to enable the following overarching IGMC Goals.



LOE Goal 1

Enable a comprehensive, standardized inspection process that supports home station, family, and expeditionary readiness.

Objective 1

Conduct professional inspections of Major Subordinate Commands (MSCs) possessing a Command Inspection Program (CIP) every 3 years; inspect independent units outside the purview of a CIP on a 2-year cycle under the auspices of the Unit Inspection Program (UIP).

Objective 2

Provide Commanders with a candid, independent, unbiased, and professional assessment, assistance, teach and train Inspection process that evaluates functional area compliance in support of mission readiness and recommends viable solutions to resolve identified deficiencies.

Objective 3

Review the Functional Area Checklists annually for compliance with existing policies and relevance to the operational environment.

Objective 4

Identify emerging readiness trends to Marine Corps senior leadership and ensure dissemination of best business practices.

Objective 5

Add substantive value to the overall readiness posture of every command, unit, and staff inspected.

Objective 6

Engender trust and confidence in the IGMC Inspections process and continually emphasize that we are a Service of high standards and accountability.



Objective 7

Take appropriate actions upon Request Mast petitions received during command inspections.

Objective 8

Educate inspected unit personnel about the Commandant of the Marine Corps' Special Interest topics (SPIN), and informally assess unit morale and issues of concern through the conduct of focus groups and other means as appropriate.

LOE Goal 2

Enhance the Inspector General Program to promote institutional integrity.

Objective 1

Serve as the primary advocate to ensure qualified personnel are trained and assigned to serve as Command Inspectors General.

Objective 2

Deploy the IGMC Mobile Training Team and educate Command Inspectors General (CIG) and their staff to enable highly effective CIG programs.

Objective 3

Update and implement the IGMC Consolidated Management System (CMS) during Fiscal Year (FY) 2012 to ensure we maintain a database system that is user friendly and efficiently supports the case tracking process.

Objective 4

Monitor the IGMC Hotline Program to ensure quick and professional responses to requests for assistance.

Objective 5

Conduct timely inquiries and investigations into complaints.



Objective 6

Screen eligible officers for promotions, command, retirement, schools and special assignments.

LOE Goal 3

Enhance, support, and facilitate the development of Marine Corps intelligence policies, processes, and procedures to support unit operational readiness capabilities.

Objective 1

Provide, in support of Service policies, updated intelligence guidance and training to Command Inspectors General and their Commanders.

Objective 2

Educate and monitor the Marine Corps intelligence, counter-intelligence and security communities on oversight protocols and promote ethical and professional conduct in accordance with all applicable statutes, regulations, instructions, and directives.

LOE Goal 4

Support home station, family and expeditionary readiness by providing impartial and fact-based readiness assessments to unit commanders.

Objective 1

Provide Senior Leadership with timely and analytical assessments of issues that may have Marine Corps wide DOTMLPF-F implications, and in collaboration with our Service Directorates, recommend practical responses.

Objective 2

Brief Senior Leadership on Service Risk and Opportunity issues that may impact the operational readiness of the Marine Corps.



Objective 3

Examine, analyze, and recommend improvements to systemic issues that affect the overall readiness of the Marine Corps.

LOE Goal 5

Improve and enhance IGMC administrative and business process effectiveness in support of the overall IGMC mission.

Objective 1

Collaborate with the IGMC Divisions to use the DOTMLPF-F lens to improve our administrative and business processes to promote efficiency and effectiveness.

Objective 2

Update and enhance the IGMC Website to provide easy access to Marine Corps Best Business Practices.

Tasks. Directors, Sergeant Major, and Deputy Inspector General (DIG) shall:

- Validate and align the above Goals and Objectives within their respective LOE;
- Identify key DOTMLPF-F organizational requirements to enable each Goal and Objective within each LOE;
- Identify and promote best business practices via the IGMC Website; and
- Promote Service Partnerships to enable other Service Command Inspection and Education opportunities.

Coordinating Instructions. Conduct daily cross talk and coordination across IGMC Divisions and CIGs as necessary. Keep the IGMC Command Element (IG, DIG, and Sergeant Major) well informed. In support of every Goal and Objective, the IGMC team will promote the nine Guiding Principles outlined above.



Administration and Logistics

Identify DOTMLPF-F requirements in support of the identified Goals and Objectives. Provide these requirements to the DIG and Executive Assistant for incorporation into our Long Range Planning Calendar (LRPC). The LRPC will be updated and distributed to all IGMC staff on a weekly basis.

Command and Signal

Command. Follow our established lines of organization but remain flexible to the needs of our Senior Leaders and supported units.

Signal. Maintain an updated IGMC Website with current contact information and Hotline process.

Semper Fidelis,

A handwritten signature in black ink, reading "D. C. Garza". The signature is written in a cursive, flowing style with a large loop at the end of the last name.

DAVID C. GARZA
Major General, U.S. Marine Corps
Inspector General of the Marine Corps



**Inspector General of the Marine Corps
Headquarters, U. S. Marine Corps
701 S. Courthouse Raod
Suite 1200
Arlington, VA 22204-2485
(703)604•4661**