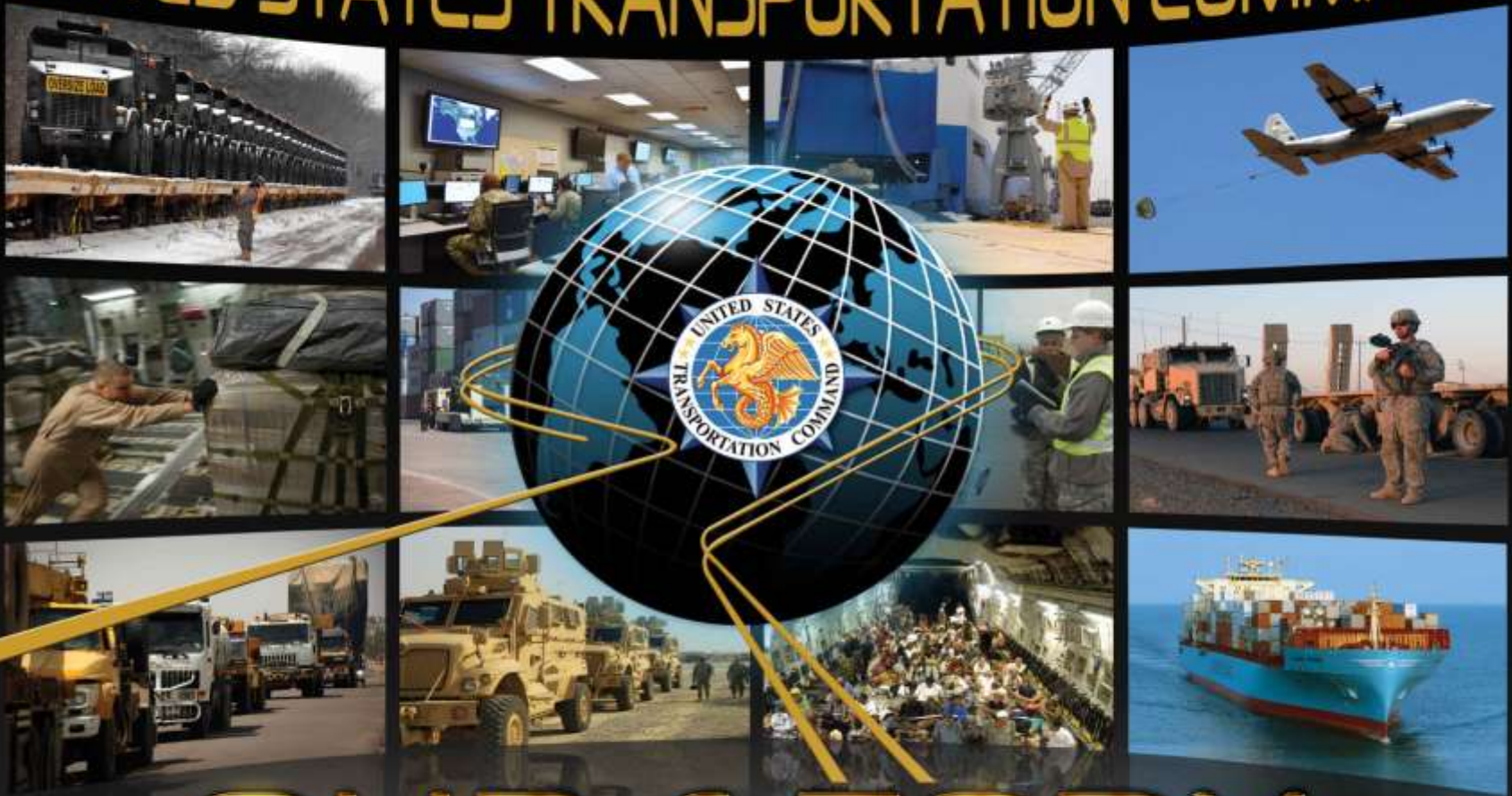


UNITED STATES TRANSPORTATION COMMAND

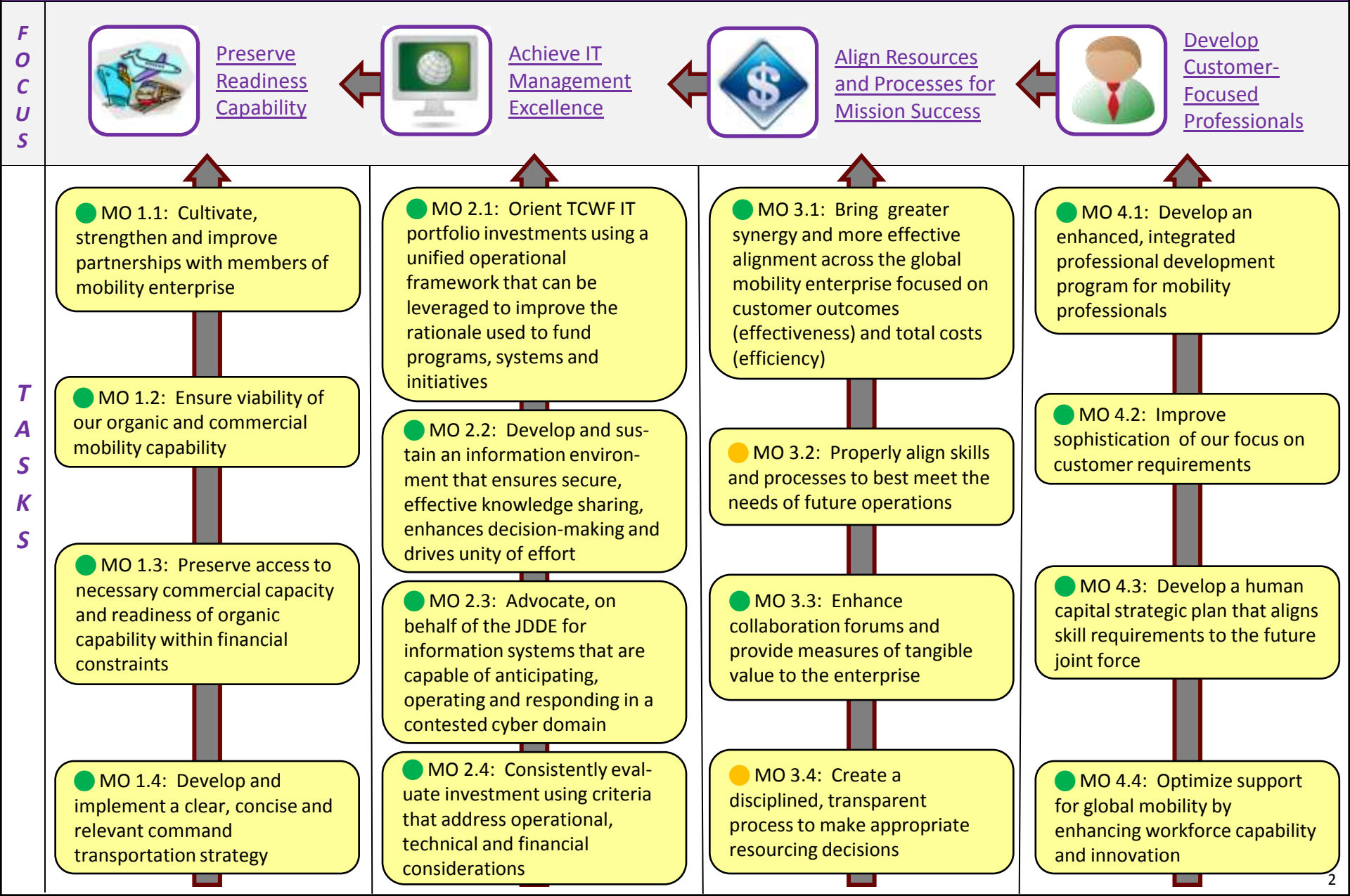


OUR STORY

2013 TO 2017

Implementation Dash Board – A/O: 16 Jan 13

Vision: The transportation and enabling capability provider of choice
Mission: USTRANSCOM provides full-spectrum global mobility solutions and related enabling capabilities for supported customers' requirements in peace and war



MO 1.1: Cultivate, strengthen and improve partnerships with members of the mobility enterprise

Lead: Col Ed Koharik, Ph: 220-1444

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Strengthen partnerships to preserve capability and capacity

Actions and Status:

- Action:** Initiate feedback process with industry to determine how additional engagements will be accomplished and at what level. Hosting “Industry Engagement Events”. **Status:** On going
- Action:** Coordinate with and through the Inter Service Transportation Working Group & the COCOMs to identify and develop ways to enhance DTS services and capabilities in support of current and future Foreign Military Sales customers. **Status:** On going
- Action:** Coordinate activities with AQ teams working strategic contracts. **Status:** On going
- Action:** Determine viability of NGA support of ERC. **Status:** Working with NGA -Liaison
- Action:** Leverage and maintain critical relationships with Civil Reserve Air Fleet (CRAF) and Voluntary Intermodal Sealift Agreement (VISA). **Status:** On going

MO 1.2: Ensure viability of our organic and commercial mobility capability

Lead: Col Ed Koharik, Ph: 220-1444

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Preserve readiness of DOD's global transportation and enabling capabilities

Actions and Status:

- **Action:** Refine and staff Enterprise Readiness Center (ERC) personnel skill sets. **Status:** Complete
- **Action:** Determine viability minimums of lift requirements for organic and commercial lift resources
Status: On going. Developing initial modeling requirements with AC
- • **Action:** Coordinate minimum organic flights needed for (USAF) flight crew readiness, qualifications and training. **Status:** TBD
- • **Action:** Coordinate required activations for (MSC) Ready Reserve Force turbo activations and long-term charters. **Status:** TBD

MO 1.3: Preserve access to necessary commercial capacity and readiness of organic capability within financial constraints

Lead: Col Ed Koharik, Ph: 220-1444

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Preserve readiness of DOD's global transportation and enabling capabilities within financial constraints

Actions and Status:

- **Action:** Determine minimum lift requirements for resources. **Status:** On going. Developing initial modeling requirements with AC
- **Action:** Determine applications of new / updated Acquisition Cross-Service Agreements and Universal Service Contract-07. **Status:** On going
- **Action:** Be prepared to address (review and adjust) fixed and variable costs and policy issues that impact surface, sea and air transportation. **Status:** On going

MO 1.4: Develop and implement a clear, concise and relevant command transportation strategy

Lead: Col Ed Koharik, Ph: 220-1444

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Develop policy for resolving process questions that will favor preserving transportation and enabling capabilities

Actions and Status:

- Action:** Develop first draft of a USTRANSCOM Commercial Transportation Roadmap **Status:** Draft completed. TCAC is leading initial working group. Final draft of all four chapters available for GO/FO review for 22 Jan 13 working group coordination.
- Action:** Write ERC Implementation Plan **Status:** In work
- Action:** Establish Foreign Military Sales team and its business plan **Status:** Complete

MO 2.1: Orient TCWF IT portfolio investments using a unified operational framework that can be leveraged to improve the rationale used to fund programs, systems and initiatives

Lead: Mr. Larry Jameson

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Select a single, unifying operational framework to guide enterprise information management system architecture

Actions and Status:

- Action:** Identify a single, unifying operational framework for IT portfolio investments by 7 Nov 12
- Status:** Complete--Approved Plan-Order-Ship-Track-Pay (POST-P) as the unifying operational framework

MO 2.2: Develop and sustain an information environment that ensures secure, effective knowledge sharing, enhances decision-making and drives unity of effort

Lead: Mr. Larry Jameson

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Ensure information management systems provide secure, timely and accurate information

Actions and Status:

- **Action:** Rewrite Portfolio Management, Engineering Support, and Architecture Support contracts by 31 Oct 12 **Status:** Complete
- **Action:** Sub-Mission Area Management teams present proposed IT-related requirements to help develop the FY14 budget submission by 5-9 Nov 12 **Status:** Complete
- **Action:** Re-align identified portfolio management and architecture support resources to Sub-Mission Area Management teams by 14 Nov 12 **Status:** Complete
- **Action:** Rewrite MITRE support contract by 30 Nov 12 **Status:** Complete
- **Action:** Publish the USTRANSCOM IT Roadmap by 27 Jan 13 (OPR: TCJ6) **Status:** In work

MO 2.3: Advocate, on behalf of the JDDE for information systems that are capable of anticipating, operating and responding in a contested cyber domain

Lead: Mr. Larry Jameson

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Ensure information management systems provide secure, timely and accurate information

Actions and Status:

- **Action:** Rewrite Engineering Support contract by 31 Oct 12 **Status:** Complete
- **Action:** Sub-Mission Area Management teams present proposed IT-related requirements to help develop the FY14 budget submission by 5-9 Nov 12 **Status:** Complete
- **Action:** Publish the USTRANSCOM IT Roadmap by 27 Jan 13 (OPR: TCJ6) **Status:** In work

MO 2.4: Consistently evaluate investments using criteria that address operational, technical and financial considerations

Lead: Mr. Larry Jameson

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Ensure information management systems support operational requirements efficiently

Actions and Status:

- **Action:** Rewrite Engineering Support contract by 31 Oct 12 **Status:** Complete
- **Action:** Sub-Mission Area Management teams present proposed IT-related requirements to help develop the FY14 budget submission by 5-9 Nov 12 **Status:** Complete
- **Action:** Re-align identified portfolio management and architecture support resources to Sub-Mission Area Management teams by 14 Nov 12 **Status:** Complete
- **Action:** Separate Distribution Portfolio Management (DPfM) role from the J6 Directorate by 14 Nov 12 **Status:** Complete
- **Action:** Rewrite MITRE support contract by 30 Nov 12 **Status:** Complete
- **Action:** Publish the USTRANSCOM IT Roadmap by 27 Jan 13 (OPR: TCJ6) **Status:** In work
- **Action:** Prepare POM submission NLT 15 Feb 13 **Status:** In work

MO 3.1: Bring greater synergy and more effective alignment across the global mobility enterprise focused on customer outcomes (effectiveness) and total costs (efficiency)

Lead: Mr. Bruce Busler

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Align scope and focus for optimal support of customer requirements and efficiency

Actions and Status: Immediate actions

- **Action:** Implement Mission Area Management (MAM): roles/functions, responsibilities and align resources **Status:** in work
- **Action:** Segregate DPfM - Coordinate and align resources **Status:** complete
- **Action:** Off-site review/alignment of directorate functions as vital/significant/important (supports 50/30/20 discussions) **Status:** Complete
- **Action:** Directorates - tiered resources (50/30/20) **Status:** Pending TCCC approval in Jan

MO 3.2: Properly align skills and processes to best meet the needs of future operations

Lead: Mr. Bruce Busler

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Permit each directorate the opportunity to develop a succinct mission statement, a stated role for their director, and indicate the core functions of their directorate, supported by authoritative references, such as JMETL, where appropriate.

Actions and Status:

- Action:** 2nd round review (USTCI 90-X re-numbered to 38-5) **Status:** complete
- Action:** Aggregate/review directorate responses **Status:** complete
- Action:** Formal O6 coord of USTCI 38-5 (quick turn) **Status:** ECD mid-late Jan
- Action:** Directorate coord of USTCI 38-5 **Status:** ECD late Jan
- Action:** Publish TCCC guidance (USTCI 38-5) **Status:** ECD 27 Jan
- Action:** RFI to Directors, TCCs, JECC to develop structure and organization to align (update USTC Pamphlet to USTC Instruction 38-1) **Status:** Implementation Phase, post-27 Jan
- Action:** Directorates - organize and tasks to accomplish TCCC guidance **Status:** post-27 Jan
- Action:** Directorates - tiered resources (50/30/20) **Status:** Pending TCCC approval in Jan

MO 3.3: Enhance collaboration forums and provide measures of tangible value to the enterprise

Lead: COL Marshall Ramsey

Team Members: J3, J5/4, J8, AC, AQ, AMC

Purpose: Refocus DPO in light of GDS mission, business process improvements, and warfighting readiness by leading the JDDE using a more collaborative approach. Validate appropriateness of DPO initiatives and increase transparency and financial reporting

Actions and Status:

- **Action:** Define DPO ICW all other Focus Areas by 27 Jan 13 **Status:** Socialized DPO definition with Development Council 26 Nov 12. Socializing DPO definition with DSG 24 Jan 13 (Nearly Complete)
- **Action:** Use DOTMLPF approach to pursue JDDE capability needs when able **Status:** DOTMLPF approach accepted. FY14 RDT&E New Start Investment Plan vetted and approved 16 Nov 12 (Completed)
- **Action:** Renaming JDDE governance and making it more collaborative by 27 Jan 13 **Status:** Incorporated initiatives flow chart into JDDE charter. Coord w/ Dev Council 26 Nov; JSAP'd 4 Dec 12. JS J4 S: 28 Jan 13 (On-going)
- **Action:** Align JDDE governance forums to the budget cycle by 23 Oct 12 **Status:** DSG, DOC and DEB re-sequenced. DSG & DOC aligned with budget cycle (Completed)
- **Action:** Report DPO Financials transparently at JDDE governance forums **Status:** DSG and DOC complete. Scheduled for DEB 5 Feb 13 (Completed)
- **Action:** Reduce and revalidate DPO scope and spend ICW Focus Area 2 by as much as 50% **Status:** Reduced 50% (\$25M) so far. Re-attacked with draft DPO definition. TMT for DPO Requirements completed 11 Dec 12; prioritizing as part of FY15-FY19 Integrated Program/Budget Submission. (Complete)

MO 3.4: Create a disciplined, transparent process to make appropriate resourcing decisions

Lead: Mr. Robert Folen

Team Members: J1, J3, J5/4, J6, J8, AC, AQ, AMC, SDDC, MSC, JECC

Purpose: Get governance right

Actions and Status:

- **Action:** Adopt corporate governance construct as briefed to TCCC **Status:** Approved and implemented
- **Action:** Finalize scope of corporate governance; what decisions/issues will come under the purview of the Council and Board **Status:** Completed
- **Action:** Describe roles and responsibilities of bodies outside governance construct that must interface or share information with the TOC or Commander's Corporate Board **Status:** Completed
- **Action:** Establish battle rhythm – annual timed sequence of recurring, necessary events and actions that culminate with investment decisions **Status:** Completed
- **Action:** Revise and implement USTRANSCOM Instruction 90-6, Corporate Governance Process **Status:** In progress. Drafted revised instruction; instruction currently in staffing.
 - O-6 coordination completed on 03 Dec 2012
 - Directorate/Component coordination completed 14 Dec 2012; working one non-concur
 - Revised I90-6 to TCCC for review/approval

MO 4.1: Develop an enhanced, integrated professional development program for mobility professionals

Lead: Col Shawna O'Brien

Core Team Members: J1-J9, AC, AQ, JA, SG, CSG

Partners: AMC, SDDC, MSC, JECC & Command Informal Leaders

Purpose: Enable staff and increase individuals' professional and human relations capabilities

Actions and Status:

- **Action:** Identify and initiate Quick Wins **Status:** On-going
- **Action:** Identify development programs/actions in place throughout the Command and synthesize them into a Command-wide effort **Status:** On-going
- **Action:** Evaluate opportunities to develop the Command's teamwork, communication avenues and "soft skills" **Status:** On-going
- **Action:** Create single, integrated roadmap for deliberate development (education, training, job rotations, assignments, mentorship, internships) of our professionals **Status:** In work

MO 4.2: Improve sophistication of our focus on customer requirements

Lead: Col Shawna O'Brien

Core Team Members: J1-J9, AC, AQ, JA, SG, CSG
Partners: AMC, SDDC, MSC, JECC & Command Informal Leaders

Purpose: Provide better service to customers through clear understanding of their mission and needs

Actions and Status:

- Action:** Continue to identify actions (“solutions”) to overcome barriers to an improved and effective culture **Status:** On-going
- Action:** Draft the Human Capital and Culture Roadmap **Status:** In work; ECD 29 Jan 13
- Action:** Identify local/regional culture and customer-focus enhancement opportunities, including no-/low-cost self assessments **Status:** In work
- Action:** Bolster Command leaders’ support to improve teamwork/culture **Status:** On going
- Action:** Evaluate implementing an internal Culture assessment **Status:** Complete
- Action:** Assess available Culture assessment tools/opportunities **Status:** In work

MO 4.3: Develop a human capital strategic plan that aligns skill requirements to the future joint force

Lead: Col Shawna O'Brien

Core Team Members: J1-J9, AC, AQ, JA, SG, CSG

Partners: AMC, SDDC, MSC, JECC & Command Informal Leaders

Purpose: Develop employees through education, training, internships, jobs, assignments, succession planning and soft skills like customer focus, leadership/management, human relations

Actions and Status:

- **Action:** Coordinate the Implementation Plan **Status:** In work
- **Action:** Prepare the Human Capital and Culture Roadmap **Status:** In work; ECD 29 Jan 13
- **Action:** Synthesize and link development programs/actions from across the Command into an integrated, deliberate development program **Status:** In work

MO 4.4: Optimize support for global mobility by enhancing workforce capability and innovation

Lead: Col Shawna O'Brien

Core Team Members: J1-J9, AC, AQ, JA, SG, CSG

Partners: AMC, SDDC, MSC, JECC & Command Informal Leaders

Purpose: Complement MOs 4.1-4.3 to ensure team members are prepared and postured to effectively and efficiently meet customer needs in a changing global environment

Actions and Status:

- **Action:** FA4 2-day Innovation Workshop **Status:** Completed
- **Action:** Mass Leadership and Culture sessions **Status:** Completed
- **Action:** GO/FO/SES/Director Leadership and Culture session with Senior Executive Coach
Status: Completed
- **Action:** Evaluate need for a Chief Human Capital Officer (CHCO) and CHCO Council **Status:** In work
- **Action:** Enhance cross-Command and Command-Partner collaboration **Status:** On going