



# Know Your Role

## *Strategic Update*

### Director's Corner



*Installation 9/11 Remembrance Run—over 1,800 service members and civilians participated. The installation's run series is just one of the many events that promotes a healthy lifestyle of balance.*

*Leading the charge, from left to right are: MAJ GEN Kevin R. Wendel, Commander, First Army Division East; COL Edward C. Rothstein, Garrison Commander, Fort George G. Meade; and Garrison Command Sergeant Major, Charles Smith.*

Entering the new fiscal year, strategic priorities are shifting, action plans are being developed, and work is getting accomplished. To maintain the excellent services provided on Fort Meade, we must strive to attain balance in all that we do. Restoring balance is the theme of “Know Your Role’s” initial FY12 issue.

The Army’s vision is a “Balanced Army for the 21st Century”. Per The Army Plan (TAP) 2011, “In today’s volatile and uncertain security environment, our Army requires a **balanced**, comprehensive and integrated strategy identifying the ends, ways and means to accomplish our vision and mission over time. Our strategy is to restore balance in the force by developing a versatile mix of trained and ready forces that allow us to address the broadest range of current and future challenges—building a resilient Army for Full Spectrum Operations”.

At the most recent Senior Leadership Conference (SLC), the garrison’s strategic priorities and direction were assessed. Keeping in line with the Army’s emphasis on restoring balance, one outcome from the SLC was a revision to the garrison’s mission statement—Enable critical national security mission by providing our customers with the required facilities and infrastructure, a safe and secure community, and a quality of life that fosters **balance**”.

The importance of restoring balance pertains to all that we do, inclusive of work and home life. The articles within this first issue of FY12 examine balance restoration efforts more closely by addressing business strategies, innovation, and IMCOM’s support.

Regardless of the upcoming challenges we will face throughout the 2012 fiscal year, remind yourself to maintain balance and take care of yourself. Anyone who has flown has heard the flight attendant’s safety brief before take-off. The flight attendant says, “Should the cabin lose pressure, oxygen masks will drop from the overhead area. Please place the mask over your own mouth and nose *before* assisting others.” If you do not take care of yourself **FIRST**, then how can you continue to provide excellent service and help move Fort Meade forward towards achieving its mission and vision?

**“The Army’s goals and objectives revolve around four Army strategic imperatives that address the critical challenges of restoring balance and setting conditions for the future”**

—The Army Plan (TAP) 2011

### Planning, Resourcing, Performing and Improving

Fort Meade provides services to the community striving to maintain balance between work and quality of life. The Plans, Analysis, and Integration Office (PAIO) is often asked about Fort Meade’s business strategy in providing these services. Fort Meade has a corporate management process based on the four principles of: **Planning, Resourcing, Performing** and **Improving**. In following these basic tenets, we ensure that we are strategy driven, customer oriented and make decisions based on facts that bring results to Army standards.

While **planning**, we continually refine and translate corporate strategy to organizational performance and individual performance plans. When **resourcing** we generate resource requirements to execute strategy, fund programs and requirements, and then set performance targets. In **performing** we deliver products and services then measure and report performance to higher headquarters while trying to keep in constant communication with our customers. All of this is done as we try to constantly **improve** our internal processes, improve service quality and delivery, generate efficiencies and improve effectiveness.

We are currently involved in an IMCOM-wide endeavor called Army Communities of Excellence (ACOE) that provides us an opportunity to self evaluate and review all of our programs and services in a profile presentation provided to IMCOM headquarters. While doing this we become aware of areas for improvement as well as our strengths via a feedback report from higher headquarters after we have submitted our profile presentation.

Service providers at Fort Meade are well aware of the need to promote balance as we move forward into the future providing outstanding services to the Fort Meade community.

## IMCOM Supports Restoration of Balance

The Installation Management Campaign Plan (IMCP) supports the restoration of balance through Line of Effort (LOE) 1—Soldier, Family and Civilian Readiness. Specifically, supporting the concept of balance is Key to Success (KTS) SR2 Resiliency and Balance—Mind, Body, and Spirit.

Per the IMCP version 3.0, the goal for SR2 is to “improve our ability to support and strengthen the resilience and balance of Soldiers, Families, and Civilians through programs and services to sustain physical, emotional, social, family, and spiritual needs.”

The sub-tasks associated with achieving SR2’s goal consist of the following programs/ councils/services:

- Community Health Promotion Council (CHPC)
- Army Community Service (ACS)
- Suicide Prevention Programs
- Religious Support Services
- Spiritual Fitness Programs
- Employee Assistance Program
- Army Substance Abuse Program (ASAP)

Highlighting one of the many excellent programs listed above, ASAP has achieved a great deal in its brief existence. ASAP has been able to obtain over \$2 million to be used for the construction of two ASAP buildings.

These programs support the installation’s efforts to restore balance to the member of the Fort Meade community. Team Meade is proud to serve its community and fully support the Army’s vision of a “Balanced Army for the 21st Century”.

## Innovatively Restoring Balance

Four years ago the Army established four imperatives to restore balance to the Army. The Army and Fort Meade must continue to sustain the Army's Soldiers, Families and Civilians; prepare forces for success in the current conflicts; reset returning units; and transform the Army to meet the demands of the 21st century.

Despite remaining heavily engaged in persistent conflict, the Army and Fort Meade are regaining balance. We've improved our ability to **sustain** the Army's Soldiers, Families and Civilians. Properly **preparing** our Soldiers for combat against a ruthless and dedicated enemy is critical to mission success. We have started to fully embrace our rotational model, Army Force Generation (ARFORGEN), to provide a steady, predictable flow of trained and ready forces to meet the Nation's need across the spectrum of conflict. The Army and Fort Meade continue to **reset** our unit's Soldiers, families and equipment in order to ensure a quality force and a level of readiness for the complex range of future missions. We continue every effort to revitalize Soldiers and families. We continue the responsible drawdown in Iraq while simultaneously building capability in Afghanistan.

Finally, in order to provide combatant commanders with tailored, strategically responsive forces that can dominate across the spectrum of conflict in an uncertain threat environment, the Army and Fort Meade continue to **transform** our operating force capable of adapting to changing environments by integrating sustainable principles into its outlined strategy (Army Sustainable Campaign Plan, IMCOM Campaign Plan and Fort Meade Strategic Action Plan). The Army Family Covenant has fortified IMCOM and Fort Meade’s commitment to providing Soldiers and families a quality of life commensurate with their service.

Fort Meade is tying innovation with resorting balance through many avenues. The development of a Facebook town hall, allowing the Garrison Commander to see Fort Meade through the eyes of the community, enhancing strategic communications. As COL Rothstein stated, “I’m excited about presenting these opportunities for you to share your thoughts. I’m constantly looking for ways to connect with the community, inside and outside of the gates of Fort Meade. I sincerely believe this is a great opportunity for all of us to learn more about what we can do to make Fort Meade a better community.” Other examples of these efforts include: the Civilian Fitness Program; a Telework Program; a Compressed Work Schedule; an increase in shuttle services to external transportation points; and the recently held Resiliency Fair.

### DID YOU KNOW?

- Team Meade has finalized the Base Realignment and Closure transition. The final step took place on 20 Oct as DMA conducted its ribbon cutting ceremony outside of their new facility.
- Your voice counts—the Army Family Action Plan (AFAP) wants to hear your ideas to improve the future of Fort Meade, share them by calling 301-677-5590 or visit the Department of Army’s AFAP web site at [www.myarmyonesource.com](http://www.myarmyonesource.com).
- You can submit ideas, suggestions, and/or questions related to the strategic newsletter. Send them to Raul Schuett at [raul.schuett@us.army.mil](mailto:raul.schuett@us.army.mil).



*Team Meade at its finest—amazing participation throughout the installation to support the Installation 9/11 Remembrance Run—over 1,800 service members and civilians participated.*

### FORT GEORGE G. MEADE'S STRATEGIC NEWSLETTER

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Where do **YOU** fit into the FGGM Strategic Plan?