

# ***IMCOM Campaign Plan Overview***

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**Mission: USAG Grafenwoehr proactively provides installation capabilities and services, and supports expeditionary operations for JMTC, V Corps, 21st TSC, and transient training units to ensure a Strong Army for the Nation and a quality of life for our Soldiers, Families and DOD Civilians commensurate with their service. Serves as the direct reporting garrison with functional support for USAGs Hohenfels and Garmisch.**

**"Mission, Teamwork, People"**



# Agenda

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- **Purpose**
- **IMCOM Mission & Vision**
- **Campaign Plan – Purpose & Scope**
- **Campaign Plan – Key Imperatives**
- **Campaign Plan – Commander’s Intent**
- **Campaign Plan LOE Summaries**
- **Garrison Implementation / Communication Efforts**
- **What does the IMCP mean to you?**



# Purpose

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- **The purpose of this briefing is to provide all Garrison employees an overview of the IMCOM Campaign Plan (IMCP) so they have a general understanding of the document and become familiar with the basic components of the plan.**
- **This briefing is not intended to supersede the requirement for each Garrison employee to read the IMCOM Campaign Plan.**



# IMCOM Mission & Vision

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## Mission:

**To provide standardized, effective & efficient services, facilities and infrastructure to Soldiers, Families and Civilians for an Army and Nation engaged in persistent conflict.**

## Vision:

**Army installations are the DoD standard for infrastructure quality and are the provider of consistent, quality services that are a force multiplier in supported organizations' mission accomplishment, and materially enhance Soldier and Family well-being and readiness.**



# IMCOM Campaign Plan – Purpose & Scope

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## Commander's Guidance:

**“This document describes my vision as Commanding General, Installation Management Command and Assistant Chief of Staff for Installation Management to bring effective and efficient services, programs and infrastructure to bear on the challenges faced by Commanders, Soldiers, Families and Civilians in a fluid operating environment, and my Campaign Plan for achieving that vision. **It lays out my strategy, through Lines of Effort and Keys to Success, and metrics by which we will track progress.** This plan will be updated semiannually as we make adjustments along the way.”**

## Key Message:

**“The Installation Management Community will deliver sustainable installation communities that enable strong Soldiers and resilient Families for a mission-ready Army.”**



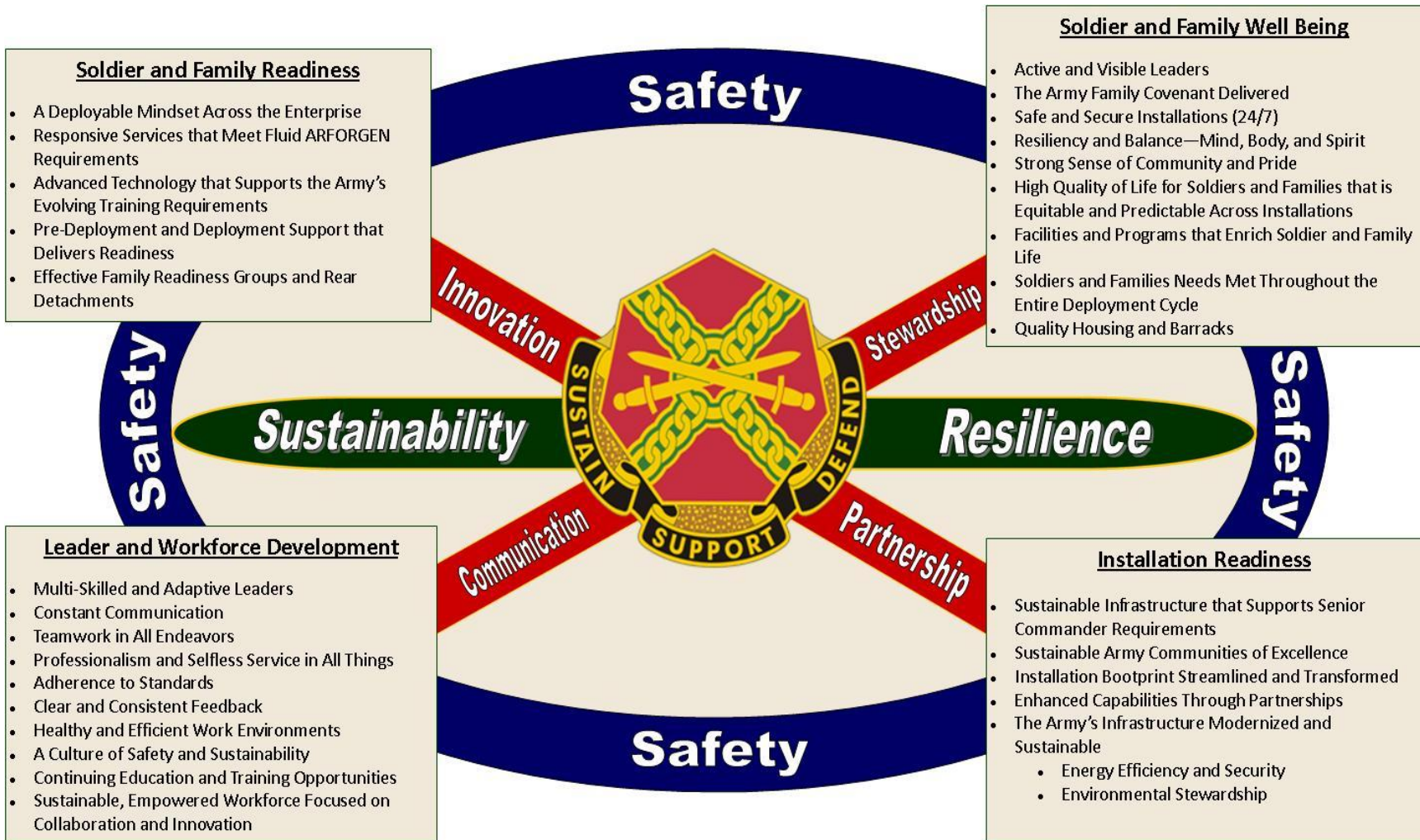
# IMCOM Campaign Plan – Key Imperatives

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- 1) Continue evolving the organization into a customer-focused combat support organization**
- 2) Embrace a performance-based management culture**
- 3) Equip employees with the competencies, skills and enabling capabilities needed to provide extraordinary support to our customers now and in the future**
- 4) Ensure fiscal responsibility**

# IMCOM Campaign Plan – Commander’s Intent



## The Sustainable Army Community of Excellence



# IMCOM Campaign Plan – Lines of Effort

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- **IMCP Lines of Effort (LoE):**

**LOE 1 Soldier, Family and Civilian Readiness**

**LOE 2 Soldier, Family and Civilian Well-Being**

**LOE 3 Leader and Workforce Development**

**LOE 4 Installation Readiness**

**LOE 5 Safety**

**LOE 6 Energy Efficiency and Security**





# LOE 1 Soldier, Family and Civilian Readiness



## Garrison LOE Chief: **DPTMS**

- **Objective:**

Soldiers, Families and Civilians are able to meet the challenges of deployment and the ARFORGEN process through proper training, responsive services, and communities of excellence.

- **Keys to Success:**

SR1 – A deployable mindset across the enterprise

SR2 – Responsive services that meet fluid ARFORGEN requirements

SR3 – Incorporate advanced technology to support the transformed Army's training requirements

SR4 – Pre-deployment and deployment support that delivers readiness

SR5 – Effective family readiness groups and rear detachments

- **Metric Examples:**

Standardized Soldier Readiness Program, Transportation & Personnel ISR standards, Inspection criteria, Range Complex Master Plan (RCMP)

- **Key Messages:**

- The number one priority is ensuring Soldiers and Civilians are ready to answer our Nation's call whenever and wherever they are needed

- The Installation Management Community will ensure Families are prepared and supported throughout their Soldiers' entire deployment cycle.



# LOE 2 Soldier, Family and Civilian Well-Being



Garrison LOE Chief: **DFMWR**

- **Objective:**

Soldiers, Families, and Civilians are confident that they are being cared for, and their physical, emotional, and spiritual needs are enriched by quality programs, infrastructure, and support.

- **Keys to Success:**

- SW1 – Standardize and fund existing Family programs and services
- SW2 – Ensure excellence in schools, youth services and child care
- SW3 – Facilities & programs that support transition, recreation, travel, Single Soldiers
- SW4 – Enhance community outreach
- SW5 – Soldier, Family and Civilian needs met throughout the entire deployment cycle
- SW6 – Resiliency and balance – mind, body and spirit
- SW7 – Quality housing and barracks

- **Metric Examples:**

ACS accreditation, Outreach services success, EFM, ACS Soldier/Family services to standard, Child and Youth facilities/programs to standard, CYS programs

- **Key Messages:**

- The Installation Management Community supports all Soldiers, Families and Army Civilians with quality programs and safe communities that meet their needs while enabling them to thrive and maintain resiliency. We are keeping the promise.
- The Installation Management Community is renewing focus on community relationships to ensure high quality of life for Soldiers, Families and Civilians.



# LOE 3 Leader and Workforce Development



**Garrison LOE Chief: DHR**

- **Objective:**

A multi-skilled workforce comprising Military and Civilian leaders and personnel with the knowledge, capabilities, skills, and opportunities to successfully and innovatively accomplish the installation management mission.

- **Keys to Success:**

LW1 – Multi-skilled and adaptive leaders

LW2 – Constant communication and feedback

LW3 – Teamwork, professionalism and selfless service in all things

LW4 – Sustainable, empowered workforce focused on collaboration and innovation

LW5 – Continuing education and training opportunities

LW6 – A culture of safety, sustainability and healthy work environment

- **Metric Examples:**

Training completion, Retention/Attrition rates, Timely performance management, Knowledge and use of technology, New Employee Orientation, Worker's compensation costs, Quality of fitness/wellness related opportunities/programs

- **Key Message:**

- The Installation Management Community is dedicated to developing a healthy, well-balanced, multi-skilled workforce comprising military and civilian leaders and personnel with the knowledge, capabilities, skills and opportunities to successfully and innovatively accomplish our mission.



# LOE 4 Installation Readiness



Garrison LOE Chief: **DPW**

- **Objective:**

Installations are platforms of readiness supporting current and future requirements through regular modernization and new construction of facilities and infrastructure to maintain efficient and sustainable operations and to enable the provision of effective services to Soldiers, Families and Civilians

- **Keys to Success:**

- IR1 – Sustainable infrastructure that supports Senior Commander requirements
- IR2 – Sustainable Army Communities of Excellence
- IR3 – Installation boot prints streamlined and transformed
- IR4 – Enhanced capabilities through partnerships
- IR5 – The Army’s infrastructure modernized and sustainable
- IR6 – Environmental stewardship

- **Metric Examples:**

Restoration Backlog, Inventory Value, Tabulation of Existing and Required Facilities, Five Year Defense Plan, Restoration & Modernization funds

- **Key Message:**

- Installation Readiness is achieving Mission excellence through streamlined processes, strategic partnerships, and good stewardship of resources that meets the mission needs of Senior Army Commanders.



# LOE 5 Safety



## Garrison LOE Chief: **ISO**

- **Objective:**

All Soldiers, Families and Civilians consciously employ risk reduction measures to foster a safe working and living environment, instilling a sense of safety both on- and off-duty while promoting leader and individual accountability.

- **Keys to Success:**

SF1 – Effective Privately Owned Vehicles safety programs in place

SF2 – Heightened safety awareness across the Command

SF3 – Hazard control measures employed for a safe working and living environment

SF4 – Safe and healthy practices are promoted and encouraged on- and off-duty

SF5 – Integrated Installation Protection Program and capability in place

- **Metric Examples:**

Traffic safety training to standard, POV accidents, Motorcycle mentorship, Safety and risk reduction councils, Army Readiness Assessment, Hazard analysis and mitigation, Garrison threat assessments

- **Key Message:**

- The Installation Management Community will proactively and aggressively ensure safe, secure installations for Soldiers, Families and Civilians by making safety everyone's responsibility.



# LOE 6 Energy Efficiency and Security



## Garrison LOE Chief: **DPW**

- **Objective:**

Maintain energy and water efficient installations by holding users accountable, modernizing facilities, installing new technologies, and leveraging partnerships that will provide an increased level of energy security leading to sustainable and resilient infrastructure and mission assurance.

- **Keys to Success:**

EN1 – Reduce energy and water consumption

EN2 – Increase energy and water efficiency and modernize infrastructure

EN3 – Improve the development of renewable and alternative energy, and ensure access to energy supplies

EN4 – Improve the development of renewable and alternative energy for vehicle fleet mobility fuel

- **Metric Examples:**

Energy consumption, SF of buildings, Water consumption, Supported population, Energy Master Plans, Construction and Restoration and Modernization projects

- **Key Message:**

- The Installation Management Community will increase the energy security of installations by pursuing technologies, partnerships, and personal accountability so that installations can efficiently and effectively execute their missions today and into the future.

# Garrison Implementation / Communication Efforts

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## Completed:

- November 2009: disseminated and posted the new IMCOM CG's Intent at workplaces across the Garrison
- January 2010: realigned the quad charts for the Garrison bi-weekly staff meeting to reflect the IMCOM Command Intent which also match 4 of the 6 IMCP LOEs
- May 2010: published Operations Order 10-037 which provides the overarching framework for the Garrison's implementation of the IMCP
- May 2010: conducted an IMCP overview briefing with all Garrison Directors and Office Chiefs in order to familiarize the staff with the IMCP as well as to explain the concept of the Garrison's implementation plan
- June 2010: published Fragmentary Order 1 to OPORD 10-037 which provided additional guidance on the Garrison's implementation efforts
- July 2010: conducted an IMCP overview briefing at the Garrison's Middle Management Development Program (MMDP) in order to familiarize supervisors with the IMCP and discuss their role in the implementation effort
- July 2010: published Fragmentary Order 2 to OPORD 10-037 which further updated the Garrison's implementation requirements

## Planned:

- August 2010: utilize various media (newspaper, radio, television) to familiarize the community with the purpose and intent of the IMCP

# What does the IMCP mean to you?

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- Garrison employees provide many diverse services to the community
- Each of these services is important and helps the Garrison accomplish our Mission of providing the appropriate capabilities, services and quality of life to our customers – Soldiers, Families and DoD Civilians
- The IMCOM Campaign Plan helps the Garrison make sure our efforts are focused in the right areas so we provide the most efficient and effective services to our customers
- The plan communicates specific principles and functions that the Commanding General has indentified as absolutely essential to IMCOM's success
- All Garrison employees must read, understand and put into action the Campaign Plan
- Supervisors and employees should identify how each individual's current job performance directly contributes to the successful implementation of the IMCOM Campaign Plan
- Supervisors and employees must determine how to modify performance standards in situations where current duties do not align with the principles of the IMCOM Campaign Plan