



Know Your Role

Strategic Update

Director's Corner

As we enter the new fiscal year, FY11, Fort Meade is synthesizing past achievements and shortcomings of FY10 to forge the way ahead. Both the Army Communities of Excellence (ACOE) competition and the recently held Fall Senior Leadership Conference (SLC) did just that.

During the SLC, previous action plans were reviewed and updated in order to position the installation for the future.

The ACOE competition asked the installation to identify its processes and programs and more importantly, the steps taken to ensure alignment with the Installation Management Campaign Plan (IMCP). Discussions sparked by ACOE should serve as opportunities for improvement and further workforce education on the IMCP.

The month of October also witnessed the release of the revised IMCP, version 2.0. The IMCP, just as any action plan, is a living document which must go through changes positioning itself for success. Fort Meade is in the process of revising its own Strategic Action Plan to continue its pursuit of being recognized as the **Best in Class** for garrison-provided support.



Fort Meade Senior Leadership Conference attendees from left to right are: Sandres Mann (RMO), Chris Thiel (DPTMS), Raul Schuett (PAIO), Tim Hooten (NEC), Milton McLean (PAIO), LTC Yates (DES), Beth Barr (IRACO), Anthony Oliphant (DOL), LTC Matney (IG), CSM Watkins (Cmd), CSM Smith (HQBN), LTC Stroop (RSO), COL Thomas (IC), SGM Nichols (DPW), John Moeller (DIC), Corey Johnson (PAIO), LTC Marotta (SJA), Tony Simms (ISO), LTC Boone (HQBN), MAJ Blackmon (SJA), Martha McClary (DFMWR), Jettie Muller (PAIO), and Bernie Cullen (DHR).

FGGM Fall Senior Leadership Conference (SLC)

The installation recently held its Fall SLC, Sept. 13 - 16. The theme for this SLC was "Fort Meade's Way Ahead".

The SLC is a semi-annual installation function. The intent of the SLC is to provide the Installation Commander and his senior staff an opportunity to assess installation status and revise strategic direction as required.

The Fall SLC addressed several high-level installation issues to include but not limited to the following:

- * Strategic Planning Council—reviewed status of progression on installation goals and objectives as well as IMCP LOEs and Keys to Success.
- * Commander's priorities—COL Thomas relayed his vision of the future focus for the installation.
- * Stationing / ASIP—brief provided on the process for incoming units to adhere to and the importance of accurate accounting of personnel on the installation.
- * Transformation—information provided as to the continual growth of the installation, specifically focusing on BRAC and newly formed Cyber Command.
- * Best Practices / Benchmarking—discussions on the importance and value of comparisons to high performing comparable organizations supporting continuous process improvement.

The most important take away from the SLC is the current revision of the FGGM Strategic Action Plan (SAP). During the SLC, the previous SAP was discussed in great detail to identify areas that have been accomplished which can be removed as well as actions requiring further coordination and new actions. The FGGM 2011 - 2016 SAP will be released in the month of November.



IMCOM Campaign Plan

Lines of Effort (LOEs)

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: Installation Safety

LOE 6: Energy Efficiency and Security



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

—Installation Management Campaign Plan, 2010 - 2017

Installation Management Campaign Plan (IMCP)

IMCOM has deployed version 2.0 of the IMCOM Campaign Plan (IMCP), effective October 2010. Fort Meade has crossed walked its Strategic Action Plan (SAP) with the IMCP to ensure alignment with the CG's intent. Fort Meade's plan is to integrate the IMCP into the daily business of providing our customers and community the facilities and infrastructure they require, the quality of life they deserve, and a safe, secure environment in which to work and live.

Fort Meade's strategy for disseminating version 2.0 of the IMCP will be done through a network of channels. A Chain Teaching training document will be sent out to the workforce, explaining the IMCP and how Fort Meade's strategic action plan and strategic planning process are aligned with the IMCP. A key concern for the Installation Commander (IC) is to address the key principles of implementing the IMCP by identifying the installation requirements (mission), synchronizing actions plans and developing analytical processes to best implement the IMCP through the Garrison.

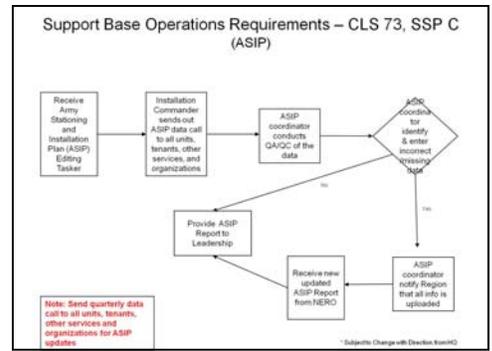
The focus on strategically communicating with the workforce is to ensure the CG's intent, key messages, and objectives are clearly understood by everyone on the installation. Fort Meade's PAIO is in the early stages of developing an IMCP Tri-Fold that will cross walk the IMCP, Northeast Region mission, and Senior Mission Commander mission with Fort Meade's mission and core beliefs. This will allow the installation to stay on course with both the CG's and IC's intent, while integrating sustainability and resilience throughout the installation and Fort Meade's Strategic Action Plan.

Army Stationing and Planning (ASIP)

Army Stationing and Planning (ASIP) is the Army's single source of data that contains the Installation total population including Officers, Warrant Officers, Enlisted Personnel, Civilians, Contractors, and Tenant organizations. The Installation Commander (IC) uses the ASIP data to determine facilities and base operations support requirements for installation planning purposes.

In order for the IC to properly plan for the way ahead, every member of the installation workforce must be accounted for and captured in their Unit Identification Code (UIC). It is very important that the installation population is as accurate as possible in order to receive funding to support the installation mission and its tenant's mission as well. Any organization that is planning to work or utilize space on the installation must submit their request to Headquarters Department of The Army (HQDA). HQDA will execute unit stationing actions and stationing packets in accordance with Army Regulation 5-10. This regulation assigns responsibilities and prescribes policies and procedures governing the Army stationing process completed by the Plans, Analysis & Integration Office (PAIO). This process must be utilized and approved by the IC before organizations, units or individuals can move onto the installation.

The IC and senior leadership are working very hard to ensure that Fort Meade will continue to provide the "Best in Class Service" to the expected arrival of 7,000 additional workforce members. The current population is 41,000, by the end of September 2011; the population will increase to at least 48,000 workforce members. The projected FY11 installation population growth highlights the importance of every workforce member being accounted for in the ASIP database and ASIP's role in the installation successfully planning for the way ahead and instilling mission sustainability.



Right image: ASIP process map details steps involved to capture and report installation population figures.

DID YOU KNOW?

- Fort Meade is hosting an Installation Planning Board (IPB) for the Senior Mission Commander, MG Horst, on Dec. 10, 2010.
- Fort Meade is once again competing in the IMCOM Army Communities of Excellence (ACOE) competition. We placed 2nd three years in a row—2007, 2008, and 2009.
- You can submit ideas, suggestions, and/or questions related to the strategic newsletter. Send them to Raul Schuett at raul.schuett@us.army.mil.



FORT GEORGE G. MEADE'S STRATEGIC NEWSLETTER

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