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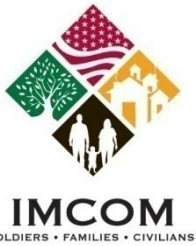
# ***Installation Management Campaign Plan (IMCP)***

**Directorate of Family and Morale, Welfare and Recreation (DFMWR)  
USAG Fort Belvoir**

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

***Leaders in Excellence***



# AGENDA

- Commanding General's Intent
- IMCOM Mission
- IMCOM Vision 2017
- IMCOM Lines of Effort (LOEs)
- DFMWR Support to LOEs
- Conclusion
- Discussion

# Commanding General's Intent



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- Provide the facilities, programs and services required to support Army readiness, sustain the All-Volunteer Force, and provide the infrastructure for current and future mission requirements.
- “I will do so through six Lines of Effort: **Soldier and Family Readiness, Soldier and Family Well-being, Leader and Workforce Development, Installation Readiness, Safety, Energy Efficiency and Security** as imperatives in all that we do.
- The IMCP provides the foundation and road map for each Soldier, Family and Civilian to understand their role in supporting the warrior now and in the future.



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## •Questions we must ask ourselves:

- *Are we doing the right things?*
- *Are we doing things right?*
- *What are we missing?*



# IMCOM Mission

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- **IMCOM Mission Statement**: To provide standardized, effective & efficient services, facilities and infrastructure to Soldiers, Families and Civilians for an Army and Nation engaged in persistent conflict.
- **DFMWR Mission**: Deliver quality FMWR programs and services that enhance the well-being of the total military community.

# IMCOM Vision 2017

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- **IMCOM 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.
- **DFMWR Vision**: “First Choice” for those who serve.

# Lines of Effort (LOE)

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- 1 – Soldier, Family and Civilian Readiness**
- 2 – Soldier, Family and Civilian Well-Being**
- 3 – Leader and Workforce Development**
- 4 – Installation Readiness**
- 5 – Safety**
- 6 – Energy Efficiency and Security**



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# LOE 1



## Soldier, Family and Civilian Readiness

**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.**



# LOE 1



## Soldier, Family and Civilian Readiness

### 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**



# LOE 1



## Soldier, Family and Civilian Readiness

### Current Initiatives

- FRG Roundtable
- Facility and equipment support to soldiers
- Staff training on working with wounded warriors
- CYSS mission essential support during emergencies
- DFMWR emergency response plan
- DFMWR grab and go guide and emergency exercises
- ACS premobilization and reset briefings

### New Initiatives

- Child care and services for WTs at new hospital
- Monthly FRG training
- Increase number of fully trained CARE Team volunteers
- Improved advertisement and marketing of all programs
- Comprehensive Soldier Fitness



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# LOE 2



## Soldier, Family and Civilian Well-Being

**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.**



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# LOE 2



## Soldier, Family and Civilian Well-Being

### Keys to Success

- SW1: Standardize and fund existing family programs and services**
- SW2: Ensure excellence in schools, youth services and child Care**
- SW3: Facilities and programs that support transition, recreation, travel and 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**



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# LOE 2



## Soldier, Family and Civilian Well-Being

### Current Initiatives

- Fully operational SFAC
- Robust and responsive ICE program
- Lodging customer comment program
- Award winning youth sports and fitness program
- Wide range of recreational programs
- Partnerships with Better Business Bureau and Fairfax County
- Accredited ACS and CYSS programs
- Award winning Lodging operation
- Dream Team
- FMWRDS programs team
- Survivor Outreach



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# LOE 2



## Soldier, Family and Civilian Well-Being

### New Initiatives

- FMWRDS
- New SFAC facility within WTC
- Updated communication tools (Facebook, Twitter, Flickr)
- Internal Partnership (ACS & HIRED, CYSS & Hearts Apart)
- Unit specific financial training
- Expanded outreach to foreign born spouses



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# LOE 3



## Leader and Workforce Development

**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.**



# LOE 3



## Leader and Workforce Development

### Keys to Success

- LW1: Multi-Skilled and Adaptive Leaders**
- LW2: Constant Communication and Continuous Feedback**
- LW3: Teamwork, Professionalism, Selfless Service in All Things**
- LW4: Sustainable, Empowered Workforce Focused on Collaboration & Innovation**
- LW5: Continuing Education and Training Opportunities**
- LW6: A Culture of Safety, Sustainability and Healthy Work Environment**



## Leader and Workforce Development

### Current Initiatives

- Employee performance plans
- Employee awards program
- New employee briefings
- Alternate work schedule and telework
- Staff meetings
- Individual development plans
- Employee newsletter
- ACS job fairs
- Employee page on web site ([Belvoirmwr.com/employees](http://Belvoirmwr.com/employees))
- Interns



# LOE 3



## Leader and Workforce Development

### New Initiatives

- **CYSS Fitness Challenge**
- **Use of advance communication tools**
- **MWR on-line training and IDPs**
- **Health and Fitness Fair**
- **Cross-program training**
- **Increased team-building opportunities**
- **DFMWR Mentorship Program**



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# LOE 4



## Installation Readiness

**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.**



# LOE 4



## Installation Readiness

### 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: Environment Stewardship**



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# LOE 4



## Installation Readiness

### Current Initiatives

- Active recycle program
- Baldrige strategic planning process
- Baldrige trained examiner
- Cost savings initiatives (Quick Wins, Bright Ideas)
- Advanced automation equipment
- FMWR Framework Plan
- FMWR 5-year CPMC Plan
- NAF Major Construction and other projects

### New Initiatives

- Performance review process
- Go Green project
- Eateries plan
- CYSS fiber optics



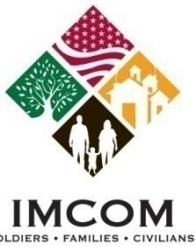
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# LOE 5



## Safety

**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.**



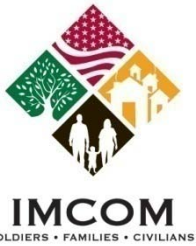
# LOE 5



## Safety

### Keys to Success

- SF1: Effective privately owned vehicle (POV-motorcycle and auto) safety programs in place**
- SF2: Heightened safety awareness across the command**
- SF3: Hazard control measures employed to foster a safe working and living environment**
- SF4: Safe and healthy practices are encourage on and off duty**
- SF5: Integrated installation protection program and capability  
In place**



# LOE 5



## Safety

### Current Initiatives

- Collateral Duty Safety Officer in all facilities
- Safety training and inspections
- CYSS monthly emergency drills
- Water quality surveys in the pools
- “Near Miss” program
- Serve-Safe training
- Lifeguard and water safety instructor training
- Hunting safety program training
- Designated driver programs at special events

### New Initiatives

- MPI partnership for bicycle safety program
- Risk assessments
- Woodshop safety training



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# LOE 6



## Energy Efficiency and Security

**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.**



# LOE 6



## Energy Efficiency and Security

### 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**



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# LOE 6



## Energy Efficiency and Security

### Current Initiatives

- Timing system on outside field lights
- Ball field irrigation system
- Controlled mowing at the Golf Course
- Warm weather golf course turf grass
- Appropriate interior and exterior lighting
- Utility conservation (lights off, computers off)
- Officers' Club HVAC
- Windows in Lodging
- Consolidated trips in official vehicles
- CAT 2000 pool chlorinators
- Kitchen equipment



# Conclusion



## Campaign Plan Takeaways

- **Focus on the *six Lines Of Effort (LOEs)***

**What LOE do YOU support?**

- **Ask the *three fundamental questions*:**
  - **Are we doing the right things?**
  - **Are we doing things right?**
  - **What are we missing?**

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# Discussion

