

Memphis District Operations Plan 2008

Goal 1

Position our Teammates to be members of the most motivated and competent work force in USACE. (Champions: Jim Bodron and David Sirmans)

We will strengthen relationships and improve expertise to provide highly motivated and skilled Teammates.

Strategy 1.1 Improve supervisor-employee relationships.

Objective 1.1.1 Continue Communications Improvement Project Team (CIPT) recommendations district-wide by (4QFY08) with the metric ratings for team and supervisor – employee communications improving to at least 3.2 on a 4-point scale annually.
(Champion: Bob Anderson)

Objective 1.1.2 Institute job relevant conflict resolution/labor relations training programs for the workforce to have 90% of the workforce trained by 4Th Quarter FY 09. (Champions: Diane Brown and Alice Furlong)

Objective 1.1.3 Implement the National Security Personnel System (NSPS) by mandated schedule. (Champions: Billy Selvo and Dave Sirmans)

Strategy 1.2 Improve union - management relations.

Objective 1.2.1 Reinstitute Partnership Council Meetings with a specified goal to sign new Partnership Agreement with IFPTE Local 259 by 2QFY08. (Champion: MAJ Vince Navarre)

Objective 1.2.2 Improve regular communication with MEBA and IOMMP by 4QFY08.
(Champion: Linda Boyd)

Strategy 1.3 Improve Expertise (Build the Bench).

Objective 1.3.1 Develop and deploy Individual Training Programs thereby increasing all levels of certifications, licenses, etc by 10% by 4QFY08. (Champion: Donna Sanders)

Objective 1.3.2 Institute a Wage-Grade training program by 4QFY08. (Champion: Training Officer and C. Don Wilbanks)

GOAL 2

Continuously improve mission execution. (Champion: Tom Minyard)

We will continuously improve team performance, processes and project/services delivery by effective application of Learning Organization Principles.

Strategy 2.1 Develop high performing Project and Service Delivery Teams.

Objective 2.1.1 – Expand milestone execution to all projects and services to include projects performed by EEY Marine Maintenance Center and Units performing Work for Others.
(Champions: Dave Berretta and Billy Selvo)

Objective 2.1.2 – Develop a process to manage and track the support for others program by 4th Qtr FY08 (Champion: Jan Berry)

Strategy 2.2 Apply Learning Organization principles as part of process improvement.

Objective 2.2.1 – Perform final review of identified key processes/sub-processes by 2QFY08 and digitize mapped processes by 4QFY08. (Champion: Ted Vactor)

Objective 2.2.2 – Institutionalize the process established to capture, organize and effectively utilize lessons learned. (Champion: Voncile Williams)

GOAL 3

Provide sustainable infrastructure and environmental solutions that address the Region's needs. (Champion: Eddie Belk)

We will demonstrate leadership and apply expertise to the region's engineering and environmental challenges to provide balanced, collaborative solutions. To excel, we will carefully listen, clearly communicate our capabilities, honor our commitments and strengthen our relationships.

Strategy 3.1 Identify and link USACE capabilities with regional needs.

Objective 3.1.1 Review past, present and potential projects from a watershed perspective to initiate at least one new planning initiative per year, over the next five years. (Champion: Jim Lloyd)

Objective 3.1.2 - Review completed and nearly completed projects to ensure conformance with original intent and latest performance expectations by 4QFY08. (Champion: Dennis Abernathy)

Objective 3.1.3- Continue to implement a Marine Maintenance Center outreach program.
(Champion: C. Don Wilbanks)

Strategy 3.2 Develop and strengthen customer and stakeholder partnerships.

Objective 3.2.1- Develop and deploy a customer relationship management system by 4QFY08. (Champions: Carol Jones and C. Hunt)

Objective 3.2.2 - Aggressively tell the Corps story, both internally and externally, regarding our contributions to the region with a five percent increase in outreach engagements annually. (Champions: Jim Pogue)