

Goals, Strategies, and Objectives for Fiscal Year 2004 MVM Strategic Plan

GOAL 1

To have the most motivated, competent work force in the Corps of Engineers. (Goal Champion: Dave Cash)

Individual champions working well together make up championship teams. We will have highly motivated, skilled, and empowered individuals working together to consistently execute with excellence and exceed customer expectations.

Strategy 1.1 Enhance technical, management, and leadership excellence. (Champion: Linda Boyd)

Objective 1.1.1 Improve supervisor/employee performance evaluation process by 30 Sep 05. (Champion: Linda Boyd)

Objective 1.1.2 Develop and implement a measurement system to evaluate training effectiveness by 28 Feb 05. (Champion: Donna Sanders)

Strategy 1.2 Promote a safe, healthy, and productive work environment. (Champion: Major Burruss)

Objective 1.2.1 Implement the work environment improvement plan by FY05. (Champion: Rich Kaiser)

Objective 1.2.2 Improve internal leadership communication within the Memphis District by the 4QFY04. (Champion: Bob Anderson)

Objective 1.2.3 Identify/evaluate/address the causes of complaints by 4QFY04. (Champion: Jean Todd)

Strategy 1.3 Attract, hire and retain a diverse 'world class' work force. (Champion: Alice Converse)

Objective 1.3.1 Improve cycle time for hiring new employees by ten percent by 30 Sep 04. (Champion: Tom Morgan)

Objective 1.3.2 Complete and implement 5-year succession plan by 31 May 04. (Champion: Alice Converse)

Strategy 1.4 District leadership serves as ethical, fiscal, and social responsibilities role models on and off the job. (Champion: Dave Sirmans)

Objective 1.4.1 Develop a corporate approach to becoming a role model in environmental, social, and public health issues (rather than just compliant) by 4QFY04. (Champion: Dave Sirmans/Carol Jones)

Objective 1.4.2 Set the example in fiscal and ethical behavior by 4QFY05. (Champion: Jim Hayes/Larry Sharpe)

GOAL 2

To be the recognized leader in project delivery as a public engineering organization. (Goal Champion: Dennis Kamper)

We will demonstrate excellence in mission execution, continuous process improvement, and leadership in fiscal, ethical, and social responsibility to customers and stakeholders.

Strategy 2.1 Develop full performance Project Delivery Teams. (Champion: Dave Berretta)

Objective 2.1.1 Continuously improve team performance. (Champion: Dave Berretta)

Objective 2.1.2 Improve milestone identification, tracking, and reporting process by 30 Sep 04. (Champion: Hubert Logan)

Strategy 2.2 Formalize process improvement system. (Champion: Harris Vandergriff)

Objective 2.2.1 Develop an approach to map and improve all District processes by 4QFY05. (Champion: Harris Vandergriff)

Objective 2.2.2 Establish a District team to implement recommendations from ISO 9000 action plan with the intent to achieve ISO 9000 Certification by 4QFY06. (Champion: Jerome Bingham)

Strategy 2.3 Become a learning organization. (Champion: Fred Hoffman)

Objective 2.3.1 Develop a knowledge management system by 4QFY05. (Champion: Fred Hoffman)

Objective 2.3.2 Drive culture change to make learning an inherent part of how we work by 2QFY05. (Champion: Linda Ross)

GOAL 3

To actively identify regional needs and aggressively develop and implement sustainable infrastructure and environmental solutions. (Goal Champion: Eddie Belk)

We will demonstrate leadership and apply expertise to the toughest engineering and environmental challenges to provide balanced, collaborative solutions. To excel we will carefully listen, identify needs, clearly communicate our capabilities, and honor our commitments.

Strategy 3.1 Identify and link regional needs with Corps capabilities. (Champion: Jim Reeder)

Objective 3.1.1 Develop collaborative, sustainable solutions under existing traditional and new non-traditional authorities to achieve annual growth. (Champion: Jim Reeder)

Objective 3.1.2 Maximize regional efficiencies and our contribution to marine maintenance (EEY) and channel improvement by 28 Feb 05. (Champion: Danny Max)

Strategy 3.2 Embrace and demonstrate Corps Environmental Operating Principles. (Champion: Dave Reece)

Objective 3.2.1 Educate customers, stakeholders, and the work force on a watershed approach to sustainable solutions by 2QFY05. (Champion: Clarice Sundeen)

Objective 3.2.2 Be a leader in the regional development & execution of the Corps National Center for Ecosystem Restoration by 2QFY05. (Champion: Dave Reece)

Strategy 3.3 Strengthen customer and stakeholder partnerships. (Champion: Mike Callaway)

Objective 3.3.1 Develop and implement a customer management system. Strengthen stakeholder relationships by 30 Sep 04. (Champion: Mike Callaway)

Objective 3.3.2 Aggressively market the Corps story and our contributions to the Region by 2QFY05. (Champion: Bob Anderson)