

IMCOM plan sets vision for garrison

Did you know the Installation Management Campaign Plan, or IMCP, is the IMCOM commanding general's vision statement and strategic guidance to his garrisons?

IMCOM's core competencies are safety, sustainability, resilience, innovation, stewardship, strategic partnerships, communication, Army Force Generation, cost culture, communities of excellence and voice of the customer.

The IMCP lays out IMCOM's strategy in six dimensions, called lines of effort, or LOEs. LOEs address Soldier and family readiness, well-being, leader and workforce development, installation readiness, safety, and energy and water efficiency and security.

We at Fort Sill Garrison have aligned our strategic imperatives and implemented many best practices to become an IMCOM role model in meeting the LOEs of the IMCP:

LOE1: Soldier, family and civilian readiness

Fort Sill Garrison plays a vital part in the community health promotion council and the installation's resiliency training center. With various innovative programs offered by Army Community Service, Army

Substance Abuse Program, religious services, our training support office and the education center, we ensure:

- A deployable mind-set across the enterprise;
- Resiliency and balance of mind, body and spirit;
- Responsive services that meet fluid ARFORGEN requirements;
- Best value technology and education capabilities; and
- Training support services that support Soldier readiness.

LOE2: Soldier, family and civilian well-being

Fort Sill Garrison Family and Morale, Welfare and Recreation provides the best the Army has to offer in entertainment, recreation, child care and family support. Our FMWR has built strong partnerships with the local community to ensure:

- Standardized programs and services;
- Excellence in schools, youth services and child care;
- Facilities, programs and services that support recreation, leisure and single Soldiers;
- State and community support and relationships; and
- Well-being programs and services to meet Soldier, family and civilian needs



Did you know?

By Col. Paul Hossenlopp
Fort Sill Garrison commander

throughout the entire deployment cycle.

LOE3: Leader and workforce development

All garrison directors have signed the employee covenant that empowers its workforce to exploit new ideas while our leaders encourage subordinates to think creatively, innovate and learn from mistakes. Each garrison directorate has an embedded well-being officer who is trained in equal employment opportunity, substance abuse and suicide prevention. Team on target and the Orientation for New Employees' briefs help new employees integrate quickly and understand what it is we do at Fort Sill. Many Fort Sill Garrison employees are enrolled in the President's Fitness Challenge, and our leaders encourage and support growth. Centrally funded, online or local education and training opportunities are available to ensure:

- Multi-skilled and adaptive leaders;
- Constant communication and continuous feedback;

- Teamwork, professionalism and selfless service;
- Empowered workforce focused on collaboration and innovation;
- Continuing education and training opportunities; and
- A resilient, sustainable and healthy workforce.

LOE4: Installation readiness

Since fiscal 2010 Fort Sill Garrison has spent more than \$200 million to modernize and update installation infrastructure to meet increased demands. Picerne Military Housing has started to build 432 family homes, the Directorate of Public Works and FMWR have started to use solar and geothermal energy, and our Directorate of Emergency Services has built strong community partnerships with local law enforcement, fire fighters and emergency responders to ensure:

- Modernized and sustainable infrastructure that supports senior commander requirements;
- Sustainable Army communities of excellence;
- Installation boot prints

streamlined and transformed;

- Enhanced capabilities through partnerships;
- Environmental stewardship;
- Quality housing and barracks; and
- A safe and secure community.

LOE5: Safety

Fort Sill Garrison has made safety a command priority, and our safety programs apply to Soldiers, families and civilians. Our DES and safety office work closely with local agencies, provide training, inspections and foster safety awareness across the garrison to ensure:

- Effective personal vehicle safety programs;
- Heightened safety awareness across the command;
- Fostering a safe working and living environment; and
- Safe and healthy practices in professional and personal activities

LOE6: Energy and water efficiency and security

Fort Sill Garrison has commenced efforts to conserve water and energy by billing residents for their electricity. We have replaced part of our military vehicle fleet with electric vehicles, we are using geothermal energy to heat and cool newly constructed buildings, and we are using solar panels to heat a swim-

ming pool. We are also in the planning stage of a micro-grid on our east side that will create its own energy using solar, wind and natural gas generators, enabling complete self-sufficiency. All of these efforts help us ensure a/an:

- Reduced energy and water consumption;
- Increased energy and water efficiency;

Improved development of renewable and alternative energy for all our uses to include our vehicle fleet; and

- Reduced carbon footprint.
- Everything we do within the Fort Sill Garrison does, in one form or another, support one (or more) of the LOEs in the campaign plan. Some questions we will ask ourselves as we implement the IMCP and six LOEs are:
- Are we doing the right things?
 - Are we doing things right?
 - What are we missing?

I ask you to continue to share best practices and help the Fort Sill Garrison on its way to becoming an Army Community of Excellence.

The IMCP and Leader Handbook are available on the USAG Fort Sill website at <http://www.imcom.army.mil/hq/kd/cache/files/DA2DD371-423D-452D-4354FFC213703DE7.pdf>.

the Cannoneer®

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with guest speaker

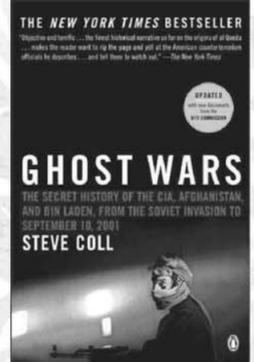
Steve Coll

Pulitzer Prize-Winning
Journalist, Author

September 29, 2011 • 7:30 p.m.

Held in the Cameron University Theatre

Steve Coll is a journalist, writer and two-time Pulitzer Prize winner. Among his publications are *Ghost Wars: The Secret History of the CIA, Afghanistan, and Bin Laden, from the Soviet Invasion to September 10, 2001* and *The Bin Ladens: An Arabian Family in the American Century*. A writer for *The New Yorker* and former managing editor for *The Washington Post*, Coll is the current president for the New America Foundation, a nonprofit, nonpartisan public policy institute that invests in new ideas for the betterment of the United States.



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