

# VALUES

*The Army Values are accepted and adopted as the Garrison's Values.*

**Loyalty:** Bear true faith and allegiance to the Army, its leadership, and Fort Drum, and ultimately to the Soldiers, Family Members and the civilian workforce that we serve.

**Duty:** Fulfill our obligations

**Respect:** Treat our customers, fellow workers and supervisors with dignity and value; just as we expect to be treated.

**Selfless Service:** Put the welfare of customers, partners and subordinates before our own.

**Honor:** Perform to the full extent of our abilities.

**Integrity:** Do what's right, legally and morally.

**Personal Courage:** Face the challenge or adversity (physical or moral), and accomplish the "hard right" without compromise.

Visit the IMCOM Web Site for more information on the Installation Management Campaign Plan (IMCP):  
[http://www.imcom.army.mil/hq/initiatives/campaign\\_plan/](http://www.imcom.army.mil/hq/initiatives/campaign_plan/)

Visit the PAIO Shared Portal to view the Fort Drum Strategic Plan :  
<https://portal.drum.army.mil/garrison/pai/pma.aspx>

Ask yourself the following questions about the IMCP:

1. How do I fit in and how can I contribute?
2. How Does my Team./Section/Shop/Office/Directorate fit in?
3. What can I do to support the Installation and IMCOM in their efforts?
4. What Lines of Effort apply to my work area?



**IMCOM**  
SOLDIERS • FAMILIES • CIVILIANS



## Installation Management Campaign Plan



*We are*  
**THE ARMY'S HOME**

### Purpose and Scope

"This document describes my vision as Commanding General, Installation Management Command and Assistant Chief of Staff for Installation Management to bring effective and efficient services, programs and infrastructure to bear on the challenges faced by Commanders, Soldiers, Families and Civilians in a fluid operating environment, and my Campaign Plan for achieving that vision. It lays out my strategy, through Lines of Effort and Keys to Success, and metrics by which we will track progress. This plan will be updated semiannually as we make adjustments along the way."

LTG Rick Lynch

### Mission

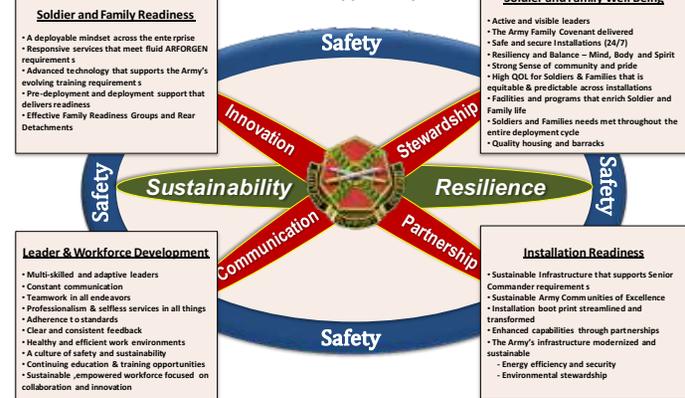
To provide standardized, effective & efficient services, facilities and infrastructure to Soldiers, Families and Civilians for an Army and Nation engaged in persistent conflict.

### 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.

### Commander's Intent

*Sustain, Support, Defend*



**The Sustainable Army Community of Excellence**

# Installation Management Campaign Plan (IMCP)

## The Six Lines of Effort (LOE)



# FORT DRUM GARRISON



### GARRISON MISSION STATEMENT

Provide quality installation support to our Soldiers and their Families that is equitable to their quality of service and sacrifice to our Nation

### GARRISON VISION STATEMENT

A Garrison Team that cares for its people, fosters a positive environment, and in turn, provides first class service to its customers – The Soldiers and their Families. A place where Civilians and Soldiers enjoy working side by side, are proud of their accomplishments, and strive for excellence every day.

LOE 1-DPTMS

**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 2-FMWR

**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.

LOE 3-DHR

**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 4-DPW

**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 5-Safety

**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 6-DPW

**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.

### Strategic Plan GOALS

1. A high performing, well-led, affordable workforce of the proper size that is technically competent, agile, motivated, knowledgeable, and postured to meet the challenges of today's and tomorrow's missions.
2. Realistic training capabilities that optimize installation and regional resources (land, air-space, water and facilities) for current and future missions.
3. Infrastructure self-sufficiency, including on-post renewable sources of energy.
4. Optimal infrastructure growth through community partnerships, use of emerging construction and reclamation technologies, and sustainable natural resources utilization.
5. An installation organized and structured with adequate manning, equipment and facilities to sustain the transformed tactical force with the capability to anticipate future force requirements and the ability to rapidly adapt to emerging technologies and changes to force structure and doctrine.
6. Fort Drum and region's quality of life makes it the installation of choice.
7. Efficient, effective, and responsive business practices that optimize changing resources for current and future missions.



### OUR MOTTO

**Fort Drum**  
**The Army's Best Kept Secret**

