

The Army Materiel Command Strategy

**Stepping Boldly into the Future,
Focused on the Soldier**

October 2002

the Army Values

Loyalty: Bear true faith and allegiance to the U.S. Constitution, the Army, your unit, and other soldiers.

Duty: Fulfill your obligations.

Respect: Treat people as they should be treated.

Selfless Service: Put the welfare of the Nation, the Army, and your subordinates before your own.

Honor: Live up to all the Army values.

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

Personal Courage: Face fear, danger, and adversity (physical and moral).



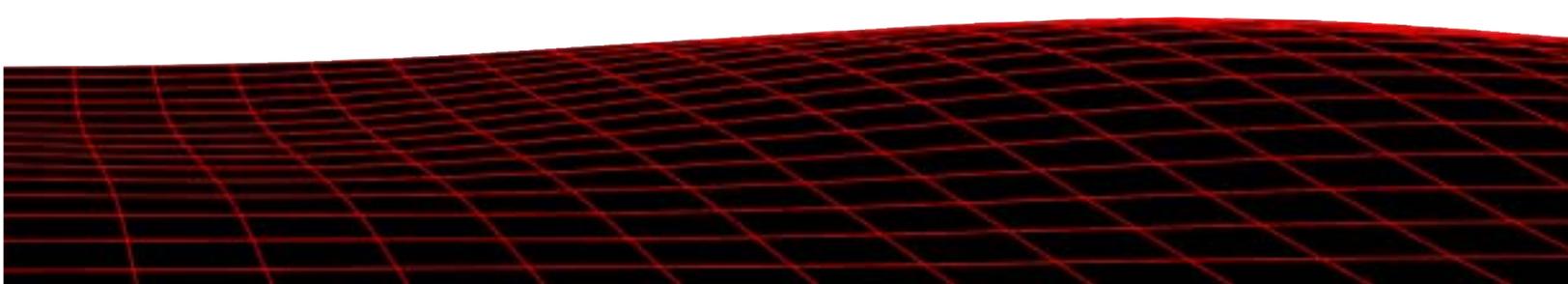
the context

As our Army adapts to a changing world and undergoes major modifications in force structure and doctrine, the successful transformation of today's Legacy Force to the Objective Force of tomorrow rests on the U.S. Army Materiel Command's ability to provide key technologies, acquisition expertise, and logistics sustainment.

During this transformation, AMC must continue to focus on providing the Army with overmatching technology and information superiority to respond successfully to the specter of unknown threats we may face in the 21st century. We must continue to restructure the Command to enhance our support of the warfighter. Finally, we must care for and protect our most valuable resource, our people. We must be more aggressive in recruiting, developing, and retaining a superior work force. It is our people who will revolutionize the technologies and projection and sustainment processes critical to implementing and ultimately realizing the Army Vision.

To guide our efforts, this Strategy outlines the challenges and defines the goals for the U.S. Army Materiel Command and its elements. It is a fluid strategy for success that recognizes the need for potential alternatives and allows for adaptation during the execution years.

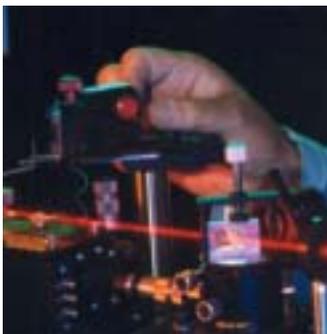
The development of supporting strategic plans and subsequent support of refinements and required actions will shape the future of our Command. Our focused efforts in the U.S. Army Materiel Command transformation are crucial to the U.S. forces' ability to defeat any adversary and control any situation across the full range of military operations — from high intensity conflict, to homeland defense, to peace keeping and humanitarian assistance operations.

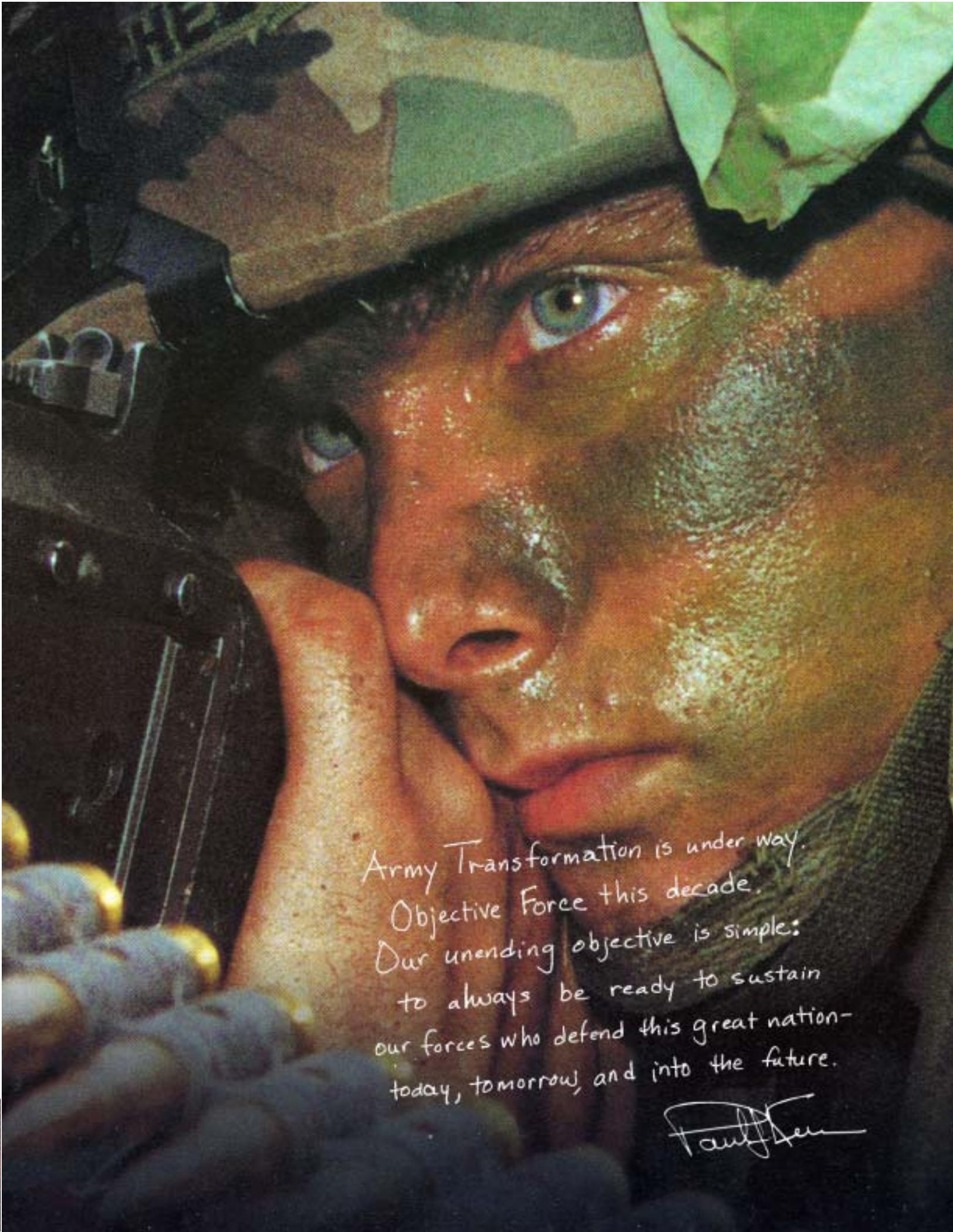




the **AMC Mission**

Provide superior technology,
acquisition support, and logistics
to ensure dominant land force
capability for Soldiers, the
United States, and our Allies.





Army Transformation is under way.
Objective Force this decade.
Our unending objective is simple:
to always be ready to sustain
our forces who defend this great nation-
today, tomorrow, and into the future.

Paul H. ...



the
AMC Vision

Essential in Peace

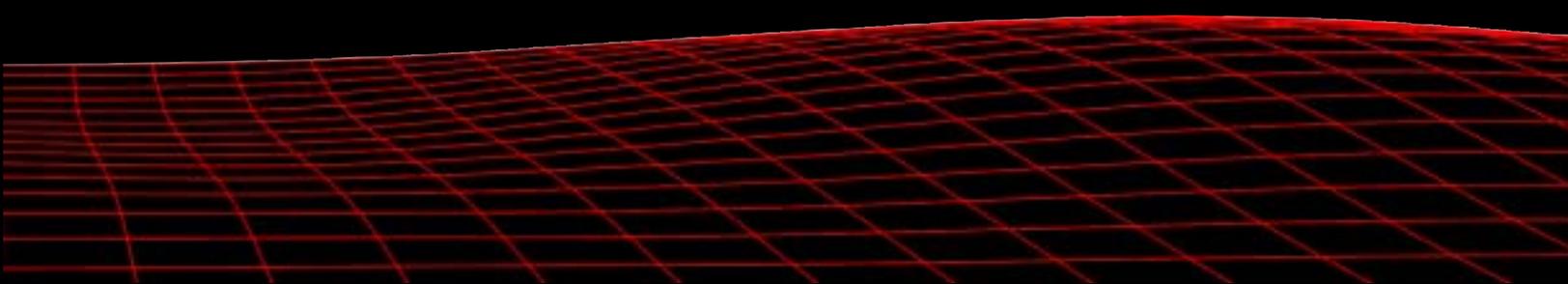




Dedicated and innovative people:

- **Committed to continuously improving support to soldiers.**
- **Leading the development of new technologies and sustainment processes to transform the Army.**
- **Reshaping the workforce for the 21st century.**

Indispensable in War



the road to the future

- Our main effort will be to achieve the development, support, and sustainment of the Objective Force in this decade.
- Our Science and Technology Enterprise will be the essential partner of choice with the Army Program Executive Offices and industry.
- We will provide indispensable teamwork with the Army Acquisition Executive, integrate our systems from concept to disposal, and coordinate support from the Defense Logistics Agency, Transportation Command, and other national agencies as needed.

Our dedicated employees will be prepared for the 21st century through life-long education, training, and career development in an environment committed to excellence, equal opportunity, and well-being. Simultaneously, we will actively recruit our successors and pass to them the lessons of the Cold War, Just Cause, Desert Storm, the Balkans, Somalia, and the War on Terrorism.

We will aggressively pursue technology readily available and focus internal efforts on military-unique technologies, employing a structure that is collaborative, flexible, productive, responsive, and highly valued.

We will apply improved reliability and maintainability enhancements to all our equipment through an integration of developments into recapitalization and spare part improvements.

We will maximize worldwide networking capabilities, operating as a single virtual enterprise providing instantaneous visibility of our transactions from foxhole to factory or depot, while protecting ourselves from intrusions. Our implementation of Army Knowledge Management will enable warfighters and support providers to make accurate and timely decisions.

Our energy will focus on becoming a lean, innovative, and proactive command, while providing creative solutions for a more responsive, agile, versatile, lethal, survivable, and sustainable Army.

We commit to the readiness and sustainment of the Army, Combined Combatant Commands, our coalition partners, and our Nation.



the goals and objectives

Goal 1

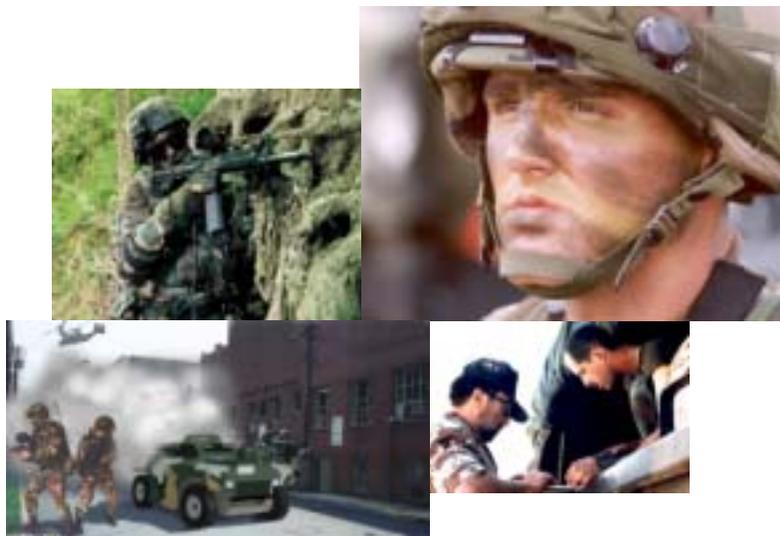
Support

Continuously improve support to soldiers.

Objective A: Implement knowledge management enterprise solutions to sustain the Army, provide superior technology, and enable Army Acquisition.

Objective B: Institute pilot programs and improvement initiatives to positively influence materiel readiness.

Objective C: Institute the “Lean Thinking” philosophy of management across AMC.



Goal 2

Transformation

Lead the development of cutting edge technologies and sustainment processes to transform the Army.

- Objective A:** Execute the Logistics Transformation Campaign as the focal point and the leader for logistics.
- Objective B:** Organize AMC to successfully provide Army readiness and transformation using specific customer solutions today and anticipating warfighter needs in the future.
- Objective C:** Establish a Research, Development, and Engineering Command recognized as the preeminent leader in research, development, and engineering to transition the right technology in the shortest time to our soldiers.
- Objective D:** Provide an integrated continuum of modeling and simulation capabilities applicable to RDT&E, systems acquisition, and fielded systems.
- Objective E:** Design future workforce, including contractors, and identify future competencies to meet human resource management and transformation challenges.
- Objective F:** Institutionalize incentives and incentives programs to ensure best technology solutions are available for insertion into materiel systems.
- Objective G:** Conduct Battle Command Training Program Warfighter and Force Protection exercises.
- Objective H:** Optimize Force Protection, assistance, and initiatives to provide AMC employees, customers, and visitors with the best security and workplace safety.





Goal 3

People

Reshape the workforce for the 21st century.

Objective A: Design future workforce and identify future competencies against which to orient human resource management practices.

Objective B: Lead and manage the workforce in a manner promoting excellence, well-being, innovation, and collaboration to support soldiers.

Objective C: Recruit and retain a workforce with skills to transition and support readiness, the Objective Force, and Army Transformation.

Objective D: Train and educate the workforce with the skills to transition AMC from industrial commodity-based work to knowledge-based integration missions.





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