**PEO VISION**

**Provider of Choice for Simulation, Training and Testing Solutions to Optimize Soldier & Unit Readiness**

**PEO MISSION**

**Develop, Acquire, Provide, and Sustain Simulation, Training, Testing and Modeling Solutions to Optimize Warfighter Readiness**

### GOALS

#### 1.0 Align portfolio to Future Training and Testing Priorities

- **1.1 Establish PEO Level Governance / Programming**
  - Establish Enterprise Level Management Reviews
  - Provide Responsive Resourcing
  - Provide Annual STRI Workforce Strategic Intent

- **1.2 Optimize Product Execution**
  - Conduct Effective Resource Management
  - Manage External Impacts / Merge Processes
  - Assess Program Alignment Across the PEO

- **1.3 Set Conditions for the Future**
  - Establish a Technology Development Plan and S&T Governance (STTC, AMSO, ARL, NSC, IRAD)
  - Establish a New Program Roadmap (SPAR, Common Architecture, FMS, etc.)
  - Develop Program Transition and Divestment Plan
  - Clearly Define PEO Role in Services
  - Establish a Customer Funded Strategy IAW the New Reimbursable Construct

### OBJECTIVES

#### 2.0 Refine and Streamline Organizational Processes

- **2.1 Prioritize Metrics and Reporting Requirements**
  - Determine Value vs Non-value Added Input
  - Determine Appropriate Legal Authorities as the Baseline
  - Establish / Enforce a “Streamlined” Culture

- **2.2 Review, Assess and Prioritize STRI Processes**
  - Prioritize Assessments – Utilize Kaizen Events
  - Streamline Overhead / Management Activity
  - Leverage STRI LSS Program
  - Influence Relevant Stakeholder Processes (TRIAD, ACC-Orlando, etc.)

- **2.3 Establish and Execute a Predictable Battle Rhythm**
  - Leverage Existing Battle Rhythm Events for Efficiency (PMRs, Staff Mtgs, TRIAD, TSS)
  - Develop PALT-like Timelines for Process Actions

#### 3.0 Optimize Workforce Capabilities and Well-Being

- **3.1 Improve Workforce Recruiting and Retention Processes**
  - Assess the Workforce Needs
  - Build the Bench
  - Ensure a Consistent Streamlined Recruiting / Hiring Process
  - Optimize Benefits and Incentives

- **3.2 Optimize Workforce Growth and Development**
  - Develop Functional Career Paths
  - Manage Training & Qualifications
  - Provide Mentoring and Coaching
  - Create Developmental Opportunities
  - Promote Military and Civilian Equal Opportunity

- **3.3 Develop and Implement Workforce Succession Planning**
  - Identify High Performers
  - Establish Continuity Plans and Processes

- **3.4 Improve Workforce Evaluation and Recognition Program**
  - Improve Performance Evaluations
  - Conduct and Document Continuous Counseling
  - Identify Monetary / Non-Monetary Incentives

### STRATEGY MAP

**March 2018**

**Blue – In Work**