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	2.0 Refine and Streamline Organizational Processes	3.0 Optimize Workforce Capabilities and Well-Being

OBJECTIVES

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*

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 Kaizan 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*

3.1 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*