

POST LEADERS WORKSHOP!

AUG 6-8, 2023

Break out sessions:
Succession Planning
Post Ops Admin & Finance

WELCOME POST LEADERS WORKSHOP!

2030 STRATEGIC PLAN UPDATE

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Presentation Overview

- Key SP2030 Terminology
- Historical Perspective
- Strategic Plan 2030 (SP2030) Charter
- Strategic Plan Development Team (SPDT)
- SP2030 Timeline & Major Milestones
- Other Considerations
- What We are Asking!

SP2030 Key Terminology

Mission - Purpose statement for organization

Vision - Long term statement describing organization (*what* it looks like and *when*)

Goals - Outcome that supports the organization's purpose

Objectives - Measurable outcomes that lead to goal accomplishment

Actions - Specific tasks that lead to objective accomplishment

Focus Areas - Areas of emphasis

Historical Perspective

“We are establishing at this time a Society of American Military Engineers. This society will serve no selfish purpose. It is dedicated to patriotism and national security. Its objects are, in brief, to promote solidarity and co-operation between engineers in civil and military life, to disseminate technical knowledge bearing upon progress in the art of war and the application of engineering science thereto, and to preserve and maintain the best standards and traditions of the profession, all in the interests of patriotism and national security.”

–The Military Engineer magazine, January 1920.

The team started with shared beliefs that SAME is:

- A total volunteer organization
- One Society of vibrant posts supported by National
- The “Society of Choice” for young members, especially military members
- Striving to exceed expectations of sustaining and Individual members

SP2030 Charter

Comprehensive review and update of the Society's priorities and direction with emphasis on the following outcomes:

- Accelerate actions to become recognized as the A/E/C Industry leader of collaboration to support IGE
- Focus SAME's goals & objectives on core deliverables
- Contribute to expanding membership growth & engagement ("Take Society to Members")
- Clarify & codify the concept of SAME being the "synergizers" (leaders of collaboration) to build bridges between "needs" and "knowledge"

Source: SAME Strategic Plan 2030 Development Charter

SP2030 Charter (cont)

Assumptions:

- Mission, Vision, Values are enduring but should be reviewed & validated
- History of service is important, but traditions can change over time
- Membership data is current
- The Plan will be supported by the SAME Foundation
- The Plan must be adaptive in execution
- The Plan must not be a self-fulfilling restatement of values – it can be bold and controversial if necessary

Source: SAME Strategic Plan 2030 Development Charter

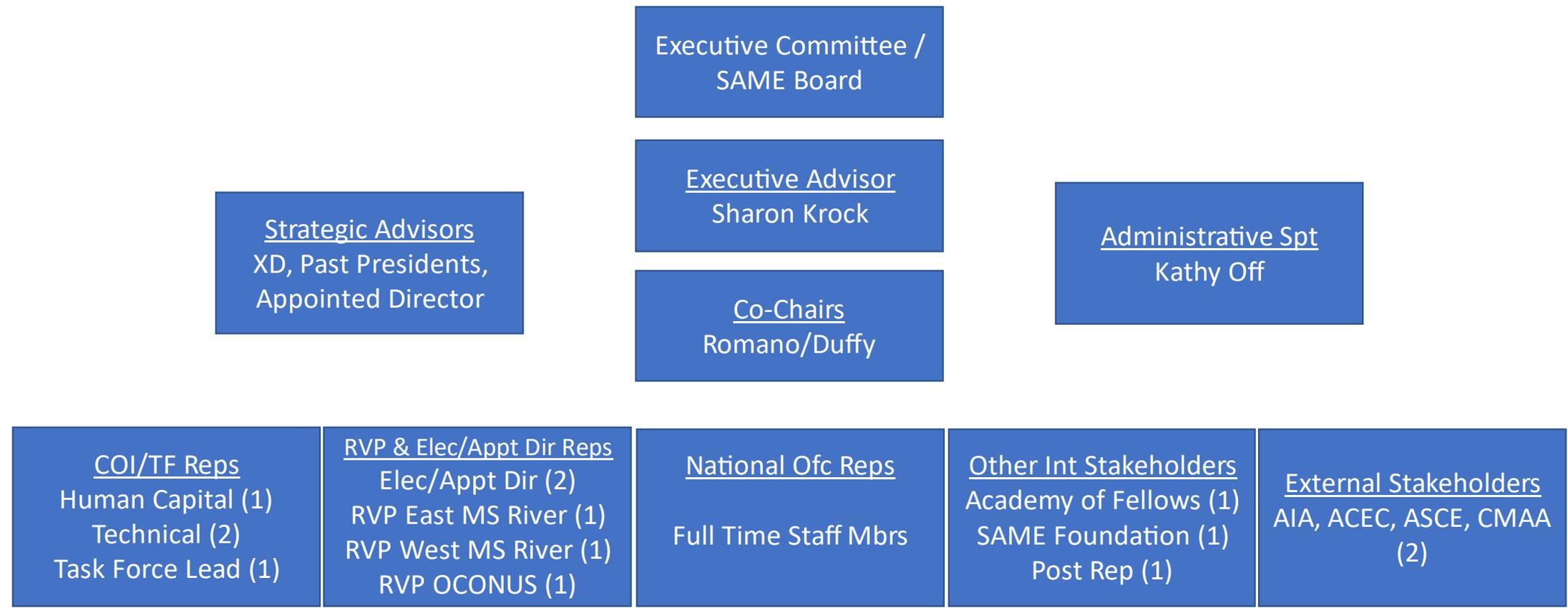
SP2030 Charter (cont)

Focus Areas:

- Mission & Vision
- Stakeholders (Internal and External)
- Governance
- Membership Growth, Interests & Engagement
- Services Provided to Members
- Operationalizing Communities of Interest (COIs)
- Performance Metrics

Source: SAME Strategic Plan 2030 Development Charter

Strategic Plan Development Team



Strategic Plan Development Team

Strategic Advisor Group (SAG):

- Mike Wehr (XD)
- Cindy Lincicome (Past Pres)
- Mark Handley (Past Pres)
- John Mogge (Past Pres)
- Rad Delaney (Appt Dir)

Strategic Plan Working Group (SPWG):

- Josh Graham (Hum Cap COI)
- Rick Wice (Tech COI)
- Bill Haight (Tech COI)
- Arpan Patel (Guided Pathways TF)
- Carlos Sanchez (RVP-"East")
- Julia Pluff (RVP-"West")
- Charysse Knotts (RVP-OCONUS)
- Craig Bryant (Elec Dir)
- Blair Schantz (Appt Dir)
- Kathy Off (Nat'l Office)
- Ann Ewy (Academy of Fellows)
- Susan Thames (SAME Found Bd)
- Kellie Sak (Post Rep)
- Melvin Williams (Ext Stakeholder)
- Shea Delutix-Smith (Ext StakeH)

SP2030 Timeline & Major Milestones

- ✓ March-May 2023 – Strategic Plan Development Charter Approved
- ✓ June/July 2023 – Appoint SP Co-Chairs, Develop Organizational Framework & Implementation Plan
- ✓ July 2023 – Identify, Assign and Confirm SPDT Stakeholder Team Leaders
- ✓ August 2023 – Socialize Strategic Plan Review/Update with PLW attendees
 - August 2023 – Establish & Kickoff Focus Groups
 - November 2023 – BOD Vector Check
 - May 2024 – BOD Approve Final Draft
 - November 2024 – Approve Supporting Post & COI Plans
 - December 2024 – Incorporate any Resourcing Requirements into National Office Budget Proposal to the Executive Committee (XC)
 - January 2025 – Strategic Plan 2030 & Supporting Streamer Plan in Effect

SAME's Mission

CURRENT 2025 SAME Mission:

"Build leaders and lead collaboration among government and industry to develop multidisciplined solutions to national security infrastructure challenges."

FUTURE 2030 SAME Mission:

"TBD."



2030 Strategic Plan Update

SAME's Vision

CURRENT 2025 SAME Vision:

"Serve our nation as the foremost integrator for leadership development and technical collaboration within the A/E/C profession."

FUTURE 2030 SAME Vision:

"TBD."

Strategic Outcomes

CURRENT 2025 Strategic Outcome:

“Set the industry standard for active membership that creates lasting impact at the local and national levels.”

FUTURE 2030 Strategic Outcome:

“TBD.”

SAME Goals

- Current 2025 SP Goals:
 - Strengthen Industry-Government Engagement
 - Build and Sustain Resilient Communities
 - Develop Leaders for the Profession
 - Enrich the STEM Pipeline for the Nation
 - Prepare Service members and Veterans for the A/E/C Industry
- A Proposed Framework for 2030 Goal Development (foundational statements):
 - *“Promote solidarity and co-operation between engineers in civil and military life”*
 - *“Disseminate technical knowledge bearing upon progress in the art of war and the application of engineering science thereto”*
 - *“Preserve and maintain the best standards and traditions of the profession”*

“All in the interests of patriotism and national security”

Other Considerations

- Consider the following when reviewing SAME's current Mission, Vision, Strategic Outcomes, & Goals:
 - Member Interests (Are we bringing "value"?)
 - Governance (Are we organized for success?)
 - Communities of Interest (Are we focused on the right things?)
 - Use of Technology (Do we have the right "reach"?)
 - What are the major trends and influences impacting the A/E/C and Military Community?
 - What other priorities should be considered?

SAME – Enduring Mission with an Evolving Approach

What We Are Asking

- The SPWG will meet regularly to review, discuss, and prepare final drafts. Reach out to any of the leads and provide your thoughts.
- Today is your first but not only opportunity to provide comments/inputs/recommendations to the SPWG.
- Remember that this is a plan that is developing a strategy for the future, so we want to focus on the “What” and the “Why,” more so than the “How, Who, When,” and “How Much.”
- For “tactical-level” issues, if you have those, please bring forward and we’ll work to get them in the right swim lanes for future resolution.



***HAS A RICH LEGACY OF
LEADERSHIP
& SERVICE TO AMERICA ...***



“I have been a member of this Society since its inception....I have belonged to many distinguished groups but none in which I have a greater sense of honor than in the Society of American Military Engineers”.

General of the Army Douglas MacArthur – 1956