



Colorado

Department of Military and Veterans Affairs

Strategic Plan 2007-2010



**Defending Freedom and
Protecting Colorado Communities
since 1860**

- Joint Force Headquarters
- State Personnel
- Army National Guard
- Air National Guard
- Veterans Affairs
- Civil Air Patrol



DMVA PRIORITIES

- Readiness
- Safety and well being of our people
- Customer Focus
- Leadership Development
- Stewardship of our Resources



OUR MISSION

- Provide our communities, state, and nation a ready military force for national defense and state emergency response
- Provide assistance to our Colorado Veterans



THE DMVA VISION

DMVA is recognized as the Best in our Profession with a culture of Trust, Teamwork and Cooperation.



DMVA VALUES

- **TRUST**
 - Trustworthy people who make and keep commitments
 - An open set of systems that promotes competency and accountability
 - Performance Agreements, Promotions, Recognition & Retention
- **TEAMWORK**
 - An operating style that promotes effective teamwork
 - Treat all with mutual respect and courtesy
- **COOPERATION**
 - Teams cooperating with others to satisfy our customers
 - Metrics driven improvements and results



Key Management Areas

1. Missions - Relevant, capable, and accessible
2. People - Define expectations and empower
3. Force Structure - Sufficient for mission success
4. Leadership - Communicate vision and set goals
5. Training – Realistic, meaningful, and efficient
6. Infrastructure - Plan, maintain, and modernize
7. Political Strategies – Local/state/national initiatives



1. Missions

- Goal 1.1: Pursue and maintain missions relevant and useful to community, state, and national authorities
- Goal 1.2: Integrate equally into the total force while maintaining our unique heritage
- Goal 1.3: Partner with state and local Colorado authorities for military support operations
- Goal 1.4: Sustain and refine our Homeland Defense mission



2. People

- Goal 2.1: Preserve our citizen-warrior heritage
- Goal 2.2: Sustain a diverse work force
- Goal 2.3: Maintain a proactive link with all stakeholders
- Goal 2.4: Sustain world class family support programs



2. People (cont.)

- Goal 2.5: Maintain an organization free of intimidation, harassment, and discrimination
- Goal 2.6: Modernize personnel management systems



3. Force Structure

- Goal 3.1: Participate in force structure modernization
- Goal 3.2: Grow force proportionally with changing demographics



4. Leadership

- Goal 4.1: Leaders live our Services and DMVA core values
- Goal 4.2: Promote professional development and mentoring



5. Training

- Goal 5.1: Plan and conduct mission focused, realistic and relevant training
- Goal 5.2: Optimize training resources to achieve cost effectiveness while sustaining high performance standards



6. Infrastructure

- Goal 6.1: Continually update long range master plan
- Goal 6.2: Achieve and maintain quality infrastructure
- Goal 6.3: Continually modernize communications architecture



7. Political Strategy

- Goal 7.1: Encourage membership in Professional Associations – Military and Civilian
- Goal 7.2: Develop and maintain positive relationships with legislators, agency partners, employers, and local communities
- Goal 7.3: Sustain mutually beneficial coalitions (UVC, NGACO, NGAUS, ENGAUS, AUSA, AFA, MOAA, etc.)