



## **First Naval Construction Division Blueprints for 2012**

### **MISSION**

#### **Warfighting First**

Provide combat-ready engineer forces in response to Combatant Commander and Navy Component Commander requirements.

#### **Operate Forward**

Support Navy component commanders, Marine Air-Ground Task Forces, other joint task forces with contingency construction and engineering. When required, command and control of other expeditionary forces across the full range of military operations.

#### **Be Ready**

As the Navy's subject matter expert for Seabees, Naval Construction Forces Command (NCFC) will organize, man, train, maintain and equip naval construction forces to provide supported commanders with expeditionary engineering forces capable of general engineering and construction, and limited combat engineering across the full range of military operations.

Aligned with NECC's continued focus on unit readiness, we will ensure 1NCD and NCFC continue to provide the naval engineer capabilities that our Navy and our Nation need. As demonstrated in Iraq and Afghanistan, military engineers are and will continue to be indispensable forces in conventional combat, counter-insurgency and irregular warfare. Equally important, operations in every Combatant Commander's Area of Responsibility, ranging from Humanitarian Assistance/Disaster Relief to effective Theater Security Cooperation missions, provide Navy Commanders at every level critical capabilities to meet mission requirements. We remain ready and relevant, and continue building upon the Seabees' reputation by solving our supported commanders' toughest challenges.

## VISION

### Naval Construction Force in 2012

We remain a Nation at war with Seabees engaged throughout the world supporting and representing the maritime component of a joint effort. The fiscal realities that our Navy and our Nation face in 2012 and beyond will challenge all of us as leaders. Key to our success will be **“leading through”** these challenges and maintaining the capabilities that we will need in the future to support our National Defense Strategy.

- Seabees are an essential component of America’s naval force structure and a force multiplier to naval and joint operations.
- The critical capabilities we provide across the full range of military operations ensure the accomplishment of our Nation’s strategic goals.
- Valued for our “Can Do” spirit, Seabees will excel in the areas of stewardship, reliability and engineering expertise.

Accordingly, this guidance for 2012 is provided to lead us through our immediate challenges with an eye toward the future of our force.

## TENETS

### Key considerations to be applied to every decision

#### Our Forces

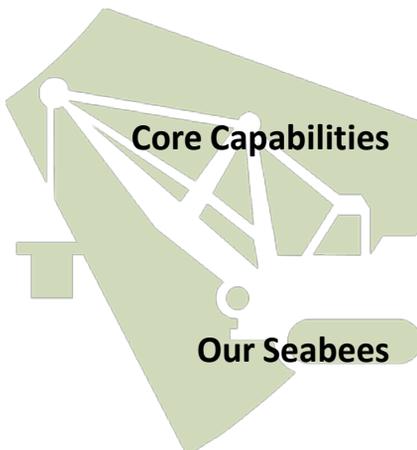
**Focus on the force we have:** We must remain effective, but understand the future fiscal environment will require us to be exceedingly efficient in meeting force readiness requirements.

#### Core Capabilities

**Maintain our core capabilities:** Ensure we can fight and win when the Navy and the Nation need us. Maintain a foundation to build upon when we need additional capacity in the future.

#### Our Seabees

**Take care of our people:** We will uphold a covenant with our Seabees and their families that provides the support they need as they navigate through the personal impacts resulting from sustained operations and force reductions.



# GUIDING PRINCIPLES

## Leadership Engagement

## Primary Objectives

The year of the Seabee – Our force has been engaged in the full spectrum of conflict for 10 years – from the very first mission into Afghanistan in 2001 in support of the Marines on Camp Rhino, to OIF I and the continuing mission in southern/southwestern Afghanistan, our Seabees have given their all to the mission at hand – and they have seen overwhelming success and endured the most challenging deployments in our history.

» We have a veteran force and our future depends on their continued professional development and personal success. Three key areas to focus on for our people:

- **Maintain full visibility on the Health & Tone of the force.** With a view of leading indicators, take action early to ensure the needs of our Seabees and their families are met.
- **People Programs.** Through active engagement and support to our key programs, ensure the support is available to our force. Leaders at every level should have knowledge of and access to the full spectrum of support available to our people.
- **Professional Development.** The dedication of our force to the Nation and the Navy has never been higher. We must focus our efforts on retaining our very best. Even the best Seabee will have to focus on their professional development to remain competitive in today's personnel environment. For the first time in this century, some of our very best will have to transition from the Navy. We must help each and every Seabee in that transition. We will help those transitioning from the Navy to be proud of their service and continue to be successful in the private sector.

**Maintain focus on our Force  
“Lead Through It”**

