

**PEO SPACE SYSTEMS**



# STRATEGIC PLAN 2015-2021

# INTRODUCTION

I am pleased to present the 2015-2021 Program Executive Office Space Systems Strategic Plan. This plan was developed collectively by the PEO Space Systems leadership team and provides overarching guidance to all personnel supporting our organization for the planning and management of our programs and resources. It articulates the vision, mission, guiding principles and goals of the PEO Space Systems team, and establishes the specific objectives by which we will continue to transform ourselves to meet future challenges.

The United States must maintain our asymmetric advantage in space for our nation's safety, security and prosperity. This plan reasserts our vision to deliver integrated Naval Information Dominance from space and provides a roadmap for the successful execution of our core mission to be the lead provider of emerging capabilities for Naval operations in space. To this end, we have established four long-term, results-based goals to provide a balanced approach to the way we will execute our mission:

- 1. Deliver the warfighting capability of MUOS.** Establish streamlined processes for MUOS certification, implementation and integration speeding the delivery of capability to the warfighter.
- 2. Develop and execute a strategy to transition from MUOS to our next Narrowband SATCOM acquisition.** Identify stakeholder acquisition needs, conduct an analysis of alternatives and manage cost and budget requirements to ensure we successfully manage the transition from MUOS to the future of narrowband UHF space-based communications.
- 3. Identify and execute rapid introduction of space-based capabilities for our Navy.** Coordinate with key program partners to improve existing capabilities, identify areas for future innovation, and incorporate emerging opportunities into the Naval space portfolio.
- 4. Optimize the development, resourcing and recognition of our workforce.** Implement a comprehensive human capital plan, a structured training program, and an ongoing awards program to ensure the continued development of our Shipmates.

In addition to outlining our strategic direction, the plan describes our guiding principles—principles which form the foundation of our PEO, define our culture, and govern our actions: as Leaders, as Acquisition Warfighters, as Trusted Partners, and as Responsible Stewards of our nation's precious resources.

My continued commitment to you is to provide leadership and vision, remove obstacles and apply Flag level influence where and when it will do the most good. Our success will be determined in large part by our ability to collaborate and communicate with a diverse set of stakeholders. I will continue to focus on building and sustaining the leadership network necessary for our mission success and garner advocacy that will serve us through times of challenge. I thank you in advance for your continued support and dedication to our mission, and those whom we are privileged to serve.



# MISSION

Acquire, deploy, sustain,  
and influence space-based  
capabilities for Naval, Joint,  
and Allied Operations

# VISION

Integrated Naval  
information dominance  
from space



# GUIDING PRINCIPLES



Our people are our most important asset. We rely on the talent, dedication, and commitment of our Shipmates to deliver the Information Dominance capabilities that are necessary and fundamental to our Navy's ability to be ready, to operate forward, and keep warfighting first. The following principles should guide us in how we execute our mission each day, and in every decision we make and action we take. We will hold each other to these principles, and support each other in their application, such that they become a seamless part of our culture.

## As Leaders

- We ensure our people have the diverse skills necessary to successfully complete our mission
- We encourage and reward innovative solutions that contribute to mission success

## As Acquisition Warfighters

- We consider the impact to the warfighter in everything we do
- We seek to constantly improve the effectiveness of the warfighter through the delivery of integrated space-based capabilities

## As Financial Stewards

- We always consider the implications of our actions on the cost to the Navy
- We acquire for the warfighter the best Space Systems capability affordable

## As Trusted Partners

- We are transparent and forthright in our communication with our stakeholders and each other
- We honor our commitments

# GOAL 1.0

## Deliver the warfighting capability of MUOS

As PEO Space Systems deploys the remaining MUOS satellite and readies the MUOS Ground Systems for full operations, there is additional work required to deliver the full MUOS end-to-end system capability to the warfighter. Embracing new responsibilities and executing new roles that focus on facilitating terminal development and certification will result in vendor competition, encourage innovation and technology insertion, reduce cost and promote rapid terminal fielding to a diverse user base.

### OBJECTIVES

- 1.1** Coordinate with stakeholders to identify initial users of MUOS and promote early adoption
- 1.2** Develop and execute a strategy to ensure MUOS evaluation and warfighter feedback drive system improvements
- 1.3** Establish streamlined and standardized certification processes for MUOS terminals and platforms to ensure the security, reliability, and interoperability of our systems



# GOAL 2.0

## Develop and execute a strategy to transition from MUOS to our next Narrowband SATCOM acquisition



PEO Space Systems will play a pivotal role in formal efforts to update Narrowband SATCOM requirements that will lead to an Analysis of Alternatives for the follow-on capability to replace MUOS. While looking forward, we will establish a robust MUOS Capability Insertion Program for critical capabilities, thus ensuring incremental capability improvements until the future system is operational. Working across all stakeholder communities to eliminate gaps and collaborating with the Services will ensure warfighter requirements are met through testable, buildable, and affordable capabilities.

### OBJECTIVES

- 2.1** Identify operational, technical, and acquisition requirements across all stakeholder communities to eliminate potential gaps in delivering capability to the warfighter
- 2.2** Collaborate with Services to determine user needs and identify cost and budget requirements to enable Joint operations
- 2.3** Coordinate external subject matter expert staffing requirements and representation to leverage industry best practices and research in the development of our products
- 2.4** Execute the development of an Analysis of Alternatives strategy to ensure continued Naval dominance of space beyond MUOS

# GOAL 3.0

## Identify and execute rapid introduction of space-based capabilities for our Navy

The space environment is increasingly congested and contested. Recent advances in low cost launch vehicles, small satellites, and software-defined payloads allow for the rapid introduction of capability. PEO Space Systems must have the capability to introduce new space-based capabilities to maintain Information Dominance for the Fleet in an increasingly challenged environment.

### OBJECTIVES

- 3.1** Utilize existing stakeholder resources and projects to enhance space capabilities
- 3.2** Increase internal and external communications of S&T activities to promote awareness and understanding of current projects
- 3.3** Identify and realize opportunities to expand our S&T activities through leveraging external funding resources
- 3.4** Execute a transition strategy to identify and incorporate emerging opportunities into the space portfolio



# GOAL 4.0

## Optimize the development, resourcing, and recognition of the workforce



Our role as a leader in space is clear and well defined. Various factors and components play a significant part in ensuring our dominance is maintained, one being our workforce. The workforce is a key to our success; they will lead us into tomorrow but only if they are prepared today through the commitment of robust training, continued education, professional certification, and recognition of accomplishment.

### OBJECTIVES

- 4.1** Develop and execute a Human Capital Strategy to ensure the organization is positioned for continued success, the staff is appropriately aligned to program requirements, and the workforce possesses the requisite skillsets to execute the mission
- 4.2** Develop and execute a robust training program to ensure personnel develop the necessary skills and obtain professional certifications to effectively execute their responsibilities
- 4.3** Implement a comprehensive awards program to ensure ongoing recognition of workforce accomplishments





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