



# *Navy Public Works Center Norfolk & MIDLANT Regional Engineer*



***WELCOME ABOARD***

*the*

## **MIDLANT REGIONAL ENGINEER TRANSITION CONFERENCE**

*Presented by*

**Captain Frank Aucremanne**

**Commanding Officer**

**August 21, 2003**

**August 2003**

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# *Outline*



- **Introduction and Focus**
- **Organization**
- **Concept of Operations**
- **Strategic Business Plan**

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# *Introduction: Why Are We Here?*



- **Meet Your RE/PWC Support Team**
- **Learn Basic RE Policies, Processes**
- **Latest Info on CNI Transition Guidance**
- **Feedback Forum for Unresolved Issues**
- **Basic Set of Contacts & Info for FY04 Transition Year...**

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# *A Word About Transition...*



- **Four Focus Areas:**

- *People*
- *Money*
- *Processes*
- *Execution*

- **Principles of Change Management**

- *Telegraph* the change to all clients and workforce
- *Engineer* the change to be *Transparent* to clients and workforce
- *Train* the workforce in new processes and procedures
- *Plan and follow* a definite *Transition* schedule

- **BOTTOM LINE:**

*“Common As Possible... Unique as Required”*

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# *PWC/RE Norfolk Mission and Vision*



- Our Mission is to “**provide best value facilities support to our clients**”. We provide comprehensive facilities engineering, planning, programming, construction, environmental and public works services to the fleet.
- PWC/RE Vision is to be “viewed by our clients as a **premier Navy PWC/RE organization**” comprised of highly skilled, motivated, and educated professionals sought after for innovative, best value solutions and services.

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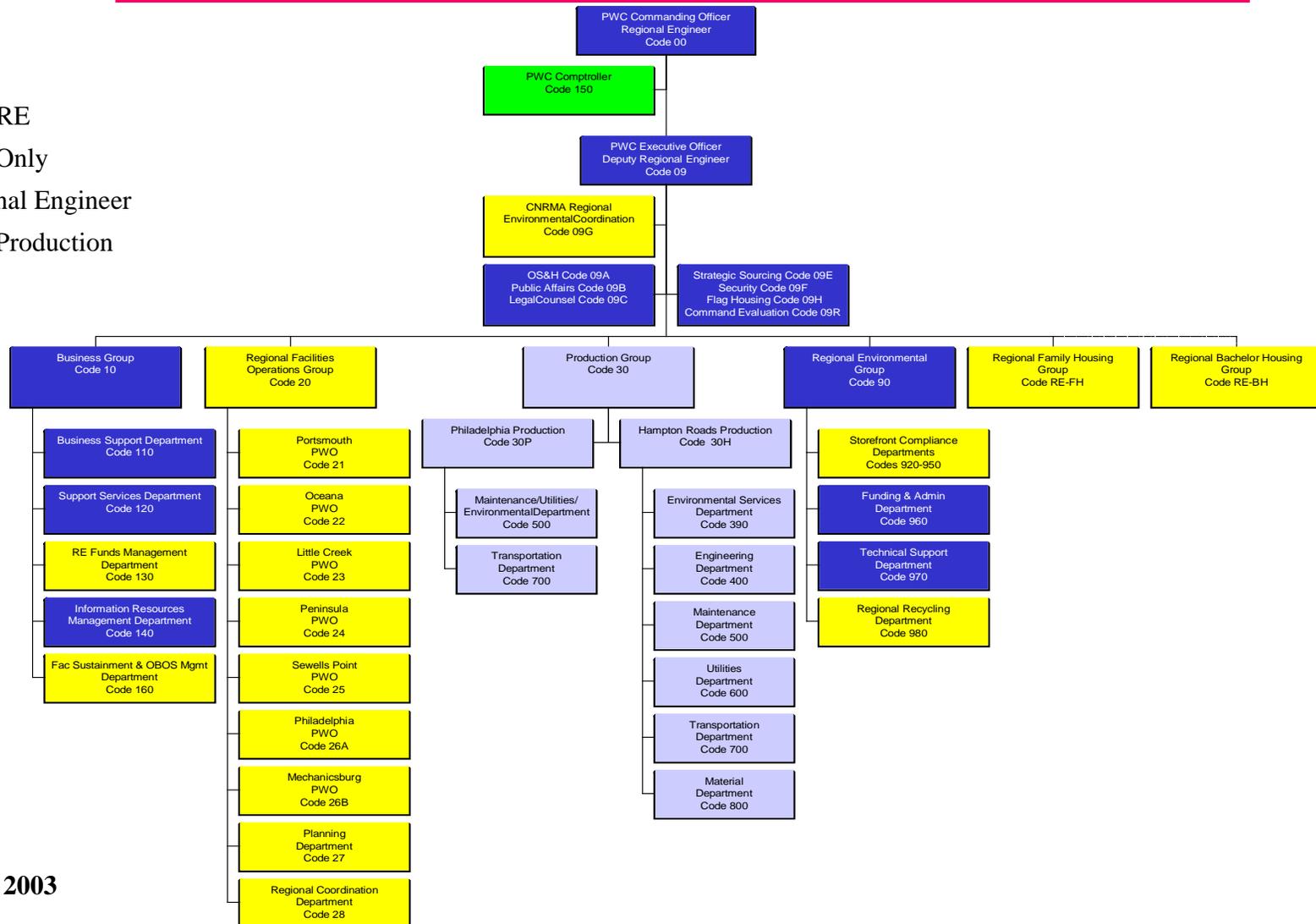
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# PWC/RE Norfolk Organization



- PWC/RE
- PWC Only
- Regional Engineer
- PWC Production



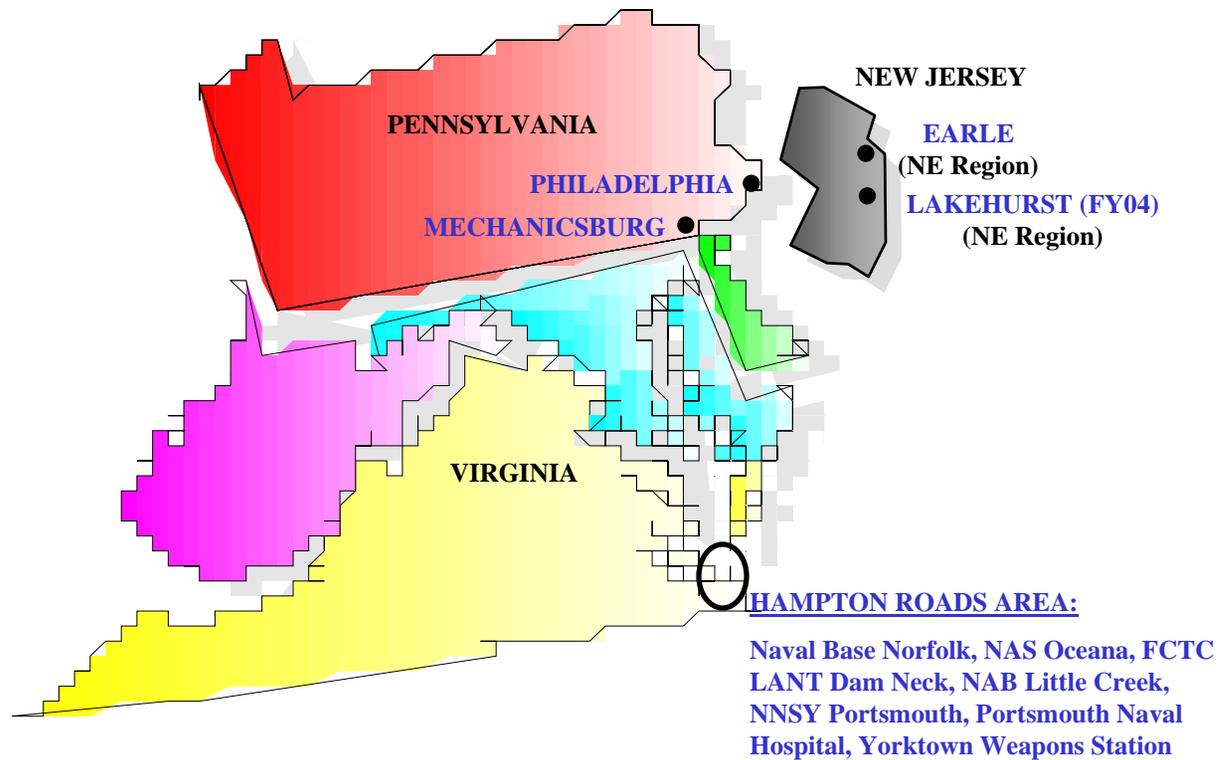
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# *PWC/RE*

## *Current Locations*



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# *PWC/RE Norfolk*

## *Concept of Operations*



- “One Engineering Voice”
- Defines major functions and responsibilities
- Defines Regional Engineer Program Management Functions (Facilities, Environmental and Transportation)
- Expandable/scalable
- Provides consistent/standard policies and direction
- Fully integrated and leveraged effective and efficient organization

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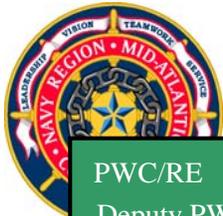


# General Operational Matrix

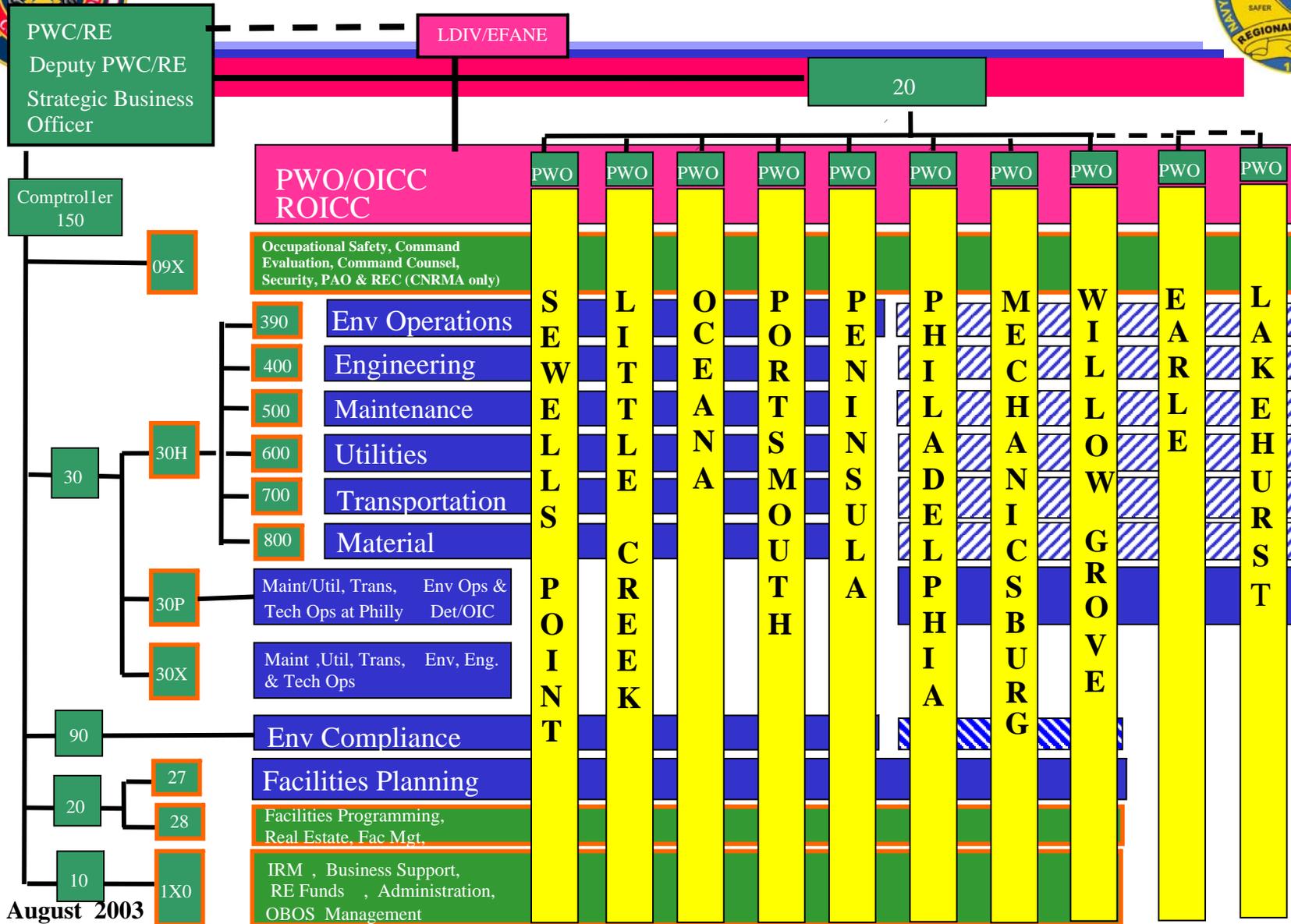


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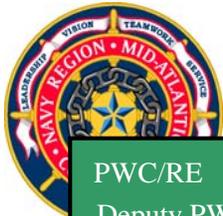


# Detailed Operational Matrix

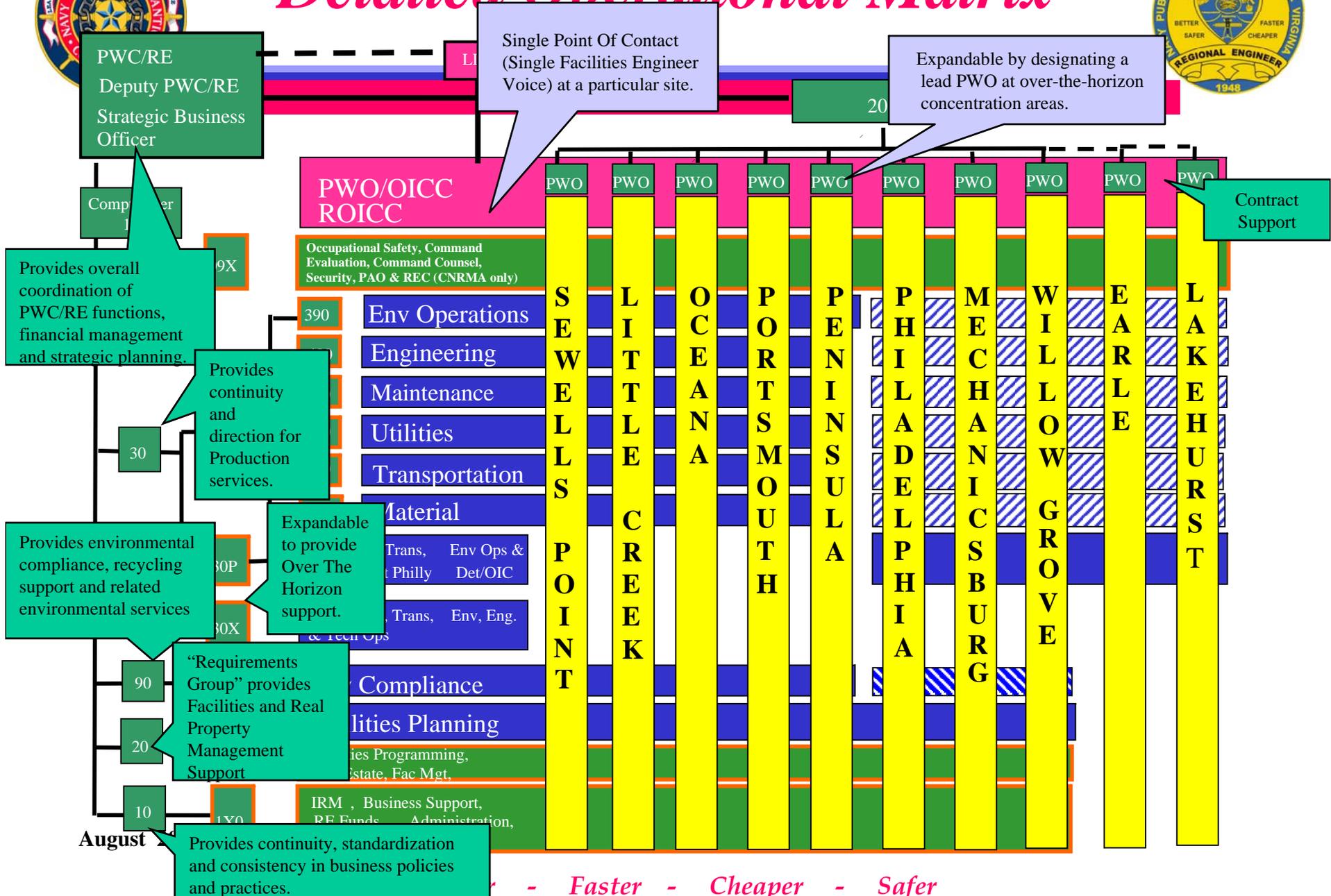


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# Detailed Operational Matrix





# *Business*



## PWC

- **Composite Rates for Hampton Roads**
- **Specific Rates for dispersed Pennsylvania Clients**
- **Over 50 Products and Services:**
  - ✓ **Engineering**
  - ✓ **Maintenance**
  - ✓ **Utilities**
  - ✓ **Transportation**
  - ✓ **Environmental**
- **VOB = \$450M/Year**

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# *CNRMA Regional Engineer*



- **Regional Facilities Operations**
  - ✓ **Requirements**
  - ✓ **Program Management**
  - ✓ **Facilities Planning**
  - ✓ **Regional Coordination**
  - ✓ **Public Works Officers (Base Facility Operations)**
- **Business Management**
- **Project Management**
- **Funds Management**

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# *Responsibilities*



■ **Command Support Departments (Code 09X)** provide support for the following functions:

- ✓ Occupational Safety
- ✓ Command Evaluation
- ✓ Command Counsel
- ✓ Security
- ✓ Public Affairs
- ✓ Strategic Sourcing

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# *Responsibilities*



## ■ **Command Business Support Departments (Code 1X0)**

provide support for the following functions:

- ✓ Financial Services (NWCF and O&MN)
- ✓ Administrative Services
- ✓ Information Technology
- ✓ Special and Specific Project Resource Execution Management
- ✓ Business Support

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# *Responsibilities*



- **Regional Operations (Code 20)** provides support for the following functions:
  - ✓ Supervision, guidance, oversight and support to all PWO's
  - ✓ Controls, coordinates and directs Facilities Maintenance Specialists (FMS), and the ROICC
  - ✓ PWOs at over-the-horizon sites get direct support from site managers\*
    - Emergency operational control
    - Command interest control
    - Signs APAS as the rater
  - ✓ Coordination of long-term site plans, MAP, Special and MCON IPL, FCAP and IRRS
  - ✓ Balance PM mission requirements against available resources
  - ✓ Environmental compliance, pollution prevention and conservation functions at over-the-horizon sites

**\*No Site Manager at Fleet Concentration Areas**

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# *Responsibilities*



- **Production Group (Code 30X)** provides support for the following functions:
  - ✓ Coordinates and manages production activities in Hampton Roads and over-the-horizon sites
  - ✓ Production provides direct support to PWO at over-the-horizon sites
    - Sign's APAS as Reviewer
    - Manages Production Resources
    - Manages SOP's
  - ✓ Work execution includes Regional Production Management, Engineering, Utilities, Maintenance, Environmental Services, Transportation and Material

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# *Responsibilities*



- **Environmental Support (Code 9X0)** provides support to Hampton Roads for the following functions:
  - ✓ Regional Environmental Coordination (CNRMA only)
  - ✓ Base Compliance
  - ✓ Conservation
  - ✓ Spills
  - ✓ Pollution Prevention
  - ✓ Recycling Services
  - ✓ Environmental Laboratory, Sampling and Analytical Services
- Environmental provides PWC/RE policy and standardized operating procedures for over-the-horizon sites

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# *Operations Summary*



- Highly integrated/leveraged organization providing quality facilities management
- Easily expandable to over-the-horizon sites
- Provides good morale and discipline
- Provides consistent policies and direction
- Cost effective organizational structure

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# *PWC/RE*

## *FY03 Strategic Business Plan*



- Our business strategy is to maintain PWC/RE Norfolk, as a successful organization by developing **People, Innovation, Clients, and Operations** - PICO in supporting the objectives of the NAVFAC Strategic Business Plan.
- **People**
  - ✓ Enhance our organizational culture
  - ✓ Define, shape, and train our workforce
- **Innovation**
  - ✓ Improve regional work processes
  - ✓ Develop an optimized Emergency/Urgent/Service (E/U/S) work reception process

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# *PWC/RE*

## *FY03 Strategic Business Plan*



### ■ **Clients**

- ✓ Enable clients to access and order services utilizing web-based technology
- ✓ Understand clients needs and strengthen client relationships

### ■ **Operations**

- ✓ Ensure PWC/RE Norfolk meets established requirements
- ✓ Develop a system that generates integrated and aligned facility work functions for execution

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# *Strategic Actions*



## ■ People

- ✓ Implement the NAVFAC Employee Assessment and Development System (NEADS) self-assessment, and develop a plan to meet the needs as defined by the community management plans
- ✓ Develop and implement a plan to address employee critical concerns as identified in Facility Team Survey (FacTS). Develop a new employee orientation program.

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# *Strategic Actions*



## ■ Innovation

- ✓ Review and develop an optimum regional process to execute minor works level projects
- ✓ Develop an optimized Emergency/Urgent/Service (E/U/S) work reception and work assignment methodology utilizing a cross-functional team

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# *Strategic Actions*



## ■ Clients

- ✓ Deploy the client oriented Website as a ready access tool to describe PWC/RE Norfolk's provided services, and associated procedures for ordering them
- ✓ Rapidly utilize and assess the responses to the NAVFAC FacTS Client Survey to determine the vital, top issues and concerns of our PWC/RE/LANTDIV clientele

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# *Strategic Actions*



## ■ Operations

- ✓ Ensure commodities studied under Commercial Activity (CA) meet the Public Work Service (PWS) requirements per the Management Plan
- ✓ Integrate and align facilities work generation and work input functions to develop a package ready to execute

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# *Regioneering*

*... Forging the Fleet's Facilities Future.*

## QUESTIONS ?

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