

Goal 1. Provide vital visual resources for the warfighter in support of the commander's intent.

1.1 Provide customer valued CC/VI products and services.

Measures: OCDS 5, 34, 35 and 36

Baseline: 77%

FY04 Target: 78%

FY04 Actual:

FY05 Target:

FY06 Target:

FY07 Target:

FY08 Target:

FY09 Target:

End State: 90%

Actions:	Who	When	Cost	Indicator of Success	Status
1.1.1 Educate commanders on CC/VI doctrine and capabilities.	VIM/ CC/VI Comm	3Q 05/ Annually	N	System in place to educate new Commanders on CC/VI doctrine and capabilities	
1.1.2 Ensure METL's and T&R manual are developed, updated and strictly enforced by inspection teams.	VIM/ SME Team	4Q 06/ Annually	L	Number of inspection teams enforcing requirement	

1.2 Establish a systematic process to improve customer relationships and measure customer satisfaction.

Measure: OCDS 10 and 11

Baseline: 54%

FY04 Target: 60%

FY04 Actual:

FY05 Target:

FY06 Target:

FY07 Target:

FY08 Target:

FY09 Target:

End State: 80%

Actions:	Who	When	Cost	Indicator of Success	Status
1.2.1 Research, develop, and implement a system for customer service satisfaction/data collection.	VIM/ICW SYSCOM C4/ CC/VI Comm	2Q 06/ Annually	N	System implemented on schedule	

1.3 Improve the management of CC/VI Programs

Measures: OCDS 12, 15, 21 – 26, 32 and 40

Baseline: 65%

FY04 Target: 67%

FY04 Actual:

FY05 Target:

FY06 Target:

FY07 Target:

FY08 Target:

FY09 Target:

End State: 80%

Actions:	Who	When	Cost	Indicator of Success	Status
1.3.1 Implement East Coast/West Coast/Overseas training.	PAC/ LANT	1Q 05/ Annually	L	Training implemented on schedule	
1.3.2 Develop and update budget training package.	VIM/SME MCCSSS	4Q 06/ As req	L	Package developed and updated when required	

Goal 2. Transform to support Marine Corps Strategy 21.

2.1 Establish a systematic process to determine and meet future customer requirements.

Measures: OCDS 10, 27 - 31

Baseline: 70%
FY07 Target:

FY04 Target: 72%
FY08 Target:

FY04 Actual:
FY09 Target:

FY05 Target: 76%

FY06 Target: 80%
End State: 80%

Actions:	Who	When	Cost	Indicator of Success	Status
2.1.1 Create a study team to develop a process to identify future customer requirements.	VIM/SME ICW SYSCOM	3Q 05	L	Recommendations by study team delivered on schedule	
2.1.2 Implement training on the process.	VIM/ CC/VI Comm	1Q 06/ Annually	L	% of those needing the training receiving the training	

2.2 Investigate, exploit and incorporate technology with increased capabilities and functionalities based upon emerging customer requirements.

Measures: OCDS 10, 27 – 31 and 40

Baseline: 68% **FY04 Target: 70%** **FY04 Actual:** **FY05 Target: 72%** **FY06 Target: 74%**
FY07 Target: **FY08 Target: 76%** **FY09 Target: 80%** **End State: 80%**

Actions:	Who	When	Cost	Indicator of Success	Status
2.2.1 Continue to identify opportunities to become a Joint Test Bed for CC/VI requirements.	VIM ICW SYSCOM	4Q 05	L	System in place to identify opportunities	
2.2.2 Continue to participate with MARCORSYSCOM in the research and development of future technologies.	VIM ICW SYSCOM SME	2Q 06/ Annually	H	Participation continues	
2.2.3 Identify organic data transmission capabilities.	VIM ICW SYSCOM	4Q 06	H	System in place to identify capabilities	
2.2.4 Continue to investigate Joint Tactical Radio System requirements.	VIM ICW SYSCOM	1Q 08	H	System in place to investigate requirements	

2.3 Ensure doctrine and policy support the transformation.

Measure: OCDS 26

Baseline: 68% **FY04 Target: 70%** **FY04 Actual:** **FY05 Target: 80%** **End State: 80%**

Actions:	Who	When	Cost	Indicator of Success	Status
2.3.1 Continue to execute a doctrine development capability.	VIM	1Q 05	L	% doctrine supporting transformation or end state	

Goal 3. Attract, develop and retain a professional workforce.

3.1 Manage Manpower Assets.

Measure: OCDS 25, 13,

Baseline: 67%

FY04 Target: 70%

FY04 Actual:

FY05 Target: 72%

FY06 Target: 74%

FY07 Target: 76%

FY08 Target: 78%

FY09 Target: 80%

End State: 80%

Actions:	Who	When	Cost	Indicator of Success	Status
3.1.1 Develop and recommend a personnel growth plan in accordance with validated operational requirements.	VIM/OCC FLD	3Q 04/ Annually	N	Recommendation provided on schedule	
3.1.2 Develop and implement a plan to manage the CC/VI career path for the Community.	DINFOS/ CCVIM	1Q 05/ Annually	L	Plan implemented	
3.1.3 Develop and implement a rotation plan for the responsible area of operation.	PAC/ LANT	1Q 05/ Annually	N	A viable rotation plan is in place	
3.1.4 Develop and implement a Reserve training plan in accordance with the Training and Readiness Manual.	MARFOR RES	2Q 05/ Annually	N	Training plan implemented	
3.1.5 Continue to identify our Reserve Component CC/VI capability.	MARFOR RES	3Q 05	N	System in place to identify capability	

3.2 Strengthen Marine CC/VI Leadership

Measures: OCDS 6 – 10, 12-15

Baseline: 68%

FY04 Target: 70%

FY04 Actual:

FY05 Target: 72%

FY06 Target: 74%

FY07 Target: 76%

FY08 Target: 78%

FY09 Target: 80%

End State: 80%

Actions:	Who	When	Cost	Indicator of Success	Status
3.2.1 Determine the skills and competencies needed for our CC/VI leaders to be effective in the “3 block war” and integrate them into our professional development system.	VIM/ CC/VI Comm/ DINFOS	1Q 06/ Annually	L	Skills and competencies needed to be effective in the “three block war” are integrated into the professional development system	
3.2.2 Develop Combat Camera Chief’s Course	DINFOS CC	1Q 06	M	Course developed on schedule	
3.2.3 Change name to Combat Camera and develop a common logo.	VIM	1Q 06	N	Name change and logo approved and implemented throughout the USMC	
3.2.4 Select Senior Enlisted Leadership to attend Combat Camera Chief’s Course	VIM	2Q 06/ Annually	N	% senior enlisted leadership attending course	

3.3 Improve CC/VI Community Training

Measures: OCDS 12, 13, 25, 29 and 50

Baseline: 71% FY04 Target: 73% FY04 Actual: FY05 Target: 75% FY06 Target: 76%
 FY07 Target: 77% FY08 Target: 78% FY09 Target: 80% End State: 80%

Actions:	Who	When	Cost	Indicator of Success	Status
3.3.1 Promote the internal apprenticeship program.	CC Chief	1Q 05/ Annually	L	Increase in the number of interns	
3.3.2 Develop a realistic “Train-as-you-fight” cradle to grave Training Program.	DINFOS/ TECOM	3Q 05/ Annually	M	Training program developed on schedule	
3.3.3 Identify requirements for Distant Learning curriculum (MCI/Navy on-line program)	DINFOS	3Q 05/ Annually	M	System in place to identify requirements	

3.4 Create and sustain a work environment that allows the workforce to fulfill its potential.

Measures: OCDS 1, 2, 3, 13 - 20

Baseline: 75% FY04 Target: 76% FY04 Actual: FY05 Target: 77% FY06 Target: 78%
 FY07 Target: 79% FY08 Target: 80% FY09 Target: End State: 80%

Actions:	Who	When	Cost	Indicator of Success	Status
3.4.1 Conduct the Organization Climate Survey (on –line).	VIM	2Q 05/ S-Annually	Low	Survey conducted	
3.4.2 Link individual performance objectives to the actions in the strategic plan.	VIM/ CC/VI Comm	1Q 06/ Annually	None	% individuals with performance objectives linked to the strategic plan	

Goal 4. Provide efficient and effective support services.

4.1 Improve the efficiency and effectiveness of internal and external CC/VI support processes.

Measures: OCDS 7 – 9 and 41 - 50

Baseline: 74%

FY04 Target: 75%

FY04 Actual: 75%

FY05 Target: 76%

FY06 Target: 77%

FY07 Target: 78%

FY08 Target: 79%

FY09 Target: 80%

End State: 80%

Actions:	Who	When	Cost	Indicator of Success	Status
4.1.1 Continue to identify standard NMCI requirements defining software applications, system parameters and transmission capabilities.	Local Cmd /Requirements/VIM	1Q 05/ Annually	L	System in place to identify requirements	
4.1.2 Develop continued training for 4691s and above on Combat Development Process	TECOM/ (DINFOS)	2Q 05	L	Continued training developed on schedule	
4.1.3 Establish standards and benchmarks for all support processes.	VIM	1Q 08	L	% support processes with established standards and benchmarks	

4.2 Continuously improve the CC/VI acquisition, fielding, and life cycle replacement capability.

Measures: OCDS 5, 10, 21 and 30

Baseline: 69% **FY04 Target: 70%** **FY04 Actual: 70%** **FY05 Target: 72%** **FY06 Target: 74%**
FY07 Target: 76% **FY08 Target: 78%** **FY09 Target: 80%** **End State: 80%**

Actions:	Who	When	Cost	Indicator of Success	Status
4.2.1 Identify and recommend changes required in supporting establishment equipment in support of CC/VI personnel augmentations.	VIM / CC/VI Comm	1Q 05/ Annually	L	Recommended changes developed on schedule	
4.2.2 Continue to standardize CC/VI systems equipment.	SYSCOM MCCDC/ Local Cmd	2Q 05/ Annually	M	System in place to identify requirements	

4.3 Improve marketing

Measure: OCDS 4, 24

Baseline: 63% **FY04 Target: 65%** **FY04 Actual: 65%** **FY05 Target: 68%** **FY06 Target: 71%**
FY07 Target: 74% **FY08 Target: 77%** **FY09 Target: 80%** **End State: 80%**

Actions:	Who	When	Cost	Indicator of Success	Status
4.3.1 Develop and implement a CC/VI Community marketing plan.	VIM	1Q 05/ Annually	L	Marketing plan implemented on schedule	
4.3.2 Develop supporting materials to implement the CC/VI Community marketing plan.	VIM	2Q 05/ Annually	L	Supporting materials developed on schedule	
4.3.3 Develop plan and materials to support the implementation of the CC/VI Community marketing plan.	CC/VI Comm	3Q 05/ Annually	L	Supporting plans implemented on schedule	

4.4 Improve information and communications flow.

Measures: OCDS 4, 6, 13, 15 – 18 and 32

Baseline: 72%

FY04 Target: 74%

FY04 Actual: 74%

FY05 Target: 76%

FY06 Target: 77%

FY07 Target: 78%

FY08 Target: 79%

FY09 Target: 80%

End State: 80%

Actions:	Who	When	Cost	Indicator of Success	Status
4.4.1 Continue to update electronic CC/VI directory Database with the ability for CC/VI Community to update via VIM web-master.	CC/VI Comm/ VIM Webmaster	4Q 04/ Quarterly	N	Customer satisfaction with directory	
4.4.2 Maintain and improve CC/VI website for sharing CC/VI information resources, acquisition and Management tools.	VIM	1Q 05/ Annually	L	Customer satisfaction with website	
4.4.3 Continue annual conferences for CC/VI personnel.	VIM	1Q 05/ Annually	L	Conferences held annually	
4.4.4 Establish scheduled CC/VI video tele-conference.	CC VI/ VIM	1Q 05/ Quarterly	L	Tele-conferences held quarterly	
4.4.5 Establish a quarterly posted reports on policy changes in the handling of CC/VI products/images.	VIM/ CC/VI	2Q 05/ Quarterly	N	Policy changes reported quarterly	
4.4.6 Initiate annual region conferences for CC NCO/SNCO (E-4 to E-6) Symposium.	VIM/ CC/VI	3Q 05/ Annually	M	Regional conferences held annually	