

# U.S. Army IMCOM OACSIM gains control through Decision Lens



## THE ORGANIZATION

The Army Installation Management Command (IMCOM) Office of the Assistant Chief of Staff for Installation Management (OACSIM). IMCOM, the execution branch of OACSIM, is a single organization with six regional offices worldwide, formed in 2006 to reduce bureaucracy, apply a uniform business structure to manage U.S. Army installations, sustain the environment, and enhance the well-being of the military community.



## THE PROBLEM

SCOPE. Routinely, OACSIM must prioritize nearly one thousand projects for the Program Objective Memorandum (POM) – a portfolio of planned activities or programs and the resources required over a five-year period to build, operate, and maintain these proposed programs. Like other large military prioritization efforts, the OACSIM's projects have been historically prioritized based on various submissions from constituents and organized in a spreadsheet to capture the various data and preferences of the stakeholders. Both tedious and time-consuming, the process could involve lengthy circular discussions about preferences, the perceived value of the projects, and the costs associated.



## THE SOLUTION

CONTROL. OACSIM senior leadership used Decision Lens to establish a more structured, transparent, and efficient process of military construction planning, and made changes to the prioritization within their recreational facilities, the resource directorate, strategic planning, governance, IT, and talent management. Within three months, OACSIM had a strategy that could be adopted and implemented across the plethora of projects.



## THE RESULTS

CERTITUDE. OACSIM used Decision Lens in their military construction, prioritization of global Fires military recreational facilities, prioritization of IT change management requests, the establishment of selection criteria for hiring purposes within the newly formed Talent Management Center, and the prioritization of war zone areas. At each step, the structure and transparency, as well as the clarity surrounding each action, continued to improve the process.