

# Military Sealift Command

## Voyage Plan

2017 ♦ Charting the Course for Success ♦ 2020



A "Voyage Plan" is a description of a vessel's voyage from start to finish. The plan includes leaving the pier or harbor area, the transit, approach to the destination, and mooring. MSC's Voyage Plan will be used to safely sail on a Navigation Track within the appropriate Sea Lanes to accomplish our mission in the spirit of our vision.

### MISSION

#### **Empower Global Warfighting Capabilities**

Military Sealift Command exists to support the joint warfighter across the full spectrum of military operations. Our mission is timeless and essential. Regardless of the challenge, we prevail! Working seamlessly with key partners to master the maritime and cyber domains, MSC provides on-time logistics, strategic sealift, as well as specialized missions anywhere in the world, under any condition, 24/7, 365 days a year.

### VISION

#### **United We Sail**

With unified resolve, we boldly sail the world's oceans to provide essential assured logistics and service support to the warfighter as the nation's premier maritime transportation organization.



READY, RELEVANT AND RESOLUTE



## **PILLARS**

### **Our People**

MSC will sustain our ships through acquiring, valuing and developing human excellence. We will become an employer of choice, both afloat and ashore, that believes in its people and values them as critical assets to MSC, the United States Transportation Command, the U.S. Navy, and the United States of America. We must attract, optimize, and retain top talent. We will enable our workforce to capitalize on their skills, experience and most importantly, their potential. Our workforce will be prepared, empowered, equipped, and flexible in responding to challenges across the full spectrum of military operations. Our people are the key enabler to accomplish our mission!

### **Our Platforms**

MSC safely operates, supplies, and maintains the ships that provide logistics support, conduct special missions, move military equipment, supply combat forces, provide humanitarian relief, and strategically position combat cargo around the world. For this reason, we are committed to maximizing the readiness of those ships and recapitalizing where necessary. Our mission responsibilities remain constant whether in peace or war, and our customers expect on-time delivery of their product or service without exception. Our platforms, whether U.S. government owned or commercially chartered, are the conduit for our people to accomplish the mission.

### **Our Processes**

Committed to exemplary stewardship, MSC will efficiently and economically expend the resources our country has entrusted to us. We will do this by mastering best practices required by federal laws and regulations, by leveraging cutting edge technology, and adopting commercial maritime best practices. We will standardize our processes through risk mitigation and oversight to ensure we maintain the trust of the American public. The focus of our processes will be maintaining the highest level of service quality to our customers. We will become a safer, more efficient organization that continues to build trust and confidence through collaboration, alignment, and transparency. Our processes are the tools which allow our people to sustain our platforms to accomplish the mission.

### **Our Partners**

MSC establishes, fosters, and maintains strategic relationships with various organizations that mutually strengthen one another. We value our partnership with the maritime industry and strive to collectively address and solve holistic problems. We rely on our unions to assist with crewing our vessels and represent the interests of the workforce. We empower our operating companies to safely navigate the vessels under their charge. We depend on our foreign allies and partners to enable expeditious support to the warfighter. We work in unison with our Navy's Fleets, U.S. Transportation Command, and other services to coordinate our efforts to provide resources whenever and wherever required. Our partners expand our scope of operations by providing additional tools for our people and platforms to accomplish the mission.



## **STRATEGIC** **THEMES**

### **Harnessing and Developing a Diverse, Capable and Talented Workforce**

MSC will recruit, hire, train and develop a diverse workforce and improve its capability by creating a culture that seeks to maximize the contributions of all. We will encourage our employees to reach their professional and personal potentials by providing them with the necessary training, tools, mentoring opportunities, and encouragement. MSC will design and apply comprehensive training solutions that address employee gaps. We will establish a work climate that is free from discrimination, harassment, hazing, reprisal, or inappropriate conduct; inspires unbridled motivation and professionalism; unifies the command workforce under a common goal; and encourages a work-life balance for its employees. MSC will collaboratively work to harness the diversity of knowledge, experiences, skills, and perspective the workforce offers to creatively meet its challenges.

### **Assuring Global Maritime Logistical Services**

MSC exists to provide unfailing support to our country's warfighters during peacetime and war. This is what we do. Our duty is to provide vital services to the U.S. Navy, U.S. Transportation Command, and a wide variety of federal entities and foreign governments. To fulfill this obligation, our ships and crews must be ready for tasking. Our complete inventory of ships will be managed to maximize their life cycles and operated professionally, safely, and economically. Ready, Relevant and Resolute: We are committed to mission accomplishment!

### **Developing Tactical Capabilities that Support Future Warfighting**

Throughout its history, MSC has helped to provide American security and prosperity. To continue to meet this obligation, MSC must adapt to emerging security challenges. The maritime system is becoming more heavily used, more stressed, and more contested than ever before. Advances in technology have created a commensurate reliance on its application, exposing critical vulnerabilities to nefarious actions, particularly in cyberspace. Meanwhile, the emergence of great power competition, as well as the increasing tempo of violent mischief and "Grey War" activities by state and non-state actors, all require adaptation to ensure mission accomplishment. As warfare changes, MSC will work with stakeholders to develop and train with supporting platforms, capabilities, and tactics to assure global maritime services to the warfighter.

### **Dedicated to Continuous Improvement and Innovation**

MSC is committed to continuous process improvement and customer focus. MSC will continuously pursue new and innovative ways to employ technology to increase efficiency and reduce costs while fulfilling mission requirements. We will implement procedures and controls to ensure meaningful gains are achieved and sustained. MSC will develop an organizational culture that embraces change for the better, soliciting and valuing employee and customer recommendations. MSC will leverage modern knowledge management practices to enhance high-velocity learning across the organization. To promote efficiency and effectiveness, MSC will make informed decisions based on information, data, facts, and experiences. We will do this by developing and capturing performance metrics that allow us to quantitatively and qualitatively assess our operations. We will analyze trends in events and patterns of behavior to continuously look for ways to become greater each day.



## **GUIDING PRINCIPLES**

### **We are a Team**

We will work together, each of us committed to the shared vision of being the nation's premier maritime transportation organization. Since we are a team, we treat everyone with mutual respect. We foster esprit de corps among our workforce and within our service. We acknowledge the strengths and weaknesses of our co-workers, believing that they can and will succeed, and we collaborate in our decision-making as much as possible. We welcome forceful backup from our co-workers and stakeholders.

### **We Demand Integrity**

We adhere to the highest ethical and moral standards and demand the same of those we work with to achieve mission goals. Our actions are to be such that we would always be proud should they be made public and made known to our immediate family members. The ends never justify the means. We obey all rules and regulations and will not condone the misbehavior of others.

### **Our Actions are Guided by Our Core Values of Honor, Courage and Commitment**

We have the courage to assume responsibility for our actions, to face the unknown, and to overcome adversity. We treat one another as we would like to be treated. We do not tolerate discrimination, sexual harassment or assault, hazing, bullying, reprisal, fraternization, or the illegal or improper use of drugs or alcohol. We are committed to our profession and our people.

### **We Foster Positive Leadership**

Leadership is the essence of our profession. We lead by example at all levels and develop our future leaders. Our perpetual optimism gives us strength to overcome all challenges. By delegating responsibility, and the authority that goes with it, we are more effective and efficient.

### **We are Proactive Managers**

We plan ahead to identify and avoid obstacles to success. We keep our planning focused on the future. We develop action plans that include goals, steps, and tracking to reach objectives. We clearly establish the priorities for all tasks to promote alignment and unity of effort. We act quickly to resolve problems. We encourage initiative and innovation.

### **We Believe in Highly Effective Communications**

To enhance our efficiency and effectiveness, we continuously communicate up and down the chain of command, as well as across the various work units. We actively communicate with our internal and external partners to learn and share innovative ideas and enhance the image of our organization and our service. We unify our efforts through effective communication.

### **We are Responsible Citizens**

We support our local communities. Whether at home or deployed, we act as ambassadors of our nation and our Navy. Concern for the environment and energy conservation are integral parts of our operations.

