



"READY, RESPONSIVE, RELEVANT"

CONTINGENCY RESPONSE UNIT - CRU
416TH THEATER ENGINEER COMMAND, U.S. ARMY CORPS OF ENGINEERS
VISION, MISSION, AND IMPERATIVES

VISION: An exceptional unit embodied by an outstanding team of professional Soldiers who are ready, responsive, and relevant to Field Force Engineers, the Engineer Regiment, USACE, and Combatant Commands. We are a well-trained, technically and tactically proficient engineer battle staff prepared to support military contingency operations, anywhere, anytime.

MISSION: Provide USACE commanders and the Engineer Regiment with engineer battle staff capability in support of global military contingency operations. Plan and execute USACE Field Force Engineering (FFE) missions in support of combatant command operations.

IMPERATIVES: Ready, Responsive, Relevant to support military contingency operations anywhere, anytime. Comprised of several subordinate units aligned with each of our six combatant commands, our team of exceptional Soldiers will act as one unit; one team. We serve our nation and our customers with fervor, embracing our Army Values, enabling a clear pathway for success in both our professional and personal lives. When we take care of our great Soldiers and their Families, they will take care of our mission, and our mission will take care of our nation and our customers. These are our Building Strong® values:

- **BUILDING STRONG SOLDIERS AND FAMILIES:** Caring for fellow Soldiers, their Families, and yourself is essential to performance and readiness. All people will be treated with dignity, fairness, and respect. I will accept nothing less. We will continue to build our bench by recruiting the best Soldiers and providing the best training. We will put the right people in the right positions to serve our customers and implement and accomplish the mission.
- **BUILDING STRONG LEADERS AND PROFESSIONALS:** Our Soldiers will exhibit expert, specialized professional knowledge in their fields and they will be rewarded for their efforts. Leaders will lead by example, work as a team, be positive, lean forward to anticipate and solve problems, not micromanage, expect change, be accessible, respect diversity, and maintain a sense of humor. They will develop, teach, coach, and mentor others to foster a professional, can-do environment, and exhibit a combination of personal humility and professional will.
- **BUILDING STRONG CUSTOMERS:** We must be responsive to the needs of our customers to remain viable. We will provide our clients with the highest-quality, technical and tactical engineering support throughout the world. Employment of our Soldiers in realistic and mission-focused training and assignments will ensure maintenance of cutting-edge level of preparedness and support. Only this type of responsiveness will help guarantee that the CRU maintains its operational relevance in disaster response missions and Overseas Contingency Operations.
- **BUILDING STRONG READINESS:** In support of our Operational Reserve and the ARFORGEN Model, we must ensure our ability to successfully mobilize in a timely manner. This entails everything from making certain that all individual readiness indicators are a 'GO' to ensuring that the Families of each unit member who is called upon to deploy are adequately supported. We will make certain that the CRU is properly prepared and ready to join the fight – when and where it is called upon to serve our nation.

- **BUILDING STRONG TRAINING:** Training to standard is the most important thing we do – Soldiers' lives depend on it. We must ensure our Soldiers are trained in the Warrior Ethos, specialized USACE training, and National Response Framework training. Further, training provides a key opportunity to synchronize and align CRU expertise with our customer's needs. It also provides the foundation for Building Strong leadership. We will train our Soldiers to be the best in the world at their jobs. I encourage everyone to find ways to grow both personally and professionally.
- **BUILDING STRONG SAFETY:** Safety supports the mission and is a part of everyday business, on and off duty. Protect yourself, your Family, your co-workers, and your neighbors. Every Soldier has safety responsibility and authority and I expect every Soldier to follow and enforce standards. If you see something unsafe, call attention to it immediately.
- **BUILDING STRONG RECRUITMENT:** You serve in the best fighting force this nation has ever witnessed. Our nation and our Army are doing great things around the world. Share in spreading this good news and how others can become a part of it. Take advantage of recruiting opportunities when they arise – your neighbors, at schools, at sporting events, in church, dining out at restaurants, etc. The future of your Army depends on your efforts.
- **BUILDING STRONG COMMUNITY:** The Army Reserve is comprised of warrior citizens. We will reach out and help our citizen neighbors. We will foster and encourage community service. Supporting our community, both on and off duty, empowers them and builds confidence and trust in our Army mission.
- **BUILDING STRONG COMMUNICATIONS:** Keep your chain of command informed. Keep your Family informed. Keep your customers informed. Keep your civilian employer informed. I do not like surprises and likely they do not like them either. My door is always open. Call me 24 hours a day and I promise that I will give you my undivided attention.
- **BUILDING STRONG BALANCE.** You have chosen a profession that demands much – from you, your Families, and your employers. Time is one of your most precious resources and you have got to continually balance and rebalance among your many demands: Army, Family, spiritual, community, and work. Keep your priorities in check. Enjoy your Family, your civilian job, and the opportunity to serve your country!