

**From:** Bob Flowers  
**Sent:** Tuesday, October 07, 2003 2:20 PM  
**To:** CDL-All-Corps of Engineers  
**Subject:** Update on USACE 2012

I'm pleased to announce that the final report for USACE 2012 is now available on our web site at [www.hq.usace.army.mil/stakeholders](http://www.hq.usace.army.mil/stakeholders). The plan has changed somewhat from the draft that you received in August. At the Division level, we have added District Support teams and made several improvements to enhance the Regional Business Center's ability to support the Districts. We also eliminated two civil works recommendations that would have required legislation to change.

It has taken a lot of time and energy to get to this point, and I thank you all for doing your part to help improve the Corps. Now it's time to begin implementation. Your Division and District Commanders will play a significant role in how the plan is implemented. Over the next few days and weeks, your commanders will discuss the plan and how it affects you. I have also produced a video that explains some of the concepts. I encourage you to study the report and have small group discussions. A thorough understanding of the concepts will help the implementation proceed more smoothly. The concepts require a paradigm shift from the way the Corps worked in the past to one of mutual interdependence.

We will continue to keep you updated with periodic emails and new postings on the web site. Thank you for all you do daily for our nation and the Armed Forces. By implementing USACE 2012, the U.S. Army Corps of Engineers will provide even better service to the American people. Keep up the great work.

Essayons!

Bob Flowers