



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY GARRISON, FORT BELVOIR
9820 FLAGLER ROAD, SUITE 213
FORT BELVOIR, VIRGINIA 22060-5928

ANFB-EO (600-20)

24 February 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Statement on Consideration of Others (CO2) Program

1. The philosophy of this program is to enhance trust and unit cohesion by instilling and reinforcing standards, discipline, and the core Army values for both military and civilian personnel assigned to this command. This philosophy is directly linked to the Fort Belvoir vision, mission and key principles.
2. Consideration of Others is built around training and sharing of ideas. It incorporates full participation by all personnel and the creative leadership of everyone. We all share common objectives that are rooted in our core values.
3. To ensure that your program gets off to a good start the Fort Belvoir Equal Opportunity (EO) and Equal Employment Opportunity (EEO) advisors will help create a program tailoring training to accommodate organizational needs.
4. Consideration of Others program will focus on conducting 2 hours of small group based discussions per quarter with no more than 15-25 attendees. Commander's must not only ensure that CO2 training sessions are properly prepared, resourced, and facilitated, but also that leaders at all levels personally participate.
5. I expect each commander to develop a proactive CO2 program that will enhance readiness. Our military and civilian personnel are important and so are their concerns. Leaders need to know what is occurring in their units. Consideration of Others is one of the best ways to find out what is going on and to gauge the health of our organization.

THOMAS W. WILLIAMS
COL, AD
Garrison Commander

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