

Army Depot Launches Toby 2020 Initiative

By Kristyn Smith, Public Affairs Officer

TOBYHANNA ARMY DEPOT- A vision to be the Department of Defense's worldwide C4ISR readiness provider today, tomorrow and into the future is the driving force behind a new strategic initiative at Tobyhanna Army Depot.

With an evolving communications and electronics depot maintenance mission, Tobyhanna is ensuring warfighter readiness by launching Toby 2020. "Toby 2020 will create a sense of awareness, urgency, and accountability," said Bob Katulka, Production Engineering director. "This initiative will help everyone realize what they can do to support Army Readiness today. It will position Tobyhanna for future opportunities by developing our workforce and implementing improvements that will provide best value to our warfighters."

Toby 2020 is the roadmap that will enable Tobyhanna to take a critical and honest look at the organization, mission and operations while ensuring strategic alignment with Chief of Staff of the Army, Army Materiel Command and Communications-Electronics Command priorities. According to Gary Roberts, Toby 2020 is all about taking an unbiased look at the way workload is executed and services delivered. Roberts is the chief of the Air Defense and Counter Fire System Division.

"Success is measured by timely, consistent, and trouble-free delivery of reliable products and services," he said. "And even then we need to look at ourselves again, striving for further efficiencies."

Tobyhanna's priorities include C4ISR Readiness, Shape the Future, Invest in Our People and Strategic Communications. Objectives with specific tasks focusing on readiness, people and the future were developed by subject matter experts from the depot workforce. This approach encouraged employee engagement, ownership and empowerment, which are critical to the success of the plan.

"Toby 2020, in strategic partnership with the Civilian Human Resources Agency, will help us overcome future readiness challenges for the recruitment and sustainment of an agile

workforce," said Anne Gebhardt, lead human resource specialist, who served as a subject matter expert for the Invest in Our People team.

Logistics Management Specialist Tracy Kraftchisin serves as a subject matter expert for the Strategic Communications team, but also has a role in the execution of objectives developed by the Shape the Future team. "This initiative emphasizes the importance of collaboration across the enterprise and industry to shape the future development of the highest quality technology and equipment for our Army," said Kraftchisin. "We must ensure the warfighter is ready to fight tonight."

"Toby 2020 brings a unified partnership throughout our entire organization that edifies our commitment to providing our warfighters the best product for the best value," said Tom Petroski, Fabrication and Assembly Division chief. "Every employee plays a role in achieving of the Toby 2020 goal of being the best value for the warfighter."



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