



**DEPARTMENT OF THE ARMY**  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON HUMPHREYS  
UNIT #15228  
APO AP 96271-5528

**FEB 16 2016**

IMHM-EO

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #15, Consideration of Others (CO2) Program

1. Reference AR 600-20, Army Command Policy, 6 November 2014.
2. Nurturing and preserving the Army's values and traditions are critical tasks for Army leaders. The "Consideration of Others" (CO2) Program is an important tool to use in building and maintaining values of our organization. Commanders will ensure the CO2 Program, and its methodology, is implemented into their commands.
3. The objective of the CO2 Program is to foster and strengthen the command climate by reinforcing the importance of trust, teamwork, dignity, and respect for others. Consideration of others includes choosing actions that indicate sensitivity to and regard for the feelings and needs of others and an awareness of the impact of one's own behavior on them. We must all strive to be supportive of and fair with others.
4. All military and civilian personnel will participate in CO2 training. This will be conducted quarterly as two hours of small group discussion. Groups should be comprised of 15-25 personnel, as this is optimum number of participants to maximize training effectiveness. Commanders may or may not have the luxury of having trained or certified small group facilitator's available. Commanders must select the most capable personnel available to facilitate the discussion. These selected personnel must be able to handle themselves appropriately in a small group setting.
5. Battalion and company CO2 Programs will be evaluated annually as part of the Command Inspection (CIP) or as a special topics assessments as directed by the Garrison Commander. Subordinate commanders will conduct semi-annual assessments of their and any subordinate's programs to ensure compliance.
6. Commanders will report their training status on the Installation's EO Quarterly Narrative Statistical Report (QNSR) and will develop a process for a comprehensive annual review that includes assessments, teaching methodology, and refinements in the CO2 Program of instruction. I expect nothing less than full support of the CO2 Program.

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7. The point of contact for this policy is USAG Humphreys EO Advisor, DSN 753-6527.



JOSEPH C. HOLLAND  
COL, AF  
Commanding

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