



Maneuver Center of Excellence



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Maneuver Center of Excellence - Team of Soldiers, Families, and Civilians from the Best Army in the World!



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Maneuver Center Optimization



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The Armor/Infantry Team Combining or Leveraging Synergy of courses:

- Maneuver Captains Career Course - **Complete**
- NCO Academy - **Complete**
- Pre-Command Course - **Complete**
- Doctrine - **Complete**
- Army Reconnaissance Course/Recon and Surveillance Leaders Course – **Working**
- Range Committees – **Working**
- Tank, MGS, and Bradley Master Gunner – **Working**
- Basic Officer Leader Course - **Working**

Unity of Effort in the Maneuver Force – Focus and Priorities



MCoE Strategic/Operational Initiatives



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- **Squad as a Strategic Formation**
- **21st Century Maneuver Training**
- **BCT 2020 Task Force**
- **21st Century Leader Development**



Squad as a Strategic Formation



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The Tip of The Spear





The Squad as a Strategic Formation



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Why the squad is strategic...

- The contemporary operating environment (COE) forces us to fight as dismounted squads.
- The squad is the centerpiece of the tactical fight and will remain so in the future.
- Squads operate under mission command but decentralized from higher HQ.



Required Capabilities of a Strategic Squad...

- Overmatch enabled through improvements to:
 - Network, Mobility, Protection, Lethality, Power Generation, Training & Leader Dev.



Currently operations at the squad level are too much of a fair fight...we must achieve **OVERMATCH** to attain decisive victory in the future.



Taking a New Approach...

- Bottom up review, start from the squad formation and work upwards.
- Review Measures of Effectiveness (MOE) across all domains of DOTMLPF.
- Evaluate squad performance as a collective formation, not as individual Soldiers or kit.

"Only when the members of the squad are thinking jointly on one problem may they properly be called a squad." GEN Depuy, *11 Men 1 Mind*, March 1958



The Future Squad



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A Strategic, Decisive Force – *the tip of the spear.*

- Dominates at a given place and time while conducting Wide Area Security & Combined Arms Maneuver
- Establishes favorable conditions while retaining the Squad's ability to react
- Connected to the Strategic Effort through the Existing Network
- Physically Fit, Agile, Culturally Aware, and Tested through Immersive Training
- Organized, Equipped, Trained, and Enabled as a formation
- Maintains the offensive initiative
- Knowledgeable of their environment



- Infantry operating dismounted (spiraling to other dismounted formations)





Future Squad Concept



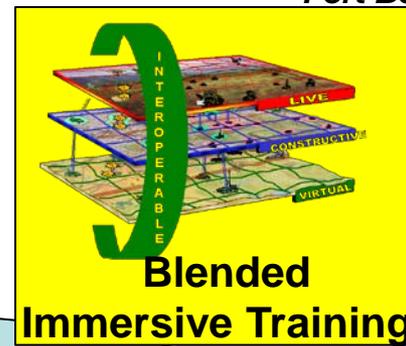
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Unmanned Sensors (ground & air)



Operating Under Mission Command in a JIIM Environment



Blended Immersive Training



Precision Targeting & Fires / Combat Identification

Strategic Squad



- Networked
- Mobility
- Power & Energy
- Human Dimension
- Lethality
- Force Protection



Lighten Load / Increase Power Capacity



Portable Obstacle Clearing



IED & Explosive Detection Capability



Supporting Weapons Platforms

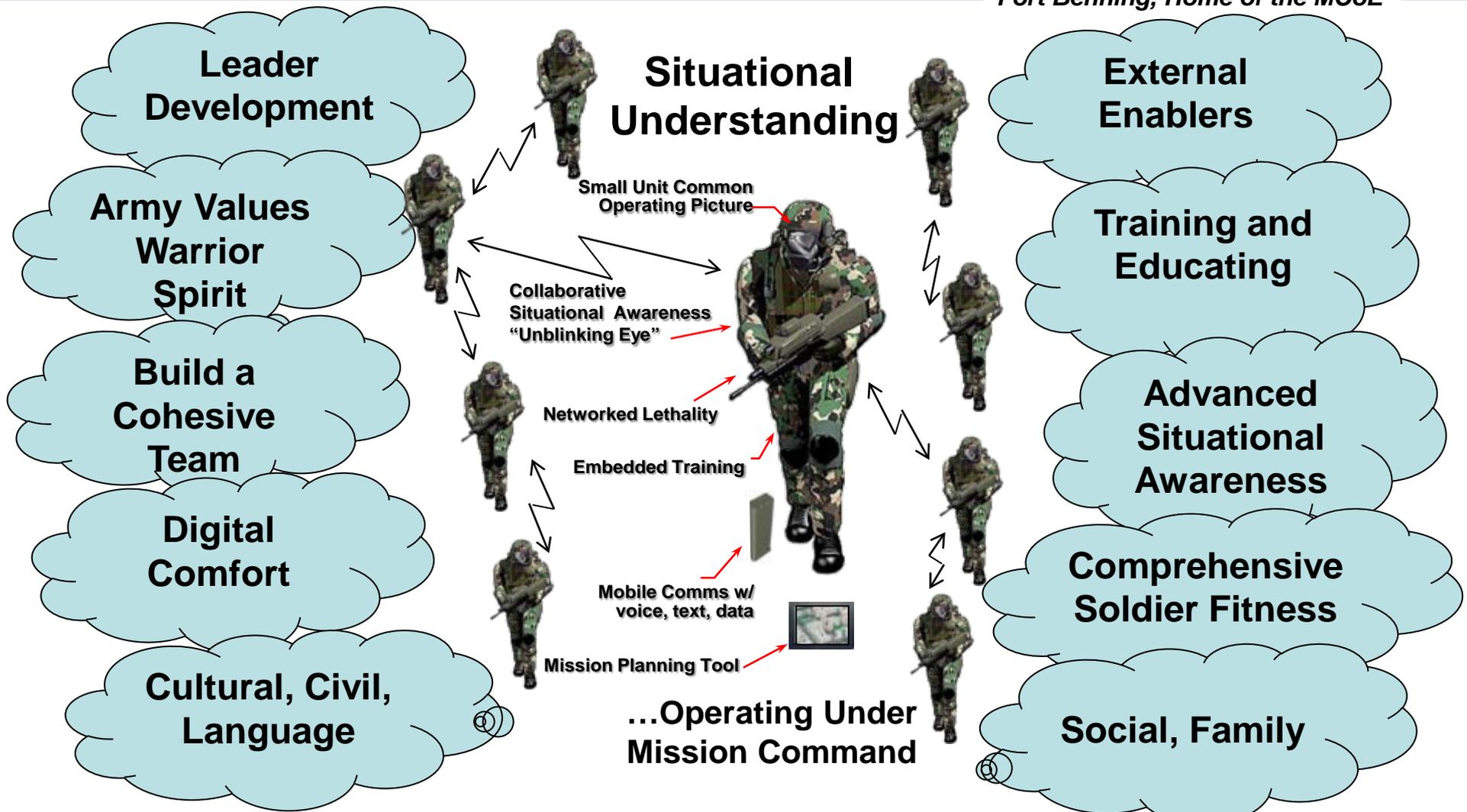


Human Dimension of the Squad



Determine Human Capacity/Limits:
Cognitive, Physical, Social-Cultural, Moral-Ethical

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Tactically and Technically Proficient, Fully Trained and Empowered



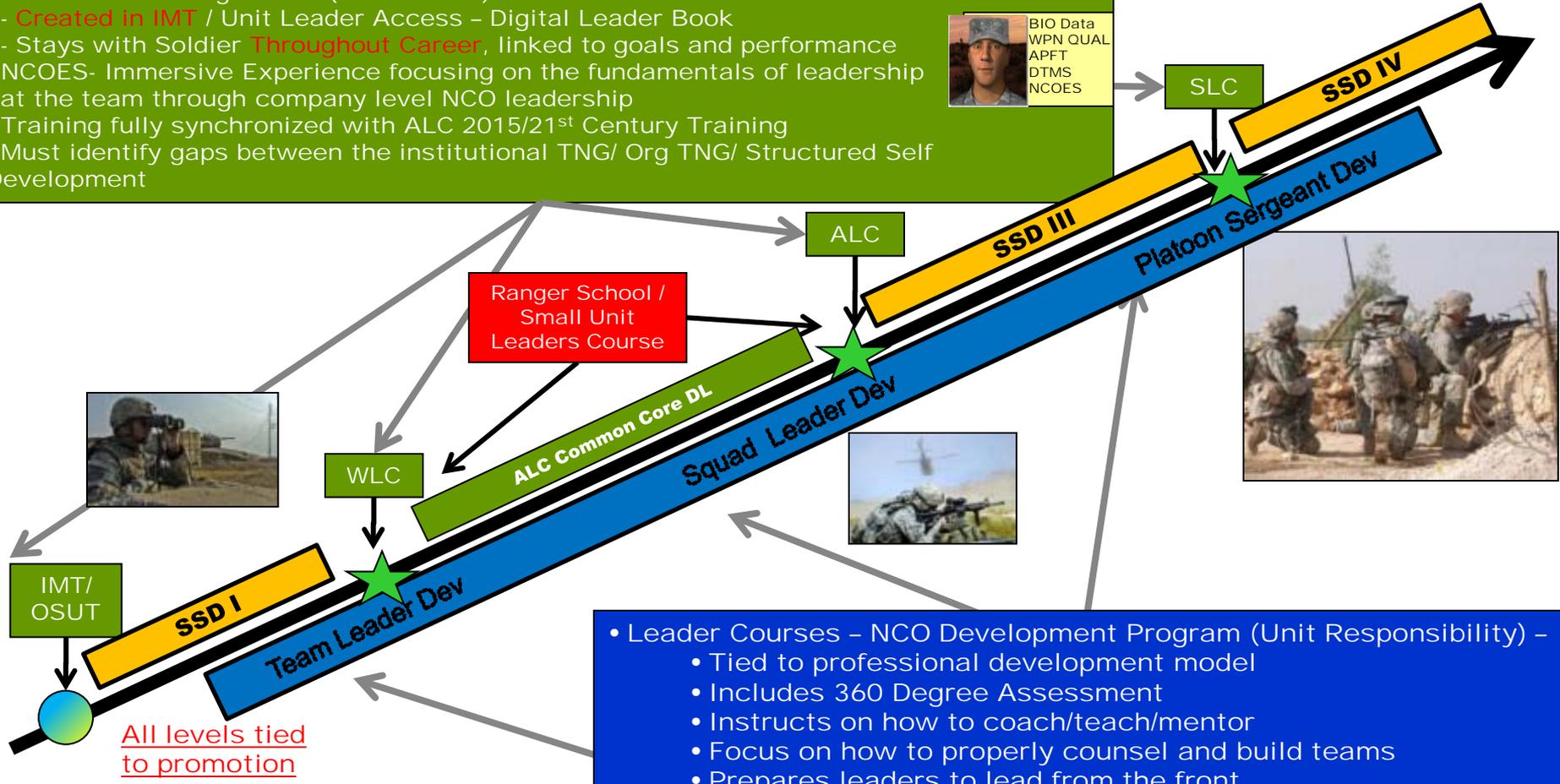


Leader Development For the Maneuver NCO Leader (In support of the Squad as a Strategic Formation)



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- Individual Training Avatar (DTMS / ACT) –
 - Created in IMT / Unit Leader Access – Digital Leader Book
 - Stays with Soldier **Throughout Career**, linked to goals and performance
- NCOES- Immersive Experience focusing on the fundamentals of leadership at the team through company level NCO leadership
- Training fully synchronized with ALC 2015/21st Century Training
- Must identify gaps between the institutional TNG/ Org TNG/ Structured Self Development



- Leader Courses – NCO Development Program (Unit Responsibility) –
 - Tied to professional development model
 - Includes 360 Degree Assessment
 - Instructs on how to coach/teach/mentor
 - Focus on how to properly counsel and build teams
 - Prepares leaders to lead from the front
 - Ensures leaders have technical and tactical skills to lead
 - We provide the tools – apps, bite sized digital leader training, Immersive Squad Trainers , and develop assessments to measure progress

Legend:
 IMT- Initial Military Training
 WLC - Warrior Leader Course
 SLC - Senior Leader Course
 ALC - Advanced Leader Course





Linking Virtual & Live



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Every Soldier has an Avatar

- Created and issued in IMT (or possibly during accessions)
- Reflects Soldier's characteristics
 - Portrays their face
 - Displays current rank
- Performs based on Soldiers abilities
 - Physical performance based on APFT
 - Weapons skills based on qualifications
 - Other skills based on training & qualifications
- Stays with Soldier throughout career (Tied to DTMS and Army Career Tracker (ACT))
 - Updated regularly
 - Linked to goals & performance



Portrays Soldier in Simulations

- Links Soldier's "live" abilities with "virtual" training
 - Simulated performance based on APFT and weapons qualifications scores
 - Replicates leadership style based on 360 degree assessments
- Supports Training in Simulations
 - Bite Sized Leader Trainer
 - Dismounted Soldier System in CCTT – Squad Immersive Trainer
 - Virtual Battle Simulation 2
 - Other Gaming solutions

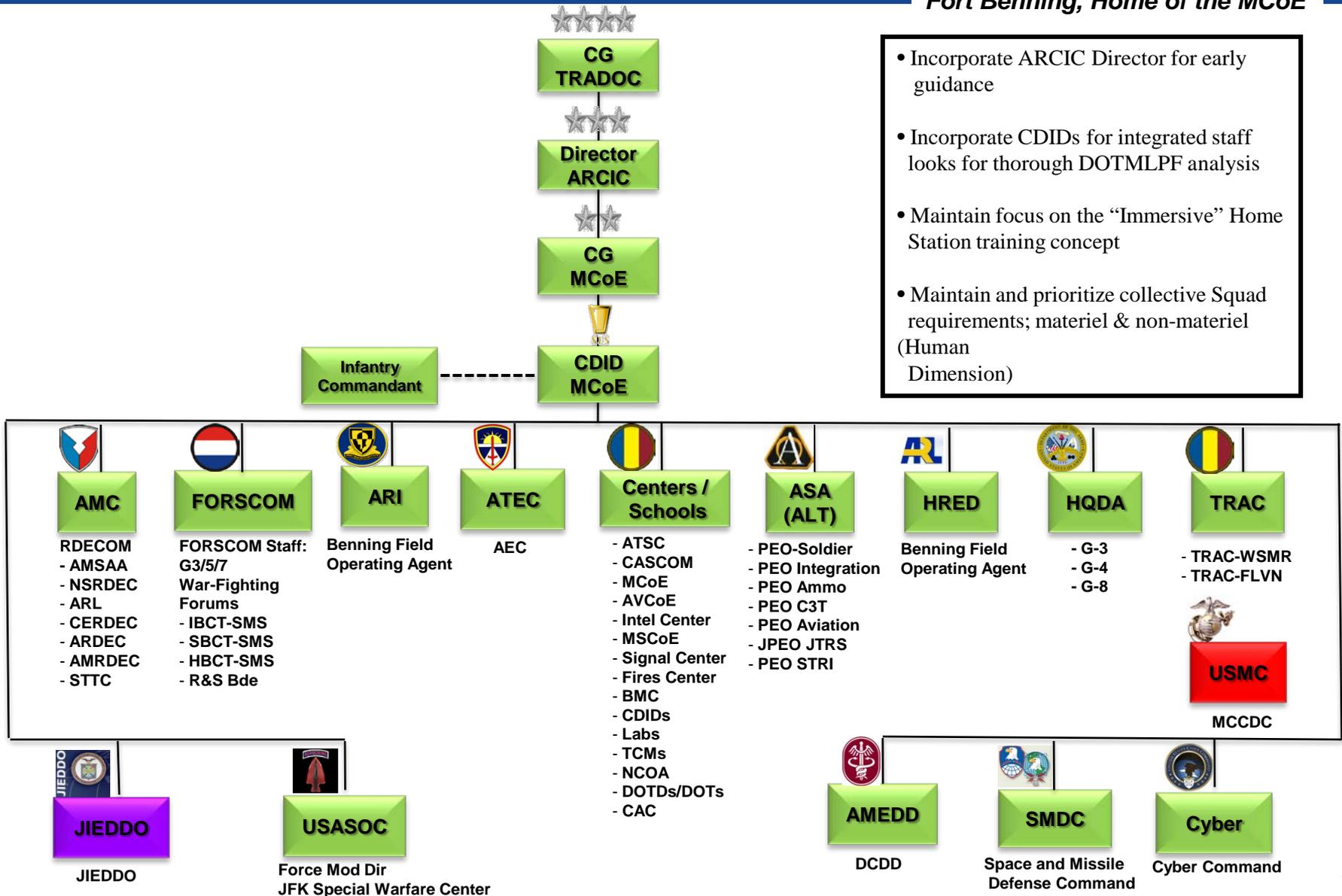


Squad as a Strategic Formation

Integrated Capabilities Development Team (ICDT)



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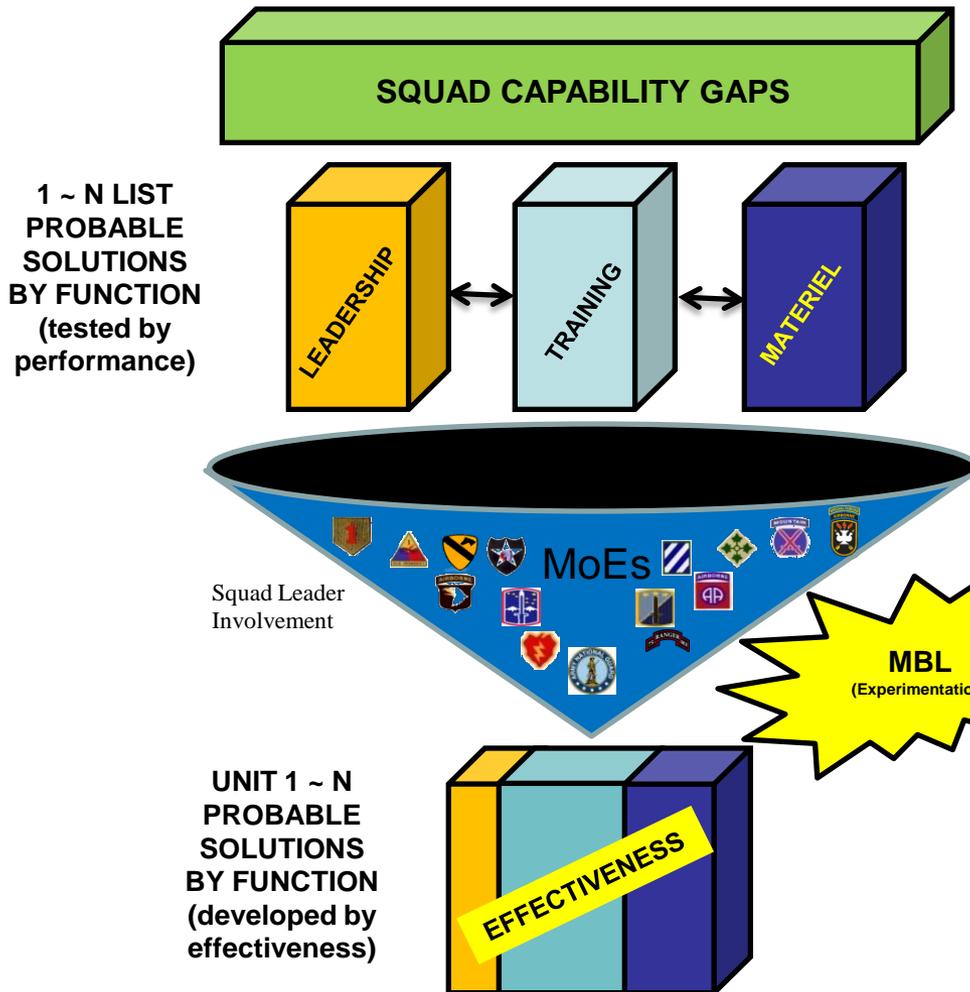
- Incorporate ARCIC Director for early guidance
- Incorporate CDIDs for integrated staff looks for thorough DOTMLPF analysis
- Maintain focus on the “Immersive” Home Station training concept
- Maintain and prioritize collective Squad requirements; materiel & non-materiel (Human Dimension)



SaaSF Analytic Methodology



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Example MBL Experimentation Outcome

GAP: Squads lack ability to detect surface and sub-surface threats.

F1: Enhanced Sniper System
F2: Improved RSLC Course
F3: Continual Squad Training thru LVC-G

Outcome
 Based on current capabilities and mission requirements, best method to improve squads ability to detect surface threats is through increased and continual training.

Prioritized Solutions across DOTMLPF to impact Funding



Squad as a Strategic Formation



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The Tip of The Spear

