

Articles

- ALC 2015
- AR 71-32
- AE2S
- NEW INSTRUCTORS
- CHANGE IMPACTS
- VCSA VISIT

A Force Management Update



A Quarterly Newsletter of the Army Force Management School

December 2011

ARMY LEARNING CONCEPT 2015 (ALC 2015)

“The Army Learning Concept 2015 is an important component of our effort to drive change through a campaign of learning. It describes the learning environment we envision in 2015. It seeks to improve our learning model by leveraging technology without sacrificing standards so we can provide credible, rigorous, and relevant training and education for our force of combat seasoned Soldiers and leaders. It argues that we must establish a continuum of learning from the time Soldiers are accessed until the time they retire. It makes clear that the responsibility for developing Soldiers in this learning continuum is a shared responsibility among the institutional schoolhouse, tactical units, and the individuals themselves.”

The Army Learning Concept 2015 does not focus on any particular technology, but rather focuses on the opportunities presented by dynamic virtual environments, by on-line gaming, and by mobile learning. It speaks of access to applications, the blending of physical and virtual collaborative environments, and learning outcomes.”

*GENERAL Martin E. Dempsey, TRADOC Commander
Army Learning Concept 2015, 20 January 2010*

The Army Force Management School is in the process of upgrading our classroom facilities in order to establish the learning environment described in ALC 2015.

To those familiar with the AFMS facilities, the physical changes will be striking when completed. We will have upgraded the classrooms with several technological improvements, trained our faculty to be more facilitators than “instructors or lecturers”, and adjusted our Programs of Instruction (POI) where applicable to challenge future students with current, relevant, and student-centric educational experiences.

The first phase of our modernization will be completed by 2nd quarter, FY12. The physical layout will encourage more student / group participation, provide better student-to-student interaction, enable more student-led discussions, and increase hands-on exposure to applications and tools the students will use in their force management assignments.

Further modernization and migration to ALC 2015 will be phased in throughout 2012 as guidance is codified, technology matures, POIs are adjusted, and the facilitators’ capabilities are increased.

Dave Haught, Program Director and Jim Camp, Senior Instructor

Developing AR 71-32, Force Development

We are continuing to assist DAMO-FMF in revising AR 71-32. In case you were wondering, this vintage 1997 document is starting to get close to a new edition. After a DOMO-FM internal staffing, we proceeded with several months of weekly conference calls involving various stakeholders and then staffed it with 49 offices throughout the Army. We have now completed worldwide staffing, digested the 678 comments we received, and are forging ahead.

Some of the major updates to the reg so far are:

- Adds the force development process
- Incorporates FMSWeb
- Adds the Army organizational life cycle model
- Adds the force integration functional areas and mandates their use for organizational change
- Establishes HQDA G-8's role in force development
- Adds policy on the force design update junior
- Adds policy on letters of authority
- Changes functions of tables of distribution and allowances and augmentation tables of distribution and allowances
- Adds policy to change equipment on tables of distribution and allowances
- Adds out of cycle policy
- Adds equipment review and validation board policy
- Adds multiple component unit policy

Next up is a few more internal revisions, putting it all into a special publication format, HQDA legal review, Army Publishing Directorate (APD) editing, and finally, the Administrative Assistant to the Secretary of the Army will sign it. We're still a few months away from publication on the APD website, but trust me, it's coming.

David Retherford
(david.retherford@us.army.mil) (703)-805-2715

Army Equipping Enterprise System (AE2S)

There is a new feature in AE2S. The AE2S Reports Directory provides a comprehensive list of reports from all AE2S systems. This includes the Business Intelligence Tool (BI Tool), the Force Development Investment Information System (FDIIS), and the Reports Management System (RMS), which has hundreds of reports.

All reports in the AE2S Reports Directory are searchable in a variety of criteria including: subject area, report type or topic. There are direct links available to quickly and easily open most reports.

Select the AE2S Reports Directory on the AE2S Homepage or in the Reports Management System to access the directory.

The screenshot shows the Reports Management System (RMS) interface. At the top, there is a navigation bar with "Home | Documents | Data Dictionary | Reports Directory". Below this, a "Reports Directory" section is active, displaying a table of reports. The table has the following columns: RR, REPORT_NAME, PURPOSE, REPORT_DESCRIPTION, SUBJECT_AREA, REPORT_TYPE, TOPIC, and SOURCE. The table contains 27 rows of data, including reports like "JUL11 SACS COMPO...", "JUL11 SACS LIN Level...", "JUN11 SACS Major Ca...", "Bar Chart Group Projec...", "EQ4 LQA, Historical & Projected...", "Monthly EQ4 Allocation...", "General BI Tool Usage...", "AEERC13...", "Bar Chart Group Projec...", "DOI REPORT...", "LIN NSN...", and "Top 25 LIN Shortage".

RR	REPORT_NAME	PURPOSE	REPORT_DESCRIPTION	SUBJECT_AREA	REPORT_TYPE	TOPIC	SOURCE
1	JUL11 SACS COMPO...	Differences in required...	JUL11 SACS COMPO...	EQUIPMENT	PROJECTION	SACS COMPARISON	SACS
2	JUL11 SACS LIN Level...	LIN level differences in...	JUL11 SACS LIN Level...	EQUIPMENT	PROJECTION	SACS COMPARISON	SACS
3	JUL11 SACS Major Ca...	Differences in required...	JUL11 SACS Major Ca...	EQUIPMENT	PROJECTION	SACS COMPARISON	SACS
4	JUL11 SACS Total Arm...	Differences in required...	JUL11 SACS Total Arm...	EQUIPMENT	PROJECTION	SACS COMPARISON	SACS
5	JUN11 SACS COMPO...	Differences in required...	JUN11 SACS COMPO...	EQUIPMENT	PROJECTION	SACS COMPARISON	SACS
6	JUN11 SACS LIN Level...	LIN level differences in...	JUN11 SACS LIN Level...	EQUIPMENT	PROJECTION	SACS COMPARISON	SACS
7	JUN11 SACS Major Ca...	Differences in required...	JUN11 SACS Major Ca...	EQUIPMENT	PROJECTION	SACS COMPARISON	SACS
8	JUN11 SACS Total Arm...	Differences in required...	JUN11 SACS Total Arm...	EQUIPMENT	PROJECTION	SACS COMPARISON	SACS
9	Bar Chart Group Projec...	Projected required, on...	Bar Chart Group Projec...	EQUIPMENT	PROJECTION	BAR CHART GROUP	SACS
10	Bar Chart Group Projec...	Projected required, on...	Bar Chart Group Projec...	EQUIPMENT	PROJECTION	BAR CHART GROUP	SACS
11	Projected Top 25 LIN S...	Monthly snapshot of pr...	Projected Top 25 LIN S...	EQUIPMENT	PROJECTION	EQUIPMENT SHORTAGE	SACS
12	EQ4 LQA, Historical &...	Historical and projede...	EQ4 LQA, Historical &...	EQUIPMENT	PROJECTION	EQUIPMENT INVENTO...	EQUIPPOR, FDI...
13	EQ4 LQA, Historical &...	Historical and projede...	EQ4 LQA, Historical &...	EQUIPMENT	PROJECTION	EQUIPMENT INVENTO...	EQUIPPOR, FDI...
14	Historical & Projected...	Historical and projede...	Historical & Projected...	EQUIPMENT	PROJECTION	EQUIPMENT INVENTO...	EQUIPPOR, SAC...
15	Historical & Projected...	Historical and projede...	Historical & Projected...	EQUIPMENT	PROJECTION	EQUIPMENT INVENTO...	EQUIPPOR, SAC...
16	LQA Resourced Qty by...	Historical and projede...	LQA Resourced Qty by...	EQUIPMENT	PROJECTION	EQUIPMENT DELIVERY	FDIS
17	LQA Resourced Qty by...	Historical and projede...	LQA Resourced Qty by...	EQUIPMENT	PROJECTION	EQUIPMENT DELIVERY	FDIS
18	Monthly EQ4 Allocation...	Equipment allocatio f...	Monthly EQ4 Allocation...	EQUIPMENT	CURRENT	EQUIPMENT ALLOCAT...	EQUIPPOR
19	Monthly EQ4 Allocation...	Equipment allocatio f...	Monthly EQ4 Allocation...	EQUIPMENT	CURRENT	EQUIPMENT ALLOCAT...	EQUIPPOR
20	General BI Tool Usage...	General statistics on BI...	General BI Tool Usage...	REFERENCE	ANALYSIS	USAGE	BI Tool
21	Monthly External Usage...	Usage by month...	Monthly External Usage...	REFERENCE	ANALYSIS	USAGE	BI Tool
22	AEERC13	Distribution quantify an...	AEERC13 report consi...	EQUIPMENT	CURRENT	AEERC	EQUIPPOR
23	AEERC Lock Allocation...	Allocation and delivary...	AEERC Lock Allocation...	EQUIPMENT	CURRENT	AEERC	EQUIPPOR
24	Bar Chart Group Projec...	Projected required, on...	Bar Chart Group Projec...	EQUIPMENT	PROJECTION	BAR CHART GROUP	SACS
25	DOI REPORT	Equipment readiness...	DOI report consists of...	EQUIPMENT	CURRENT	EQUIPMENT READNE...	LW
26	LIN NSN	Weekly snapshot of eq...	LIN NSN report consist...	EQUIPMENT	CURRENT	EQUIPMENT CONDITION	LW
27	Top 25 LIN Shortage	Weekly snapshot of act...	Top 25 LIN Shortage re...	EQUIPMENT	CURRENT	EQUIPMENT SHORTAGE	LW

From the AE2S Homepage, select the link to the new Reports Directory (bottom right).



Joe Albert
(joseph.albert@us.army.mil) (703) 805-2822

Welcome To Two New Instructors

The Army Force Management School is happy to announce that we have brought on two new instructors. It is our privilege to welcome Douglas J. DeLancey (former Colonel in the Army) and Larissa A. Ginty (LTC, U.S. Army Retired).

Doug DeLancey brings experience from the Office of the Secretary of Defense, Joint Staff and Army Staff level of assignments. He has worked in Army Business Transformation, Congressional Activities, Human Resources Command and National Military Command Center. He is also a graduate of the Army's School of Advanced Military Studies.

Doug's background enables him immediately step into the role as facilitator in the small group instruction (SGI) technique s of delivery as the Army Force Management School transitions to Army Learning Concept 2015. He is uniquely positioned to assist in the migration of the school to different Methods of Instruction, Instructional Strategies and media options to complement these options.



Larissa Ginty just joined the team of instructors in October. Larissa comes to us with an extensive teaching background. She taught in the US Army Chemical School and was the team chief of her instructor group for the Edwin R. Bradley Radiological Laboratory at Fort McClellan. She later taught as an Assistant Professor and course director in the Department of Chemistry and Life Science at The United States Military Academy at West Point. Larissa's assignments include an extended assignment at US Army Human Resources Command (HRC) in Alexandria, VA. just prior to retirement.



Larissa graduated from the Army Force Management Course in November 2011 as the Honor Graduate. Clearly her skills as a student and an instructor / facilitator will assist the school as we transition to small group instruction and integrate additional technology into the classrooms.

We welcome Doug DeLancey and Larissa Ginty to the team as we transition to facilitators and various existing techniques as we provide credible, rigorous, and relevant training and education for our soldiers and leaders.

Billy Laster, Jr
(billy.laster@us.army.mil) Program Manager

Change Impacts The Army Force Management School!

The Army Force Management School has some changes in the “author/instructor/facilitator” ranks. We fondly wave goodbye to several of our instructors as they transition through to their second retirement. Tim Keating, Jeff Christianson, Jim Waters and Dick Ledbetter are moving on to the next phase of their lives.

Tim Keating was one of the original instructors who took the school from a concept in late 1994 to a reality in 1995. Tim developed his portion of the instruction for the pilot course (January 1995), including the Training Development sub-course. Tim brought with him a wealth of experience in the Joint arena focusing his attention on Joint Strategic Planning System, Joint Operations Planning and Execution System and Training Development. He was instrumental in developing and presenting the Army Joint Officer Orientation Course and the Joint Officer Orientation Course.



Tim was hired for his extensive background in teaching and training. He served as a Battalion Commander at Fort Dix, New Jersey and an instructor at the Command and General Staff College, Fort Leavenworth, Kansas.

Jeff Christianson came on board as an instructor in 2001. He immediately demonstrated his vast known and experience in the personnel business as it related to Force Management. Jeff was primarily responsible for manning / personnel related subjects at Department of Defense and Department of the Army. His primary focus was on the acquisition, training and distribution of Officers and Warrant Officers. Jeff was the principle author for Chapter 13 of the Army War College Text “How the Army Runs” and was the Course Director for the Action Officer Force Integration Course (1 week).



Jeff combined his vast experiences of higher command staff assignments and field/command assignments with outstanding managerial skills, mixing in a great sense of humor on the platform.

Jim Waters arrived with a lot of experience related to Capability Development and Material Development (CD/MD) process. With years of experience as a systems integrator (aviation) for the DCS, G3 and eventually G8, Jim was a perfect fit to teach the class on Office of the Chief Legislative Liaison (OCLL), several CD/MD classes and assist in the development and execution of the Functional Area 50 course. His greatest strength is knowing the processes, procedures and policies of Force Management and Acquisition, and how to apply that knowledge to current issues.



Jim's instructing days began in September 1968 in the School of the America's.

Dick Ledbetter is most certainly our most well-rounded instructor on the faculty. His extensive experiences on the Joint Staff, Army Staff and Army Secretariat enabled him to tie all aspects of Army Force Management from Strategy to the Structure conclusion. His extensive background personnel issues (ASA, M&RA) and PERSCOM (now HRC), modeling of the force structure in support of Total Army Analysis (TAA) at Center for Army Analysis (CAA), Joint Staff assignments working Joint Requirements Oversight Council (JROC), Joint Warfighting Capabilities Assessment (JWCA), the Chairman's Program Recommendation (CPR) and Chairman's Program Assessments (CPA) enabled Dick to explain how each piece worked with the remainder of the Army Force Management Model and the Army Organizational Life Cycle Model (AOLCM).



More importantly, Dick could explain the processes, programs, policies and interface with all of our students, including the most senior levels of the military and civilian leadership, with a passion.

Tim Keating, Jeff Christianson, Jim Waters, and Dick Ledbetter are departing our ranks after many years of faithful and wonderful service to MPRI, the Army Force Management School, the Force Management Directorate and the Senior Leadership of the United States Army. They take with them the thanks of many senior leaders, contemporaries, and tens of thousands of students. Unfortunately they are also taking with them years of experience in the Office of the Secretary of Defense, Joint Staff, Army Secretariat, Army Staff and most significantly their skills as master instructors in their specific areas of expertise as Subject Matter Experts (SMEs).

These gentleman put the Army's needs ahead of their own during their time of service and provided that same professionalism, technical experience, expertise and knowledge in the classroom to all of our students over the years.

We will miss them.

Billy Laster, Jr
(billy.laster@us.army.mil) Program Manager



On Wednesday, 7 Dec Vice Chief of Staff, Army General Peter Chiarelli gave a presentation to the Army Force Management General Officer & Senior Executives Class 01-12.