



Small Unit Excellence

Mr. Jay Reist
Operational Manager
FITE JCTD



The Squad as a System....a belief

“You can’t see an infantry squad, it is an idea that exists only when jointly held by its members”

Colonel William E DePuy
“11 Men 1 Mind”



The Cornerstone ...Decision Making

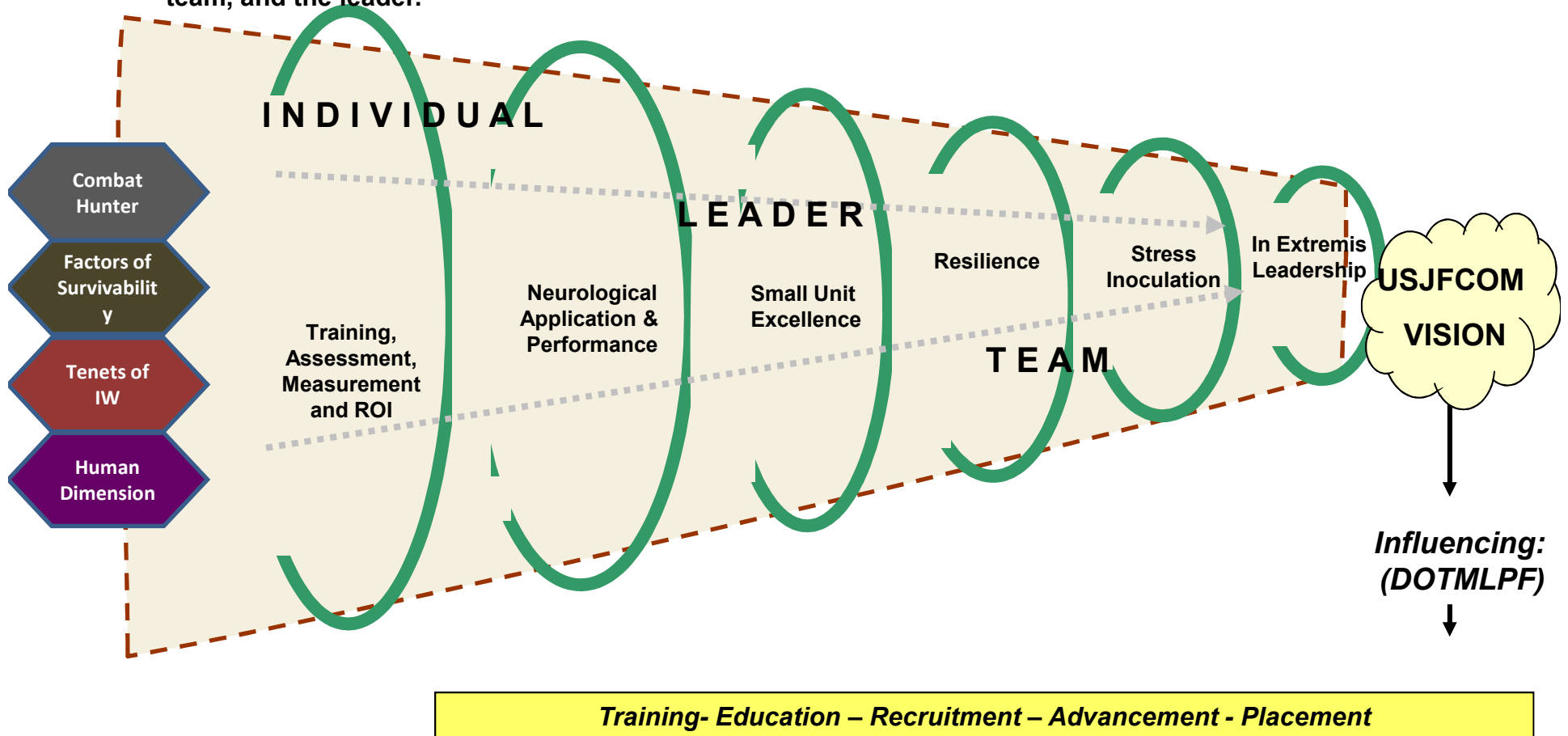
“If we know that the effectiveness of intuitive decision making is dependent upon experience, we must seek ways to give our Marines that experience. We should recognize decision making as a vitally important combat skill and promote its development throughout our training curriculum.”

General CC Krulak



Framework

A series of forums linked to develop a baseline for a campaign providing measurable approaches to improve high performance small units executing across a complex environment, with emphasis on the individual, the team, and the leader.



... executed through a campaign (based on discovery, design, execution and analysis) that creates a movement towards an enduring approach focused on high performance small units.



Key Characteristics

- 1. Measurement and assessment of human performance is the centerpiece, not simply an ancillary benefit to help rationalize an investment. Provides the critical standard upon which "black boxes" will be evaluated.**
2. Immersive, decision-making stimuli infinitely repeatable though nothing exactly repeated that was done before.
3. Modular to introduce increasing variables of complexity within changeable environments (to include conventional, nuclear, and irregular war).
4. Stresses tactical and ethical decision making leading to overall individual and small unit self-confidence. Open ended objectives, not merely electronic lane training. Challenges Cold War era Task-Condition-Standard construct.
5. Replicates joint enablers such as ISR and joint fires (air and ground) when used at home station, and can integrate these live enablers in real-time for mission planning/rehearsal in combat.
6. Ensures distributed integration of joint capabilities -- designed with standard architectures to ensure interoperability with other systems. (A virtual F-22 at Langley AFB, Virginia "flying" in support of a Marine infantry squad negotiating the Infantry Immersive Trainer at Camp Pendleton, California).
7. Easily transitioned to the field. Same capability used at home station and in combat. Small, lightweight, transportable.
8. Evidence-based. Results measurable and can be correlated to return on investment. Objective measurement / assessment.





Two Initiatives

National Program for Small Unit Excellence



The National Program for Small Unit Excellence (NPSUE) serves as the hub for cross-community integration of military and civilian communities of practice to focus on the problem sets for enabling small unit excellence in cognitive decision-making

Future Immersive Training Environment



The Future Immersive Training Environment (FITE) Joint Capability Technology Demonstration (JCTD) seeks to solve the problem: Military trainers have insufficient enablers to train to close combat tasks in a realistic, fully immersive training environment that creates and reinforces complex (tactical and human dimension) decision making skills. This DoD wide effort will be completed in FY10 and offer potential training solutions into selected programs of record.



Thank You

Contact Information

Jay Reist : (FITE JCTD) jay.reist@jfc.com; 757 203 7853

LTC Brian McCullough (NPSUE) : Brian.mccullough@jfc.com 757 203 7692