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# RED LEG Update

The United States Army Field Artillery Branch's Newsletter

FROM THE  
DESK  
of the  
CSM



KSAs, SSD and broadening  
important considerations for  
assignments

## Battlefield Coordination Detachment: The Best Kept Secret

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**Purpose:** Founded in 2011, the *Redleg Update* provides past and present Field Artillery leaders with a monthly update of informational highlights to assist in their individual, collective and professional training efforts, as well as report on activities occurring throughout the Field Artillery community.

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*Dan Moriarty*

CSM Dan Moriarty  
Command Sergeant Major of the  
Field Artillery

**RFIs, Notes, and Notices:** To submit a Request for Information (RFI), please email the POC listed below.

**Points of Contact:**

We appreciate those who have provided announcements, notices, articles and lessons learned.

Additionally, if you have a story of interest or wish to initiate a discussion on any topic or issue facing the Field Artillery community, contact Mr. John Folland, (580) 558-0831, or the editor of the *Redleg Update*, Ms. Sharon McBride, Field Artillery STRATCOM officer, (580) 558-0836.

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## ON THE COVER:

Soldiers assigned to Charlie Battery, 29th Field Artillery Regiment, 2nd Battalion, 1st Armored Division and Airmen with the 312th Airlift Squadron, 349th Air Mobility Wing from Travis Air Force Base, California, conduct a STRAT Air movement with two M109A6 Paladins and a Lockheed C-5 Galaxy at Biggs Army Airfield on Fort Bliss, Texas, March 28, 2015. The 1st Armored Division Artillery in conjunction with 2-29 FA conducted a low cost training event allowing both units to refine readiness in a STRAT Air movement, while solidifying a relationship with the 66th Weapons School located at Creech Air Force Base, Nevada. Photo by SSG George Gutierrez, 24th Press Camp Headquarters



# FROM THE DESK of the CSM

## KSAs, SSD and broadening important considerations for assignments

I received great feedback from the March Redleg Update – thanks to all who contributed, and to those who took the time to call or email; our team certainly appreciates comments (both positive and constructive). Over the last few weeks, I've been getting questions regarding the terms "broadening" and "talent management," so I thought I'd dedicate this Redleg Update to explaining both terms.

Last September, I wrote an article regarding promotions and how we determine the best qualified folks. ADP 6-22, Army Leadership, defines an Army leader as, "Anyone by virtue of assumed role or assigned responsibility inspires and influences people to accomplish organizational goals. Army leaders motivate people both inside and outside the chain of command to pursue actions, focus thinking and shape decisions for the greater good of the organization." I share this with you because the regulation speaks about organizational leadership, but I also interpret this definition as ensuring we get the most out of an individual by considering their KSAs (knowledge/skills/attributes) or talents prior to assignment, so we get mutual benefit to the individual and the organization.

"Knowledge" is your understanding of your job's subject

matter; "skills" are your level of competence and expertise in a specific area; and "abilities" are your "knowledge" and "skills" demonstrated in an applied fashion.

Assignments are based on requirements of the organization and the evaluations of Soldiers...keeping in mind that the Soldier should be progressing through increasing levels of rank and responsibility. It sounds simple enough, but you would be amazed by how many Soldiers and NCOs are lacking in one or all KSAs.

How do we as senior leaders assist? By leading individuals to seek assignments for which they're better suited by matching their KSAs to the right organizations. We also need to motivate Soldiers to pursue relevant training (ensuring attendance at required PME, and not give them an option) and to help them engage in self-development.

A critical aspect of our NCO 2020 plan is to realign professional military education with promotion eligibility. With the introduction of Structured Self-Development (SSD), the intent is to formally link SSD completion with promotion eligibility. SSD is required learning that continues throughout a career.

The Army G-3 established a linkage of SSD completion to resident [Noncommissioned Offi-

cer Education System] attendance. Completion of SSD is linked to promotion eligibility. This means that Soldiers and NCOs must be personally committed to complete these requirements. Leaders can and should encourage and support their soldiers' efforts, but ultimately a Soldier's future will be in their own hands.

As Soldiers and NCOs you need to be motivated to improve in each KSA. Gaining and experiencing civilian education is just one way an NCO can gain breadth of understanding to know and apply the proper outcomes for training and to strengthen relationships within the unit.

Broadening assignments are a critical part of the Army's strategy in developing and growing new leaders. It's very important that NCOs are broadened just as much as officers.

Joint billets are a great example of a broadening assignment. Exposure to a joint and interagency environment supports interpersonal and managerial growth in an individual and aides in the transition from the tactical to the strategic mindset.

A great example of this type

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## From the CSM ...continued from Page 3

of assignment is going to a Battlefield Coordination Detachment (BCD). On {Page 5} of this edition, is a great article by SGM Murray that details how this type of assignment can be beneficial to one's career.

Soldiers and NCOs should continue to seek out different educational and broadening assignments. Continue to seek self and professional development as well as improving your physical fitness. Because again, the Army is looking for that educated and talented person with the abilities to go out and operate

independently.

The bottom line is, with a combination of education, broadening and remaining competitive, we can have a well-rounded NCO for the future. After all, we are in the business of building future leaders of the Army.

### King of Battle!

*CSM Dan Moriarty*

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## THIS MONTH IN HISTORY "MAY"

**3 May 1965**, the 173rd Airborne Brigade with its supporting field artillery, the 3-319th Airborne Field Artillery, departed for Vietnam, becoming the first Army combat unit in the country.

**6 May 1968**, The U.S. military had 54 field artillery battalions in theater in South Vietnam in various supporting roles.

**9 May 1916**, The War Department closed the School of Fire for Field Artillery and sent instructors and students to the Mexican border for duty with the Pershing Expedition into Mexico. The school did not open again until July 1917 to begin preparations for training officers for duty in France during World War I.

**15 May 1991**, MG Thomas G. Rhame praised the Field Artillery's support on 24 February 1991 that paved the way for the Maneuver forces to open Operation Desert Storm's ground war.

That day, three hundred fifty field pieces fired over 11,000 rounds and MLRS launchers fired 414 rockets. The massive barrage destroyed 50 tanks, 139 armored personnel carriers, and 152 field artillery pieces.

In after action reports Maneuver commanders expressed the similar thoughts about massed Fires. Writing the Commandant of the Field Artillery School, MG Raphael J. Hallada (1987-1991), about the breach-

ing operation of the VII U.S. Corps on 24 February 1991, the Commanding General of the 1st Infantry Division, Major General Thomas G. Rhame, related on 15 May 1991: "The performance of the Field Artillery in combat has caused all of us to remember what we had perhaps forgotten, namely its incredible destructive power and shock effect. The preparation fires I witnessed prior to our assault on the breachline were the most incredible sight I have seen in 27 years of service. The firepower generated by my DIVARTY, the 42d, 75th and 142nd FA [Field Artillery] Bdes [brigades] and the artillery of the 1st British Armoured Division was truly awesome."

**17 May 1951**, The Battle of Soyang, Korean War, began and ended on 23 May 1951. During the course of the battle, 21 field artillery battalions fired over 300,000 rounds in support of X Corps.

**25 May 1953**, Troops from Fort Sill fired the world's first atomic artillery round at Frenchman's Flat, Nevada, from a 280-mm gun. The 280-mm gun, known as Atomic Annie, was moved to Fort Sill for permanent display.

**28 May 1968**, The Department of the Army recommended separating the Air Defense Artillery and the Field Artillery into separate artillery branches after being consolidated in 1950.

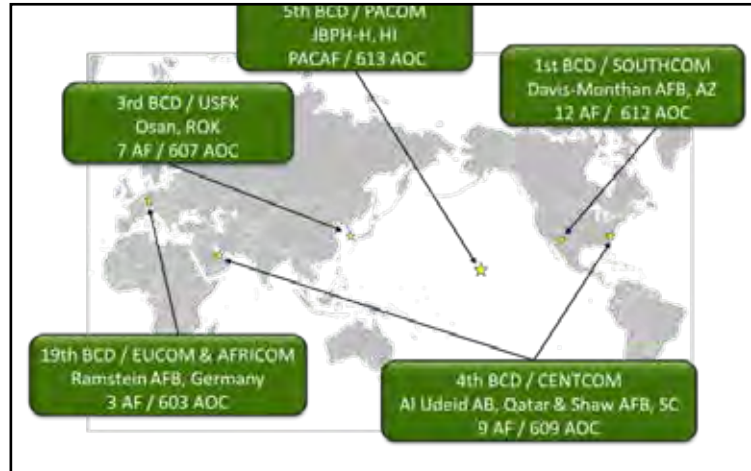
# Battlefield Coordination Detachment: The Best Kept Secret

By SGM Patrick G. Murray

5th Battlefield Coordination Detachment Sergeant Major

## What is a BCD?

The Army and Air Force maintain a standing Memorandum of Agreement for the provision of inter-service liaison elements. In accordance with that agreement, the Army maintains five permanent Battlefield Coordination Detachments (BCD), aligned with theater Armies, to liaison with Joint Force Air Component Commanders inside the Falconer Air and Space Operations Centers (AOC). Additionally, the Army provides Ground Liaison Detachments (GLD) for Airlift and Fighter Wings, as well as Reconnaissance Liaison Detachments (RLD) for Reconnaissance Squadrons. GLDs and RLDs are typically attached to BCDs based on geographic location.



The five Battlefield Coordination Detachments.

Land Operations in the Theater Area of Responsibility (AOR). An assignment to a BCD challenges every Soldier and leader regardless of their branch or military occupation specialty. These challenges lie in the complexity of the Operational Environment in which BCD

members operate within. The BCD members directly influence strategic plans while operating at the operational level. The BCD also affects the efficiency of our warfighters at the tactical level.

## Strategic Impacts.

The BCD supports strategic objectives through their

## Why is a BCD assignment broadening?

Webster defines broadening as “expand to encompass more people, ideas, or things.” The mission of a BCD is to be a liaison from the Theater Joint Force Land Component Commander (JFLCC) - and designated Army Forces Commanders - to the Theater Joint Force Air Component Commander (JFACC) to coordinate ground, air, and intelligence activities in order to enable mission command and the integration of airpower into Unified

inter-service liaison capability as well as subject matter experts for Air-Ground Integration at the operational level. The BCD is capable of tailoring Mobile Training Teams throughout their AOR without the consequences of a large footprint. Strategic leaders use the unique skill sets within a BCD

to highlight the importance of inter-service liaison as it pertains to Mission

BCD Personnel		Officers	Warrant	NCOs	Enlisted	Total
AUTHORIZED		14	3	15	4	36
UNAUTHORIZED		5	5	0	18	28

Headquarters Section (6 Personnel)		
AMOS	Position	Grade
FA	Commander	O6
AV	Deputy Commander	O5
SC	Info Services Tech	W2
13Z	BCD SGM	E9
25B	Info Systems NCO	E7
42A	JR SRC	E4

Plans Section (7 Personnel)		
AMOS	Position	Grade
FA	Plans Officer	O5
FA	Plans Officer	O4
FA	Targeting Officer	W4
13F	Fire Spt SGT	E7
13F	Targeting NCO	E7
13F	Fire Spt SGT	E6
13F	Fire Spt SGT	E5

Air Defense Section (4 Personnel)		
AMOS	Position	Grade
AD	AMD Ops Officer	O3
AD	AMD Ops Officer	O3
14G	BTL SYS Manager	E7
14G	BTL SYS Manager	E7

Operations Section (6 Personnel)		
AMOS	Position	Grade
IN	Ops Officer	O4
FA	Asst Ops Officer	O4
13F	Fire Spt SGT	E7
13P	Fire Dir SGT	E6
13P	Fire Dir SGT	E6

Intelligence Section (8 Personnel)		
AMOS	Position	Grade
MI	Intel Officer	O5
MI	Plans Officer	O4
MI	Asst Intel Officer	O3
NI	Intel SGT	E6
354	Intel Analyst	E5
35F	Intel Analyst	E4
354	Intel Analyst	E4
354	Intel Analyst	E3

Airlift Section (4 Personnel)		
AMOS	Position	Grade
TC	Airlift Officer	O4
TC	Asst Airlift Officer	O3
BBN	Movements Sgpt	E6
BBN	Movements NCO	E5

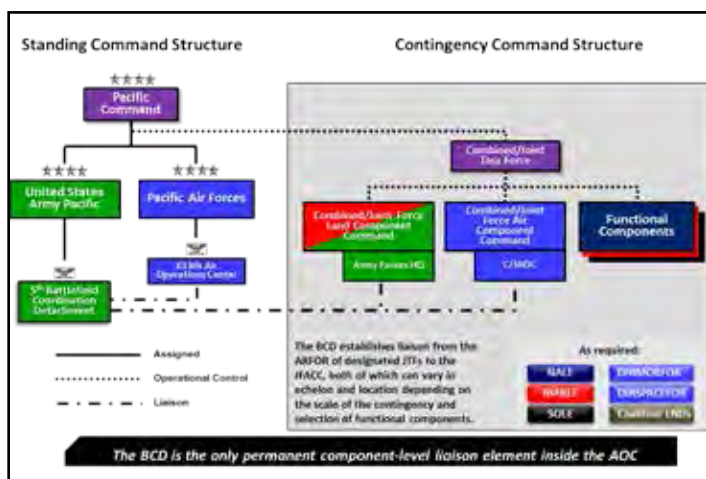
Ground Liaison Det x5 (2 Personnel)		
AMOS	Position	Grade
O2A	Liaison Officer	O3
13F	Fire Spt SGT	E7

Airspace Section (4 Personnel)		
AMOS	Position	Grade
AV	Air Intel Officer	O3
AV	A2ASM Tech	W3
15Q	AJ2C SGT	E6
15Q	Se ATC Tower Op	E5

Example Battlefield Coordination Detachment Manning.

Continued on Page 6, see BCD

# BCD...continued from Page 5



Example of Command Structure in the Pacific.



Example of partners in the Pacific AOR.

Command (Centralized-Decentralized), strategic airlift, sustainment operations, intelligence sharing and airspace management. This allows strategic leaders to identify capability gaps as partners in the AOR transition their efforts from the tactical to operational domain.

The BCD is a tailorable element capable of delivering subject matter experts armed with talented NCOs and officers ready to showcase the Army and Air Force capabilities as it pertains to Air- Ground Integration. There is no better definition of Joint enablers than the BCD at the strategic level. Senior leaders look to identify unique methods to address capability gaps. Strategic leaders may use the BCD as a “Means or a Way” depending on the capability gap.

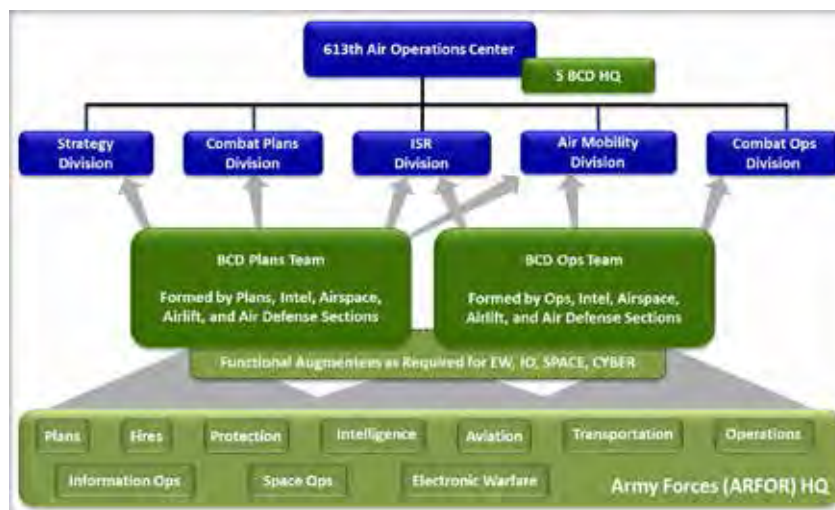
## Operational & Tactical Impacts.

Operational level leaders leverage the BCD as enablers for everything requiring air-power resources. The BCD and the skill sets within allow operational level leaders to leverage the BCD to enable Mission Command,

Joint Fires, Intelligence, Protection, Movement and Maneuver and Sustainment functions.

The most important enabling capability in my opinion is, Joint Interoperability. Joint Interoperability Command defines interoperability as “the ability of systems, units, or forces to provide data, information, materiel, and services to, and accept the same from, other systems, units, or forces; and to use the data, information, materiel, and services so exchanged to enable them to operate effectively together.” The members of the BCD enable Joint Interoperability by accounting for all Army requirements through each step of the Joint Air Tasking Cycle (JATC).

Tactical level leaders through the direction of the operational level headquarters coordinate training to ensure that all WFFs at the tactical level understand the enabling capability of the BCD. The BCD allows the Operational headquarters to synchronize all WFFs as it pertains to air-ground integration through the JATC process.



Example BCD into the AOC with ARFOR requirements.

Continued on Page 7, see BCD

# BCD...continued from Page 6

## General observations from the SGM.

Personnel who serve in a BCD gain operational experience deserving of promotion consideration. An assignment to any of the BCDs creates an opportunity for commissioned officers, noncommissioned officers, and Soldiers to enhance their skills outside the scope of duties regularly performed in their MOS. This assignment requires specialized skills found only in our most well-rounded Soldiers.

The BCD alignment with geographical combatant commands (COCOM) also allows the BCD to work in partnership with other nations. Each COCOM develops a strategy or campaign to increase their Security Cooperation. The members of the BCD assist in achieving security cooperation by increasing interoperability throughout their Area of Responsibility (AOR). The BCD achieves these results through seminars, education, and bilateral, joint, or combined exercises.

There are also many opportu-

nities for leaders to broaden their training through multi-component and Joint exercises. Constantly working with USAF Airmen as well as Soldiers of other MOSs, taking on various roles in different capacities, provides NCOs serving in a BCD a knowledge base that will allow them to understand what other jobs include, how they integrate with one another, and how to best utilize personnel in the capacities in which they function.

Serving in a BCD requires all members to be proficient in many skills, some of which will grant additional skill identifiers (ASI). Many of Soldiers assigned to the BCD require Battle Staff (2S) as



SSG Patrick Littleton (13F30)

well as Joint Air Tactical Operations (5A) and other Army Battle Command System (ABCS) training to be fully qualified and proficient within their section. Acquiring these skills requires countless hours of dedicated training, studying, and accomplishing tasks that are required of service members in all sections.

All Soldiers and leaders assigned to BCDs gain experience that helps develop skills that will enhance their career, broaden their awareness and technical abilities. This assignment demands that all members to be mature, mentally fit, and technically proficient within their respective fields. All SMs assigned to a BCD require a high degree of critical thinking with a clear understanding of Mission Command. An assignment to the BCD is the very definition of broadening, *“expand to encompass more people, ideas, or things.”*



SFC Bobby Zed (MAAP NCOIC)