



HBCT

WARFIGHTERS' FORUM

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***The Heavy Warfighters' catalyst for training
and leader development change within the
HBCT Community of Purpose***

**COL GREGORY JOHNSON
Director, HWfF**

**2008 Knowledge Management
Conference**

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HWfF MISSION

Enhance Heavy BCT leader development, individual and collective training across the full spectrum of operations. Serve as a training, doctrine and force design conduit for the Army's HBCTs to perform at higher levels of mission proficiency.

FOCUS

- *Operational HBCT commanders issues and concerns*
- *Act as conduit between the Operating and Generating Forces for inputs to DOTMLPF solutions*
- *Help reduce "learning curve" of deploying HBCTs*





COMMANDER'S INTENT

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Purpose

- As Army's proponent for heavy forces, support commanders and leaders of Heavy BCTs in their efforts to improve unit performance and sustain tactical excellence as they train and prepare for full-spectrum operations.

Key Tasks

- Develop leaders and staffs
- Enhance leader, individual, and collective training
- Maintain situational awareness of the operational challenges confronting Heavy BCTs, as well as the training and doctrinal issues related to their performance
- Facilitate dialogue among commanders and leaders to leverage operational experience – with an emphasis on insights, lessons learned, and best practices related to training and full-spectrum operations
- Facilitate collaboration between Heavy BCTs and supporting elements of the Generating Force, DoD, the Interagency, and industry/academia
- Serve as the lead operational advocate in this exchange and provide input leading to DOTMLPF solutions



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OBJECTIVES

- Tactical excellence of Heavy BCTs sustained; combat performance improved
- “Learning curve” for units deploying to theaters of operations minimized; risk inherent to RIP/TOAs at BCT-level and below reduced
- Relevant and useful output generated for the benefit of Heavy BCT commanders, leaders, and staffs
- Constructive dialogue among Heavy BCT commanders, leaders, and other stakeholders established and maintained; participation is high – especially commander participation
- DOTMLPF feedback from Heavy BCTs communicated to the Generating Force and other stakeholders are addressed in a timely manner – especially operational issues and concerns
- Performance of Corps and Division staffs improved through participation in the dialogue and involvement in problem-solving

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OUR CUSTOMERS

OPERATING FORCES

- ▲ **Seventeen (17) AC Heavy Brigade Combat Teams (HBCTs) [18 by FY13 after GTA, re-flags and re-stationing actions]**
- ▲ **Seven (7) ARNG HBCTs**
- ▲ **Four (4) CONUS and Two (2) OCONUS AC Division HQs**
- ▲ **One (1) Armored Cavalry Regiment**
- ▲ **One (1) AC Corps HQs (cross coordinate w/ Corps [SWfF] & XVIII Corps [IWfF])**

GENERATING FORCES

- ▲ **Higher and adjacent HQs (FORSCOM, TRADOC, AMC) and cross coordination with ASCCs owning HBCTs (USAREUR, USARPAC)**
- ▲ **Eight (8) TRADOC Centers of Excellence**
- ▲ **Six (6) direct supporting BCTCs and regionally supporting BCTCs**
- ▲ **Four (4) Combat Training Centers (NTC, JRTC, JMRC, BCTP)**
- ▲ **Numerous Generating Force and institutional organizations that support HBCTs**



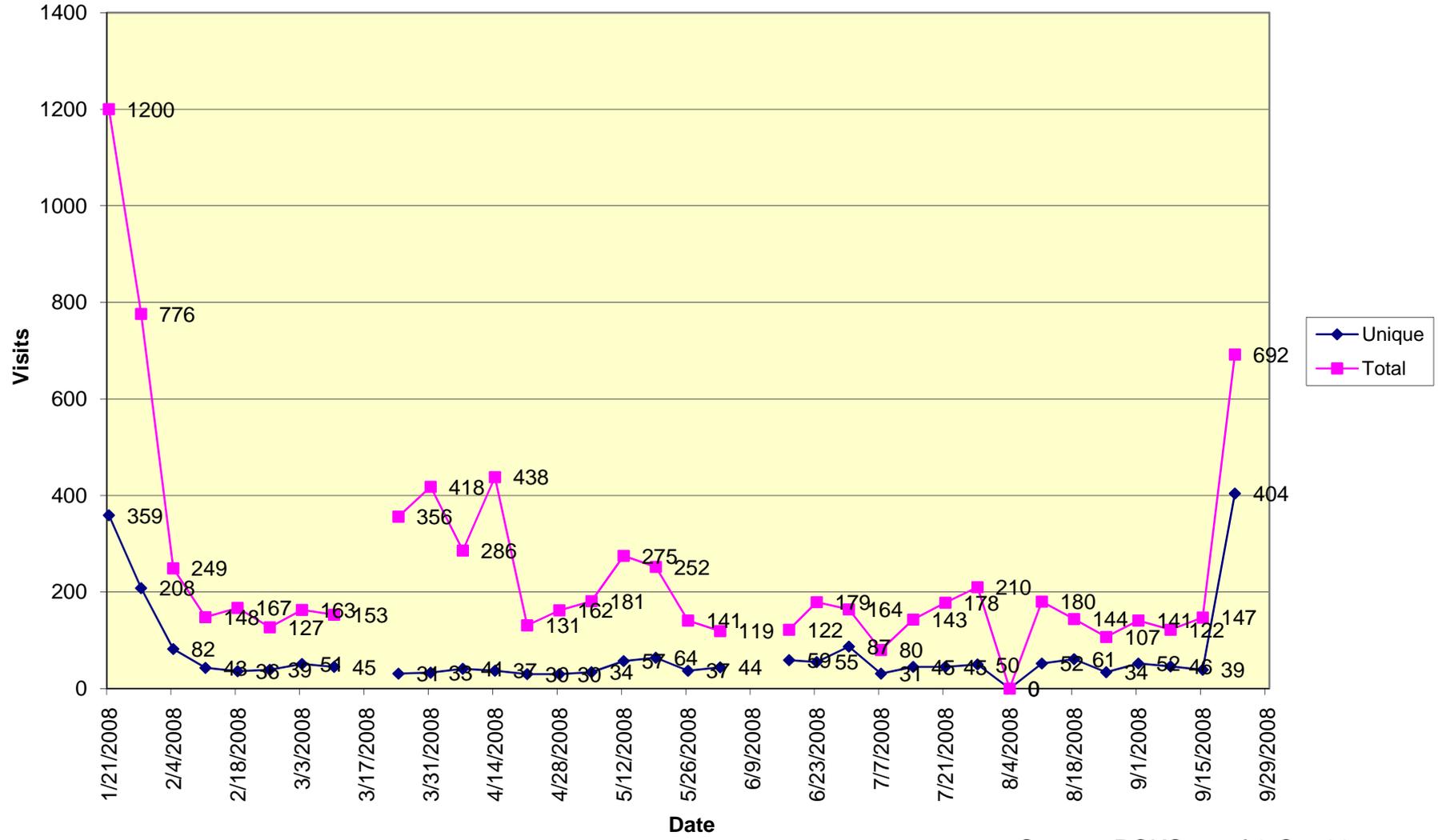
HWfF BATTLE RHYTHM



- **4-Star Executive Steering Committee: As required**
- **Corps Commanders GOSC: Semi-Annually**
- **HBCT Symposiums/Commander's Meeting: Every 6-weeks**
- **Engagement Visits: Annually**
- **Virtual Workshops: Monthly to Quarterly**
- **Combat Leader Interviews: Upon unit redeployment**
- **HWfF Advisory Board: Monthly**
- **Data Mining: Daily**
- **Training/Ldr Development Products/Capabilities: Daily**
- **HWfF Forum Facilitation: Daily**



HWfF PORTAL VISIT CHART



Source: BCKS as of 6 Oct 08



Live Demonstration

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- **AKO-NIPR**
 - Growing presence on AKO for 6+ months
 - Basic Layout and Functionality
 - Links to other sites/BCKS (WKB & Mounted Maneuver Net)
 - Recordings (Adobe Connect) of previous Symposiums
 - Announcements/Calendar Events
 - RFI Channel
 - Issues and Current Status
 - Content in Knowledge Center

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Are we doing the right things? Are we doing things right?

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Positive Progress

- Commander emphasis and interest strong – recognized need
- Operational and Generating forces support
- AKO-NIPR Portal maturing
- AKO-SIPR Portal established
- Collaborative capabilities available and being used
- Issues are being positively addressed for resolution
- Constantly pursuing content and topics for community members
- RFI Process works
- Received training on forum facilitation from BCKS
- Acquired technology and software items to enhance capabilities
- Beginning stages of developing new venue (more on that in a few slides)



What are we missing?

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Needs Improvement

- Meeting HBCT Commander's mission preparation needs
- Engagement visits with units to learn their requirements
- Greater participation by units in growing the forum - "ownership"
- STRATCOM – getting word out
- Covering the full spectrum of knowledge for the Heavy Warfighter
- Pursuing best technical capabilities to support the collaborative processes desired by the forum
- Providing feedback to BCT Commanders and other stake holders concerning issues from Symposiums.



PLANNED IMPROVEMENTS

- Targeting BCTs individually with specific themes and messages depending on their location in the ARFORGEN cycle
- Planning first engagement visits to Ft Hood/Bliss BCTs
- Increasing participation in HWfF Advisory Board
- Engage CG to send emails to stake holders to draw attention to forum
- AKO email campaign
- Articles for various Army periodicals (Army Mag, Armor/Infantry Mag, Army Times, etc.)



PLANNED IMPROVEMENTS

- Increase “Data Mining” and cross forum cooperation to gain more content
- Poll Corps/Adjunct Staff for more content items
- Tomoye Ecco v1.6.2 / v2.1 – BCKS hosted capability as interim solution
- MOSS 2007 hosted capability – NIPR on Fort Hood hosted server (+Tomoye Ecco)
- SIPR hosted capabilities –
 - BCKS Interim solution - PEO EIS ALTESS hosted MOSS 2007 instance
 - FORSCOM long-range solution - Enterprise capability at Fort Bragg ICW GISA



PLANNED IMPROVEMENTS



- Monthly or bi-weekly emails direct to commanders covering the current status of issues.
- HWfF Issues AOWG – modeled after ARFORGEN or Transformation-Stationing work groups. Could include reps from BCTs.



HWFF KEY EVENTS – PAST SIX MONTHS

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- **WfF 3 & 4-Star GOSC – 16 May 08**
- **HWfF Symposium I & II – 25 Jun & 30 Sep 08**
- **WfF Board of Directors Mtg – 15-16 Jul 08; 29 Sep 08**
- **HBCT CATS Review – 20 Aug 08**
- **BCT/ACR Holistic Review – 29-30 Jul & 23-25 Sep 08**
- **Infantry Warfighters Conference – 15-17 Sep 08**
- **HBCT Gunnery Manual Overview – 30 Sep 08**
- **Advisory Board – 30 Jul**
- **CAC-K/BCKS 2008 KM Conference – 27-31 Oct 08**



TOPICS OF PAST TWO SYMPOSIUMS

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- III Corps CG Vision, Intent and Mentorship
- COL Philip Battaglia, Cdr 4/1CD - Observations on Partnership with ISF and operations in PIC provinces
- COL Ted Martin, Cdr 1/4ID - Time Sensitive Targeting Vignette: Overview of how Raider Brigade conducts TST in the MND-B OE
- HBCT Commander DOTMLPF Topics of Interest
- HBCT/ACR CMETL and DMETL
- BCT/ACR Holistic Design Review
- FM 3.20-21, HBCT Gunnery Overview
- TCM-HBCT Mission and Priority Updates
- USAARC CofS - Armor Center & School Initiatives Update



ARE WE THERE YET?

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- No – But, we're moving forward
- Need to grow the forum – gain greater support of the community
- Provide collaborative capabilities that meet the communities needs and are easy to use and familiar to users
- Evolve, over time, the functionalities and content to meet operational commander needs



Points of Contact

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