

# FM 7-0: THE COMPANY COMMANDER'S TRAINING PRIMER

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*“Training is the key task to improve our readiness. Realistic, hard, rigorous, repetitive training increases combat performance and reduces friendly casualties. Read, understand, and use FM 7-0.”*

— Chief of Staff of the Army GEN Mark A. Milley

This past October, the Army published a new Field Manual (FM) 7-0, *Train to Win in a Complex World*. FM 7-0 uses the operations process of plan-prepare-execute-assess in a step-by-step approach to help commanders and other unit leaders train their Soldiers. With a focus on readiness and high levels of training proficiency, the FM provides the how-to processes of unit training along with practical applications. The FM includes discussions on how doctrine is supported by web-based enablers of the Army Training Management System (ATMS). ATMS consists of the Army Training Network (ATN), the Combined Arms Training Strategies (CATS), and the Digital Training Management System (DTMS). With fundamental training doctrine and the resources of ATMS, leaders have the necessary tools to make unit training more efficient and more effective.

What does a company commander need to understand about training? First and foremost, the commander and unit leaders need to read FM 7-0, which is available on ATN's website (<https://atn.army.mil/>) and the Army Publishing Directorate (APD) homepage (<https://apd.army.mil>). FM 7-0's doctrine and processes are transportable and can be applied to any Army unit.

So, where does the training process begin for a company commander? As with the operations process, it begins with the receipt of the unit training plan (UTP) from the battalion commander. The battalion commander specifies the battle focus for the command — the who, what, when, where, why of training, and the most important collective tasks. Within a brigade, the UTP is provided in an operation order (OPORD). This, along with the associated UTP calendar (long-range planning horizon), provides the company commander the basic information necessary to begin the mission analysis necessary to determine the mission-essential tasks (METs) to battle focus unit training. As a reference, the company commander refers to the standardized

mission-essential task list (METL) available on ATN.

The standardized METL depicts the capabilities and collective tasks the unit must accomplish. The specifics of the higher commander's guidance and a lack of time and training resources prompt company commanders to narrow the METs to the ones needed to meet mission requirements.

For example, an infantry company commander, as a result of his mission analysis, determines that the company should focus on these METs:

- 07-CO-1090 Conduct a Movement to Contact
- 07-CO-9003 Conduct an Area Defense

Although the other standardized METL tasks may be a lesser priority, they are still reportable for training readiness purposes. The selected METs, along with other results of the mission analysis, are discussed and agreed to during the mission analysis backbrief between the company and battalion commanders.

Following the mission analysis backbrief, the company commander can now begin to develop a UTP. The UTP describes how the company will build training proficiency in the selected METs in a crawl-walk-run methodology. By using troop leading procedures (TLPs), the company commander

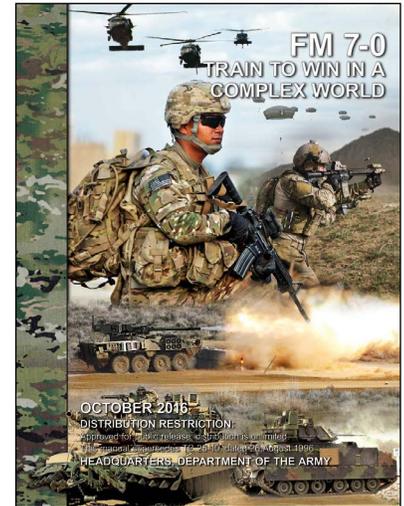


Figure 1 — METL Viewer

Number	Name
07-2-1090	Conduct a Movement to Contact (Platoon-Company)
07-2-3027	Integrate Direct Fires (Platoon-Company)
07-2-3036	Integrate Indirect Fire Support (Platoon-Company)
07-2-9061	Conduct a Cordon and Search (Platoon-Company)
07-CO-3000	Conduct Support by Fire - Company
71-CO-5100	Conduct Troop Leading Procedures for Companies
07-2-1324	Conduct Area Security (Platoon-Company)
07-2-1450	Secure Routes (Platoon-Company)
07-2-3036	Integrate Indirect Fire Support (Platoon-Company)
07-2-4054	Secure Civilians During Operations (Platoon-Company)
07-2-9022	Conduct a Security Patrol
19-PLT-2406	Conduct Roadblock and Checkpoint
71-CO-5100	Conduct Troop Leading Procedures for Companies
07-2-9001	Conduct an Attack (Platoon-Company)
07-2-3027	Integrate Direct Fires (Platoon-Company)
07-2-3036	Integrate Indirect Fire Support (Platoon-Company)
07-CO-1256	Conduct an Attack by Fire - Company
07-CO-3000	Conduct Support by Fire - Company
71-CO-5100	Conduct Troop Leading Procedures for Companies
07-CO-9003	Conduct an Area Defense - Company
07-2-1396	Employ Obstacles (Platoon-Company)
07-2-3027	Integrate Direct Fires (Platoon-Company)
07-2-3036	Integrate Indirect Fire Support (Platoon-Company)
07-2-6045	Employ Deception Techniques (Platoon-Company)
71-CO-5100	Conduct Troop Leading Procedures for Companies
55-CO-4830	Conduct Expeditionary Deployment Operations in Support of the Offense, Defense, Stability and defense support of civil authorities (DSCA)
55-2-4826	Conduct Staging Activities
55-CO-4821	Perform Deployment Alert Activities
55-CO-4828	Plan Unit Deployment Activities Upon Receipt of a Warning Order
71-CO-5100	Conduct Troop Leading Procedures for Companies

Rifle Company METL

begins to formulate how to train the unit. For assistance, the company commander refers to CATS, which are accessible on DTMS. The unit CATS will provide a good starting point to suggest a sound and progressive (crawl-walk-run) methodology to train the unit. The unit CATS will recommend the training events that will specifically train the selected METs from the mission analysis. In many units, the company and battalion commanders agree to combine the battalion and company UTPs into a single battalion UTP that addresses both echelons.

Through a review of the CATS planning tool options, the commander selects many of the recommended CATS training events. After determining the training events, the company commander determines broad training objectives for each event. From FM 7-0, the commander knows that each training event is placed on the UTP calendar for a reason. To ensure the UTP correctly builds unit training proficiency, it's critical to identify training objectives for each event. At a minimum, training objectives consist of task, condition, standard, and the training proficiency the commander expects to attain at the training's conclusion.

The commander may look at the development of multiple courses of action (COAs) to train the unit. Again, following the steps of TLP, the commander determines the best COA that trains the unit and then backbriefs the battalion commander for approval. Once approved, the company publishes the UTP in DTMS to the platoons.

Several weeks following approval of the company UTP and within the brigade, battalion commanders brief their UTPs to the division commander during the training briefing (TB). Appendix G of FM 7-0 provides example slides that show the content of what each commander briefs at the TB. Company commanders do not formally brief the division commander, but the slides can be downloaded from the Unit Training Management (UTM) page on ATN and used for reference.

The TB provides the division commander an understanding of how the brigade will execute training and serves as a contract between commanders. The battalion commanders agree to train as briefed, and the division commander commits to provide the necessary resources for training. Following the start of training, periodic quarterly training briefings (QTB) are provided to the division commander to ensure the UTP remains sound and effective, and modified if necessary. Reserve Component (RC) units do their version of the QTB during the yearly training briefing (YTB).

All of this meticulous planning must occur months (and sometimes years) prior to the start of training. For subordinate units to develop their own training plans, each headquarters publishes their UTP well in advance. This is done not just for subordinates to plan training, but to allow time for the necessary training resources to be obtained. For training to be effective, the necessary resources must be available at

HEADQUARTERS 3rd Brigade, 52nd Infantry Division						
	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Time management cycle →	AMBER			GREEN		RED
3rd Brigade	QTB		Brigade Gunnery			QTB
4-99 Armor	QTB			Gunnery		QTB
Company A	QTB	Class	PLT STX	Gunnery	Co FTX	QTB
Co	company		QTB		quarterly training briefing	
FTX	field training exercise		STX		situational training exercise	
PLT	platoon					

Figure 2 — Training Events from the Company UTP Calendar

### Concept of Operations: Decisive Operations

- Using a training strategy, state how the unit will train from the training start date to the end of the planning horizon.
- Refer to the long-range training calendar. Indicate the major training events and training objectives that the unit proposes to train (crawl-walk-run).
- Discuss dates of the EXEVAL and CTC rotations, planning, and execution status (as appropriate).
- Include the time management cycle.
- Discuss how the command will leverage the integrated training environment.

CTC - combat training center      EXEVAL - external evaluation

Figure 3 — Sample Slide from Training Brief Template

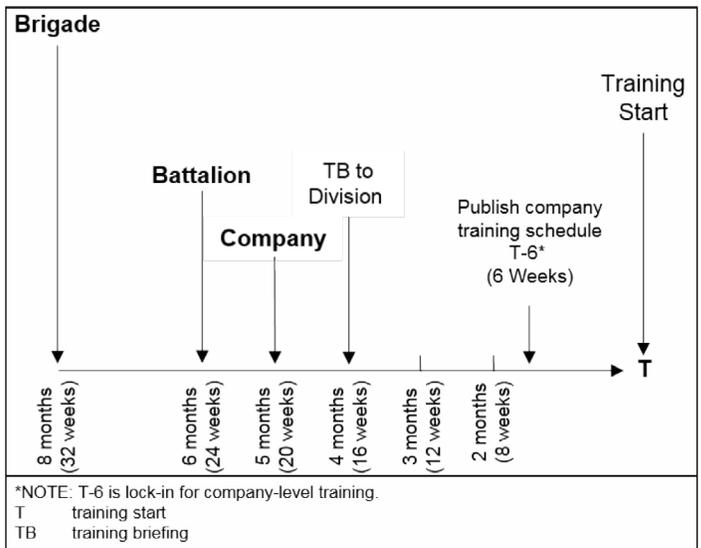


Figure 4 — UTP Publication Timeline for AC Company

the right point in the training cycle.

Prior to the start of training, detailed planning for each training event must occur. The company commander refers back to each event's training objectives and uses weekly training meetings to assess the training that has occurred and to coordinate activities for future events. Appendix C of FM 7-0 discusses company training events, and Appendix H provides a rundown of the T-week concept. The T-week concept provides a useful backward planning framework for each training event

T-Week	Actions		
UTP publication to T-13	Identify major training facilities		
Week T-12	Conduct training event mission analysis		
Week T-11	Refine training event requirements		
Week T-10	Publish WARNORD and begin preexecution checks		
Week T-9	Confirm resource requests		
Week T-8	Execute reconnaissance and lock in resources		
Week T-7	Publish the training event OPORD		
Week T-6	Lock in training; publish training schedules		
Week T-5	Complete plan and supporting products		
Week T-4	Conduct certifications and complete prerequisite training		
Week T-3	Conduct rehearsals		
Week T-2	Finalize support and conduct OPFOR rehearsal		
Week T-1	Draw equipment and supplies and execute subordinate rehearsals and checks		
T-Week	Execute training		
Week T+1	Recover, conduct final AARs, and assess training		
AAR	after action review	OPORD	operation order
OPFOR	opposing force	WARNORD	warning order

Figure 5 — T-Week Concept from FM 7-0

to ensure major activities are completed and accounted for prior to training.

As each training event is conducted, the tasks trained are evaluated. As a major part of planning an event, an assessment plan is developed, and the training and evaluation outline (T&EO) of each task trained is identified and printed for the evaluators. T&EOs are readily available from ATN, CATS, and DTMS.

T&EOs are absolutely crucial to the company achieving training proficiency. The commander needs to use the T&EOs, or the unit will not train to the Army standard.

Figure 6 — Searching for a T&EO from DTMS

Figure 7 — Sample T&EO from DTMS

Figure 8 — Task Assessments Made in DTMS

During and after each training event, after action reviews (AARs) are conducted in accordance with Appendix D of FM 7-0. The notes from each AAR, the completed task T&EOs, and observations help the company commander assess the results of the training. Those assessments (T, T-, P, P-, U) are recorded in DTMS.

Reading FM 7-0 is an important first step in understanding how to train Soldiers and units. Effective training comes from detailed and meticulous planning and execution. Understanding training doctrine helps commanders and unit leaders at every level. They learn how to better maximize limited training time and how to make the best use of an installation's extensive, but limited training resources. Training, like conducting operations, is hard work and requires leaders to be committed to training excellence. And it starts with understanding the Army's training doctrine — FM 7-0.

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