UFMCS brings a unique, tailored approach to providing an education focused on decision support. The core of our curriculum is based on self-awareness, groupthink mitigation, critical thinking, and fostering cultural empathy. Our premise is that people and organizations court failure in predictable ways, and that they do so by degrees, almost imperceptible, and that they do so according to their mindset, biases, and experience, which are formed in large part by culture and context. Our education involves more than Socratic discussion and brainstorming. We believe that good decision processes are essential to good outcomes. To that end, our curriculum is rich in divergent processes, red team tools, and liberating structures, all aimed at decision support. We borrow techniques, methods, frameworks, and best practices from several sources and disciplines to create an education and practical application method that we find to be the best safeguard against individual and organizational tendencies toward biases, errors in cognition, and groupthink. Our approach has proven effective in units and organizations from brigades to the Joint Staff.

Red Teaming Defined
Red Teaming is a function executed by trained, educated, and practiced team members that provides commanders an independent capability to fully explore alternatives in plans, operations, concepts, organizations, and capabilities in the context of the operational environment (OE) and from the perspectives of partners, adversaries and others. Additionally, UFMCS serves as the Army proponent for DOTML-PF associated with Red Teaming and serves as a repository of tools and best practices for Red Teaming across DoD. UFMCS also provides tailored short courses on critical thinking, cultural empathy, groupthink mitigation, and red team tools as required for Army and JIIM customers.
UFMCS Resident Courses:

**9E-SI/ASI7G/920-ASI7G RED TEAM LEADER**

Red Team Leaders Course (18 wks. ASI 7G): The course emphasizes critical thinking skills, fostering cultural empathy, self awareness and reflection, groupthink mitigation strategies, and Red Team methodologies. Planning processes include the Military Decision Making Process (MDMP), the Joint Operations Planning Process (JOPP), and Army Design Methodology (ADM). Students apply these methods and processes to a broad range of case and country studies. The program includes interagency classes and classified planning exercises with Joint and Interagency partners.

**9E-SI/ASI7G/920-ASI7G ALT STOP-GAP RED TEAM LEADER**

Stop-Gap Leaders Course (9 wks, ASI 7G): The course emphasizes critical thinking skills, fostering cultural empathy, self awareness and reflection, groupthink mitigation strategies, and Red Team methodologies. Planning processes include the Military Decision Making Process (MDMP) and the use of Red Team Tools. Students apply Red Team methods and processes to a limited range of case and country studies.

**9E-SI/ASI7J/920-ASI7J RED TEAM MEMBER**

Red Team Members Course (6 wks, ASI 7J): The course emphasizes critical thinking skills, fostering cultural empathy, self awareness and reflection, groupthink mitigation strategies, and Red Team methodologies. The course is designed to help students anticipate change, reduce uncertainty, and improve operational decision making.

**9E-F16/920-F6 CRITICAL THINKING FOR RED TEAM PRACTITIONER**

Critical Thinking for Red Team Practitioners (2 wk, no ASI): The course familiarizes students with critical thinking skills, cultural empathy, and groupthink mitigation strategies to help them challenge assumptions and consider alternative perspectives in support of better decision making.

**9E-F30/920-F21 RED TEAM MOBILE TRAINING**

Red Team Hybrid Course (2-28 days, no ASI): Custom tailored curriculum for organizations with specific requirements related to planning and operations, critical review and analysis of existing plans, and generation of solutions to organizational problems through groupthink mitigation strategies.

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ATRRS Enrollment

The Commander must select the student. Each course is taught at the graduate level in a seminar style. Students meet in the classroom for 4 hours a day and prepare for the next day (i.e., homework, reading, etc.) in the afternoons.

ATRRS Course Catalog provides information. Contact UFMCS Operations for assistance.

1. Go to “Search the ATRRS Course Catalog”
2. Select a Fiscal Year, i.e., 2015.
3. Select the School Code: 159 (UFMCS).
4. Click Search the ATRRS course catalog button near the bottom.
5. Select a UFMCS course (table).