

U.S. ARMY ENGINEER HEADQUARTERS AND SCHOOL



Achieving A Vision



U.S. ARMY

Be Proud You Are An Engineer

Sappers are the Soldiers that make battle possible, the stagehands of the theater of operations, without whose brave and laborious efforts armies could scarcely find the means to come to grips with each other.

-- Keegan



U.S. Army Engineer School

The Regiment and Profession's HQs

- **Branch = Regiment = Profession of Army Engineers (a sub-profession within the Army)**
- **The Engineer Profession**
 - **A body of people – the Engineer Regiment (not equipment or technology)**
 - **Provides unique work...that the constituent cannot (dependency)**
 - **Requires education, apprenticeship, practice (leader development)**
 - **Effectiveness is paramount over efficiency**
 - **Service to “client” (the ground force) trumps self gain/advancement**
 - **Enjoys a relationship based on trust**

What is your role as senior Engineer Leaders?

First, put your name on the mailbox as ...members of this profession

What a Branch Regimental HQs does:

Help get the right Soldiers into the Regiment; establish programs/policies for career management (P)

Discern what knowledge the Army needs Engineers to have and then train Soldiers on them; certify and maintain proficiency (T)

Grow the right leaders: Engineer and Army level professionalization leader development (L)

Organize and equip the Regiment's Soldiers into capabilities the Army needs to win (O, M)

Establish policies and procedures for integrating capabilities to support how the Army fights (D)

Serve at the primary conduit to the Army constituency and bureaucracy (systems)

Learn, adapt, hold the profession accountable to be highly effective in meeting the Army's needs

Maintain the Army's trust as a profession to gain legitimacy as a profession...autonomy as an organization

Engineers Vision and HQs Mission

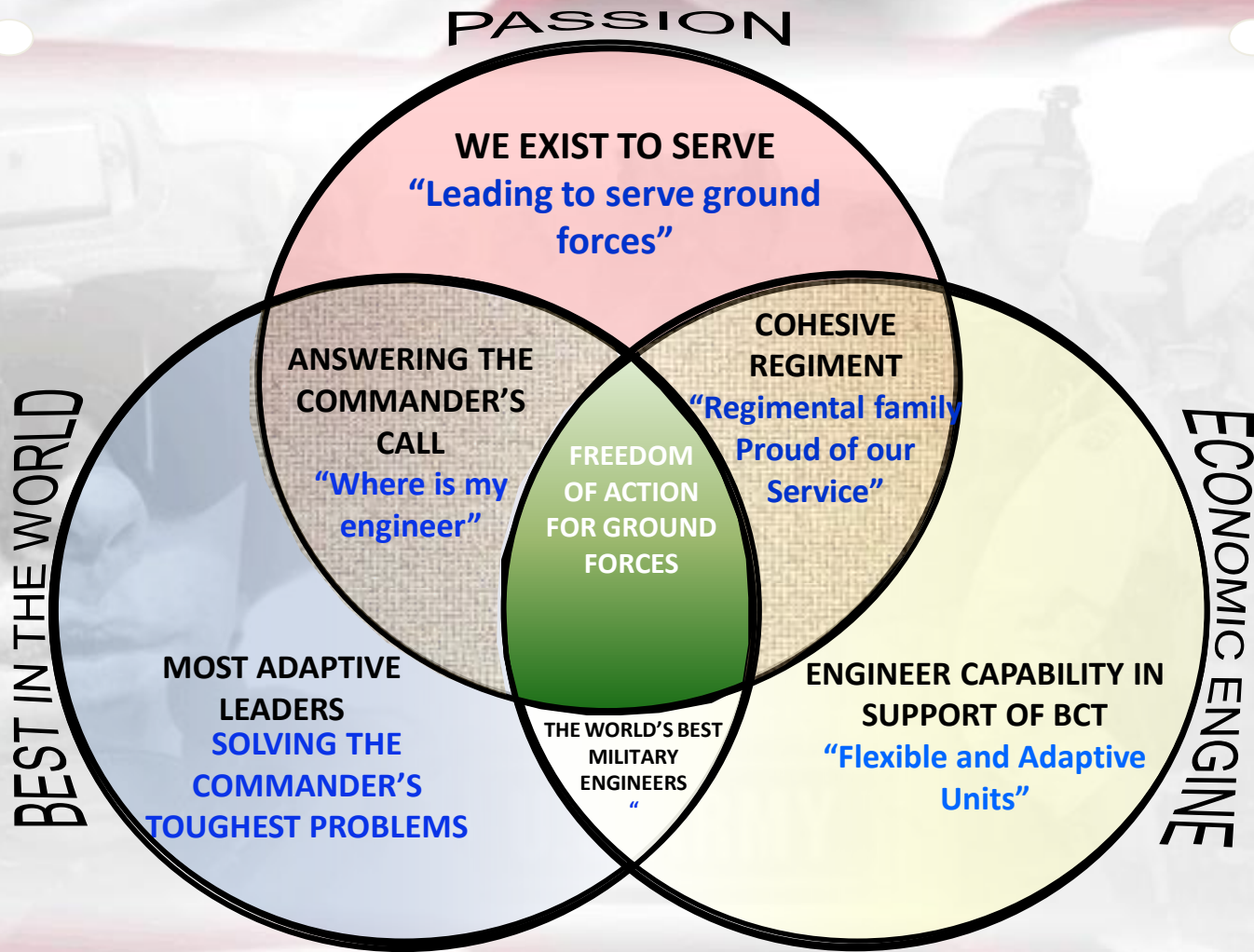
VISION

- Regimental Family of Families
- The World's Best Military Engineers
- Warriors Always
- Leading to Serve Ground Forces
- Answering the Commander's Call
- Most Flexible and Adaptive Units
- Soldiers and civilians that inspire each other
- Soldiers who dare to demand "Let Us Try" ...and get it done

“Engineer Warriors leading to serve ground forces: A Regiment inspired to answer the Commander’s Call”

ENGINEER HQs and SCHOOL MISSION : **Generate the military engineer capabilities the Army needs, training and certifying Soldiers with the right knowledge, growing professional leaders, organizing and equipping adaptive units, establishing a framework of doctrine for integrating capabilities with operations, and remaining an adaptive institution in order to provide the Commanders with the freedom of action they need to win full spectrum operations as part of JIMM-I team. We are the custodians of the Army’s Engineer profession.**

Using the Good to Great Model

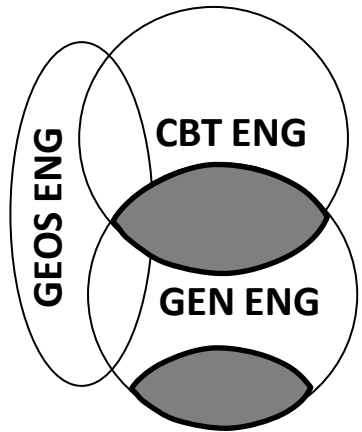


Setting the Course: The Professional Debate

- How do we **better enable a BCT-centric Army** for full spectrum operations balanced with requirements at Division/Corps/Theater
- How do we **maintain integrity of battalion formations** during deployment, but **retain agility** during employment?
- Are we **assessing**, developing, and **retaining** the right leaders **across our ranks**? Is our aimpoint right? Where do **we need to adjust our methods**?
- Do we have the right balance of capabilities across our Regiment; where are adjustments needed? **Impact of USANG/USAR?**
- Where are we going with Engineer “Jointness?” How do we leverage the JIIM-I network of Engineers? **Inter-service assignments?**
- Where are the capability gaps...now...in the future...are they the same? Where is the biggest bang-for-buck in modernization?
- **Push technology to provide tomorrow’s full spectrum solutions**
- How do we solve a growing identity crisis inside our formations?

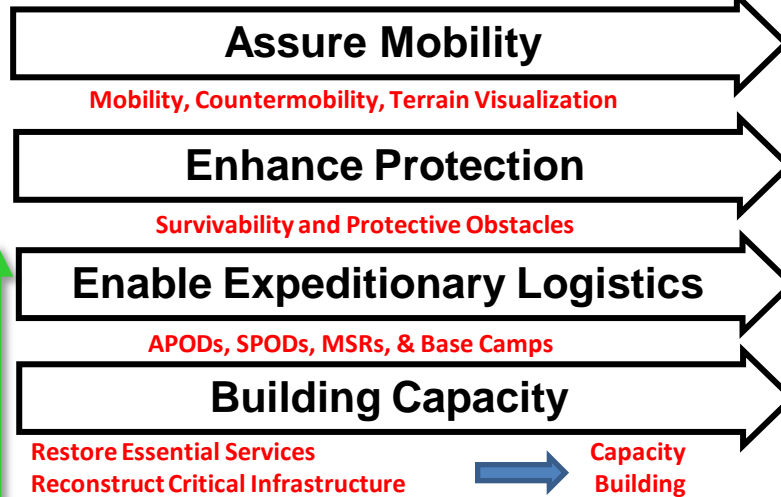
Understanding our Profession in Change

Capabilities “Interdependent Disciplines”

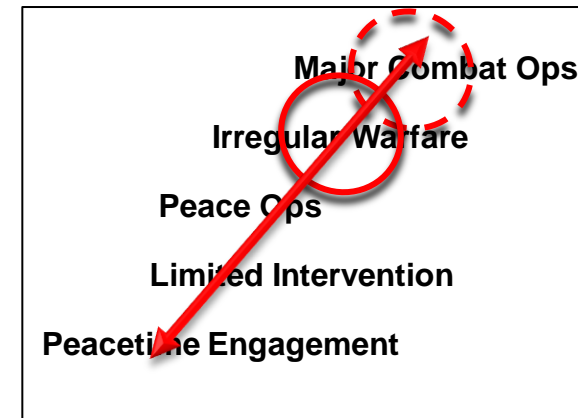


Eng Regiment
USACE

Lines of Engineer Support “The Unique Work of Our Profession”



The Reason We Exist “Our Domain and Purpose”



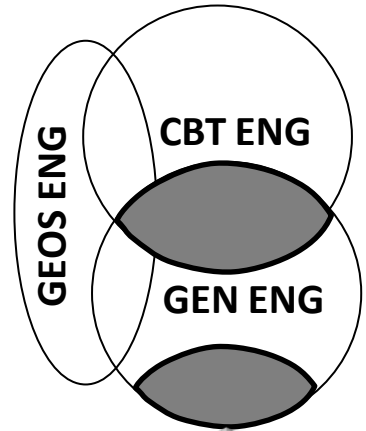
**To Provide Freedom of
Action to Ground Forces
at Every Echelon**

Key Tasks for Every Member of the Profession

- Breed the Army’s best/most adaptive leaders...inspired with passion
- Remain clear on our Regiment’s purpose
- Build Great Engineers...warriors always
- Improve our stance to respond...remain ready for battle
- Expand our sense of team...JIIM-Industry
- Serve proudly as Engineers...with the heart of a Sapper

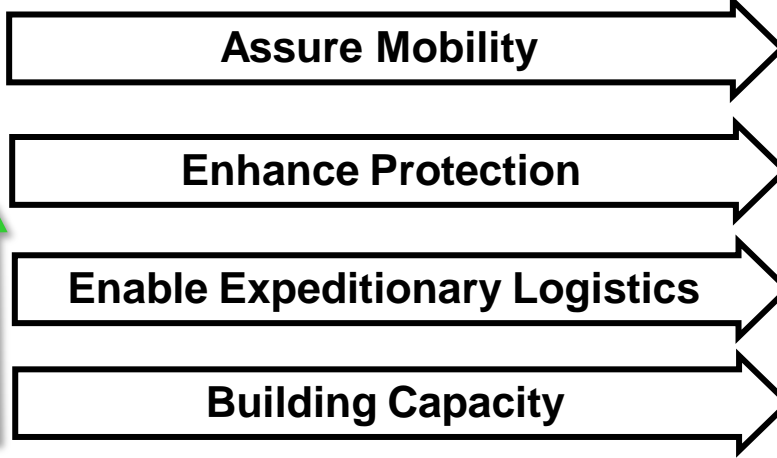
A Campaign Plan To Achieve the Vision

Capabilities
"Interdependent Disciplines"

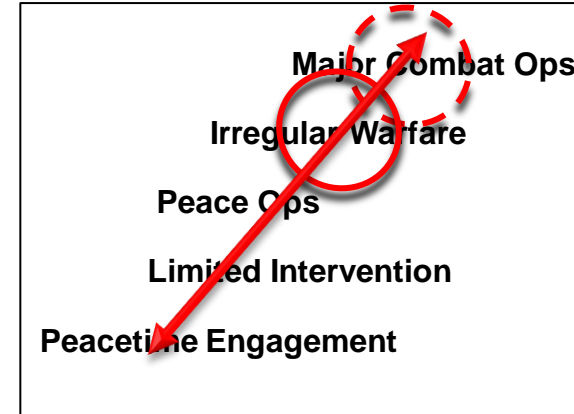


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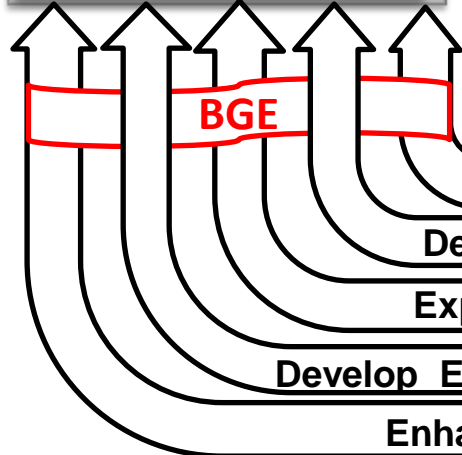
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"The Unique Work of Our Profession"



The Reason We Exist
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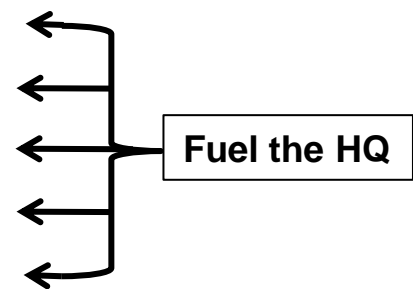
Lines of Effort

- Train Engineer Warriors
- Develop Engineer Leaders
- Expand the Engineer Team
- Develop Engr Capabilities for FSO
- Enhance Sense of Regiment

DOTMLPF

 **USAES** 
Campaign Plan

- 1st Engineer Brigade
- USAES DOTLD
- USAES AC
- USAES DAC
- RCSM



LINES OF EFFORT

OBJECTIVES

LOE #1 Train Engineer Warriors

Expert engineer Soldiers w/warrior ethos certified in the skills the Army needs for today's fight

LOE #2 Develop Engineer Leaders

A profession of adaptive *engineer* leaders able to solve the Commander's toughest problems across the full spectrum of operations

LOE #3 Extend The Engineer Team

Established JIIM-IA relationships and partnerships to better support to the War Fight

LOE #4 Develop Engr Capabilities for FSO

Current and Relevant Doctrine consistent with and informing Army and Joint

Adaptive Engr Capabilities Packages w/in a BCT Centric Army to Win the Current Fight and Prepare the Army

Operationalized effective and affordable emerging technologies that address engineer capability gaps

LOE #5 Enhance Sense of Regiment

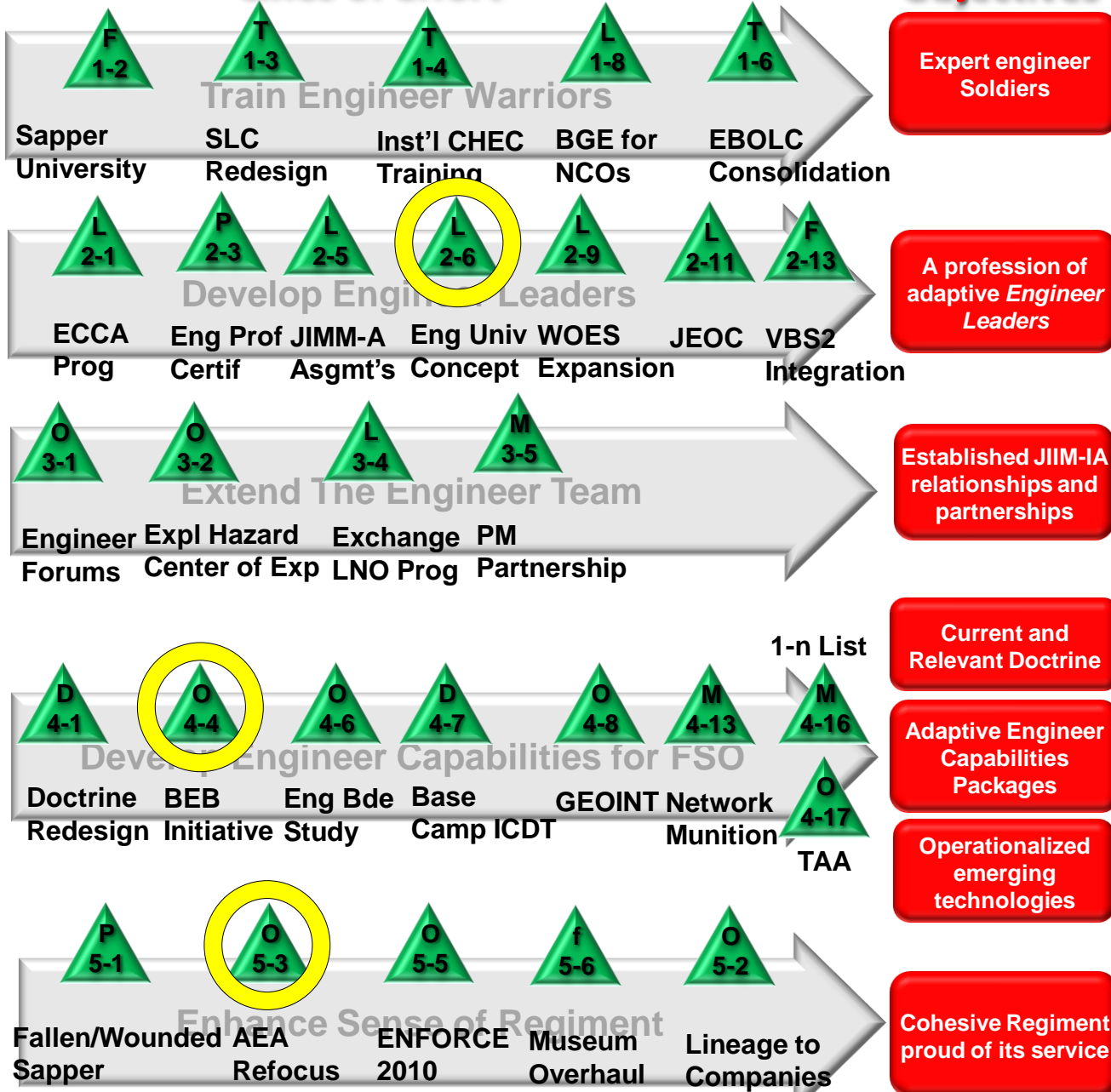
Cohesive Regiment proud of its service dedicated to providing life long support to (its Soldiers and Families; the engineer family; or the Regiment)

USAES CAMPAIGN PLAN

Lines of Effort

Objectives

Endstate



A profession and Regiment of Great Engineers that provides the Army with the military engineer expertise and capabilities to enable freedom of action for ground force commanders to successfully execute full spectrum operations

Lines of Effort

Decisive Points

Objectives

Endstate

"Lead to Serve; Essayons!"

(COL MIZE)
LOE #1

Train Engineer Warriors:

- DP 1-1 JAB/ABV Training
- DP 1-2 Sapper University Concept
- DP 1-3 Sapper Leader Course Redesign
- DP 1-4 Institutionalize CEHC Training
- DP 1-5 Eliminate BFT
- DP 1-6 EBOLC Consolidation
- DP 1-7 EBOLC Enhancement
- DP 1-8 Enlisted BGE Initiative

Expert engineer Soldiers w/warrior ethos certified in the skills the army needs for today's fight
O-1

T
L
P

DEVELOP ENGINEER LEADERS:
(COL PRESNELL)
LOE #2

Develop Engineer Leaders:

- DP 2-1 Engineer Career Coach & Advisor Program
- DP 2-2 Assess and Assign Engineers
- DP 2-3 Professional Certifications (Mil/Civ)
- DP 2-4 Green Pages
- DP 2-5 Broadening Assignments JIIM-I/X-Compo
- DP 2-6 Engineer Leader University
- DP 2-7 Geospatial Training Expansion
- DP 2-8 Tech EN Unit Trn/Ldr Dev
- DP 2-9 WOES Redesign /Expansion [Constr & GEO]
- DP 2-10 ECCC Redesign
- DP 2-11 Joint Eng Opns Course Update
- DP 2-12 Environmental/Base Camp Training
- DP 2-13 Incorporate VBS-2 Training
- DP 2-14 Shift to COE in All Tng Scenarios
- DP 2-15 POI Feedback Strategy
- DP 2-16 Relocation of Prime Power
- DP 2-17 Certification Plan for Engineer Brigades

A profession of adaptive *engineer* leaders able to solve the Commander's toughest problems across the full spectrum of operations
O-2

L

EXPAND THE ENGINEER TEAM
(COL TIPTON)
LOE #3

Expand the Engineer Team:

- DP 3-1 Establish Governance Framework of EN Forums
- DP 3-2 Establish a JIIM Center of Expertise for EH
- DP 3-3 Develop JIIM-IA Partnerships
- DP 3-4 Establish LNO/Exch Orientation Prgrm
- DP 3-5 Establish Relationships with PMs

Established JIIM-IA relationships and partnerships to better support to the War Fight
O-3

D
O
M
Concepts

DEVELOP CAPABILITIES FOR FULL SPECTRUM ENGINEERING
(MR. ROWAN)
LOE #4

Engineer Capabilities Development

- DP 4-1 Realign doctrine along the regimental framework
- DP 4-2 Consolidate FM 3-34 series
- DP 4-3 ATTPs and GSTMs posted to Wiki site
- DP 4-4 Implement BCT Engineer Battalion (BEB) concept
- DP 4-5 Clearance Company Resdesign
- DP 4-6 Engineer Brigade DOTMLPF Study
- DP 4-7 Base Camp ICDDT
- DP 4-8 GEOINT Cell implementation
- DP 4-9 Achieve Army Geospatial Enterprise (AGE)
- DP 4-10 Counter Explosives Hazards Strategy
- DP 4-11 Implement Military Working Dogs Concept
- DP 4-12 Execute BCT Modernization Initiatives
- DP 4-13 Develop & Field Network Munitions
- DP 4-14 Process AROC / JCIDS documents
- DP 4-15 Key Input for Capabilities Needs Assessment (CNA)
- DP 4-16 Key Decisions for POM Process
- DP 4-17 Key Decisions for TAA Process

Current and Relevant Doctrine consistent with Army and Joint
O-4
Adaptive Engineer Capabilities Packages within a BCT Centric Army to Win the Current Fight and Prepare the Army
O-5
Operationalized effective and affordable emerging technologies that address engineer capability gaps
O-6

ENHANCE SENSE OF REGIMENT
(CSM WELLS)
LOE #5

Enhance Sense of Regiment:

- DP 5-1 Establish Fallen Sapper Program
- DP 5-2 Establish Wounded Sapper Program
- DP 5-3 Establish Lineage to Co Level
- DP 5-4 Refocus/Document Roles of AEA
- DP 5-5 Develop Regimental Information Engagement Plan
- DP 5-6 Renovate Museum
- DP 5-7 Execute ENFORCE 2010

Cohesive Regiment proud of its service dedicated to providing life long support to (ts) Soldiers and Families
O-7

P

A profession and Regiment of Great Engineers that provides the Army with the military engineer expertise and capabilities to enable freedom of action for ground force commanders to successfully execute full spectrum operations

Supports all LOEs
FUEL THE REGIMENTAL HQ
(LTC SAMARIS)
LOE #6
Fuel the Regimental HQ:
DP 6-1 USAES(-) Nom Psn
DP 6-2 1st En Bde Nom Psn
DP 6-3 O-5 FBC Slate
DP 6-4 O-6 Slate
DP 6-5 FLW En Off Devlpmt
DP 6-6 KM
DP 6-7 Info Engagement
DP 6-8 Budget Execution
DP 6-9 Mid & End Year UFRs
DP 6-10 Publish Campaign Plan

Regimental Campaign Plan

Other Initiatives Underway

- WO 210A Course Extension
- BOLC II/III Conversion to BOLC B (+)
- ALC/SLC Coop Program (BGE for NCOs)
- Institutionalizing CHEC Courses in base PME
- Sapper Leader Course Re-tooling
- Skill Identifier Alignment to Drive Leader Development/Assignments (Green Pages)
- Degreed Engineer Accessions
- CIED Training Strategy – Army-wide
- Regiment for Life



Achieving A Vision



**What are your questions
or comments?**