



The Ordnance Corps Quarterly

U.S. Army Combined Arms Support Command

December 2015

Volume 2, Issue 2



Chief's Corner

The state of our Corps is strong! This is my assessment, following nearly five months of immersion and travel across the Ordnance Corps.

Our Ordnance mission is vital to building and sustaining combat readiness for our Army. In every component of the Total Force - Active, Army Reserve and National Guard - Ordnance professionals and special Ordnance teams are rebuilding, resetting, and re-training for our next mission.

In the short time since my arrival, I have visited many of the distributive Ordnance training centers of excellence, spanning twenty-seven separate camps, posts and stations across our great United States of America. And I could not be more pleased with what I have seen and

heard in my recent visits with leaders of the operating force. The Ordnance Soldiers and leaders we are growing are highly competent at their war-fighting trade; committed to the defense of our Nation and its people; and compelled by strong values and exceptional character. These Soldiers span the competencies of our Corps: ammunition, explosive ordnance disposal, explosives safety and maintenance special-mission teams. They thrive every day in a world of complexity, and stand on freedom's frontier



General Ryan continues the discussion with one of the maintenance Warrant Officers on the way to the Brigade Maintenance shelter.



Brigadier General Kurt J. Ryan, 39th Chief of Ordnance, engages with members of the 307th Brigade Support Battalion, 1st Brigade Combat Team in their Tactical Operation Center at Joint Readiness Training Center, Fort Polk, Louisiana.

ready to answer the call – the inevitable alert that will propel them to deploy, survive, fight and WIN against any enemy who threatens our way of life. We should all be proud of this new generation of men and women who answer our Nation's call to serve. **They are Ordnance Strong!**

As I complete my initial assessment of the Corps, I recognize the importance of communicating my priorities for the Corp's future. My priorities are simple:

First, to train highly competent Ordnance Soldiers and develop Ordnance leaders that

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Chief's Corner

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will integrate into the operating force to support **and win** the current fight.

Second, to strengthen the total force by helping our Army build and sustain levels of readiness - individual and collective capacity - across all components. Nearly 80% of our Corps resides in Army Reserve and National Guard formations, and all must be ready to rapidly mobilize, certify, deploy and execute their war-fighting functions. We are truly dependent on the total force to fight and win in a complex world.

Third, we must work to strengthen our ability to fully implement mission command concepts within our ranks. To lead Ordnance forces in the future, we must press beyond the strict constraints of command and control thinking and develop trust and confidence within our force that supports flexible but disciplined initiative. We will work hard to lead and train the force to balance the **art of command with the science of control** in executing our war-fighting functions across mission command, sustainment and protection portfolios.

And last, I want to connect, or re-connect, every Ordnance professional back to the Corps. Regardless of rank or position, we as Ordnance professionals must remain grounded in our Corps' competencies. We must continue to self-develop on *'all things Ordnance'* so we can truly be experts at our complex trade. **We are our Nation's "Armament for Peace"** and as such, we must hone our skills each and every day to ensure we are ready to operate across the full range of military operations and act decisively in all we do! As Ordnance professionals – officers, warrant officers and NCOs alike – we must continuously polish and perfect our leadership skills to effectively lead and influence the nearly 90,000 members of our phenomenal Corps. I am counting on each and every one of you to help re-connect, and stay connected for life, to our Corps.

I am immensely proud of each and every one of you and I look forward to meeting you, and training with you, as I find my way to your organizations, classrooms or training and proving grounds. **Go Ordnance!**

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Kurt Ryan
Brigadier General, U.S. Army



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← Regimental Command Sergeant Major Highlights

Seasons Greeting Team Ordnance! Our Corps thrived during the past year because of your hard work, creativity and dedication. I'm really grateful for your tremendous efforts. The Ordnance Corps has gained its reputation because of dedicated leaders and Soldiers like you.

We recently conducted several State of the Ordnance Corps briefings at Cyber School, Fort Gordon, III Corps, Fort Hood and Joint Readiness Training Center, Fort Polk. We engaged the leaders and Soldiers at each installation in discussions about ongoing trends and leader development opportunities. They were pleased to hear about our

Continued on page 4, see "RCSM Highlights"



Ordnance Regimental Command Sergeant Major Edward C. Morris with the NCOs and Soldiers of 710th Brigade Support Battalion, 3rd Brigade Combat Team, 10th Mountain Division stationed at Fort Polk, Louisiana.

Below: CSM Morris accepts a Soldier's challenge to a one-on-one basketball game.



Ordnance Regimental Command Sergeant Major Edward C. Morris and members of the Ordnance Personnel Development Office visited Soldiers stationed at Fort Gordon, Georgia to discuss professional development opportunities.



CSM Morris and members of the Ordnance Personnel Development Office with the Soldiers from the 1st Cavalry Division at Fort Hood, Texas.



← RCSM Highlights

Continued from page 3

Ordnance Corps initiatives and how lessons learned from an operational perspective will assist the Ordnance Corps as TRADOC shapes the Army.

The Ordnance Corps recently opened three Military Occupational Specialties (MOSSs) to female Soldiers: 91A (M1 Abrams Tank Systems Maintainer), 91M (Bradley Fighting Vehicle Systems Maintainer) and 91P (Artillery Systems Maintainer). And now, we are thrilled to welcome the **first female Bradly Maintainer into the NCO Corps**. You can read more about our outstanding Ordnance NCOs in the articles below.

On 18 December, we will participate in the quarterly FORSCOM G-4 video teleconference where members of our Professional Development Office will provide an update on Ordnance products such as the Command Maintenance Discipline Program (CMDP) website and resources for finding classes at Regional Training Site-Maintenance (RTS-M) locations. The FORSCOM G-4 teleconference is an important venue which enables the Ordnance Corps to communicate relevant information and provide updates on our initiatives to all FORSCOM Sustainers.

In closing, to all the Officers, Noncommissioned Officers, Soldiers, Civilians and family members, Thanks for your continued support. **Happy Holidays - Go Ordnance - Support Starts Here!**

CSM Edward C. Morris
12th Regimental Command Sergeant Major

CSM Morris discussed Maintenance Operations with Soldiers and leaders during his Fort Polk visit.



Ordnance NCOs in the News!



Savvy Soldier, Smart Idea:
Driven by efficiency, senior NCO develops fix to common problem



NCO Corps welcomes first female Bradley Maintainer



← Regimental Chief Warrant Officer Highlights



Greetings Team Ordnance! It has been nearly six months since I assumed the role as Regimental Chief Warrant Officer and I continue to be amazed at the tremendous talent filling the Ordnance warrant officer ranks. As I travel across your formations, I

routinely hear from Commanders that our warrant officers are invaluable assets to the teams they serve. I feel quite confident in saying that today's Ordnance warrant officer is technically competent, intelligent, focused, innovative, and committed just as much as any time in our history.

Allow me to offer my sincere congratulations to all selected for advancement by the recent Active and Reserve Components Warrant Officer Selection Boards. Promotions remain extremely competitive, and performance remains the key contributing factor to selection.

Not long ago the Chief of Staff of the Army (CSA) identified **Readiness, Future Army, and Take Care of the Troops** as his top three priorities. As Ordnance Soldiers we play an important role in ensuring the United States Army is prepared for the current and future fight. Readiness is our business – both equipment and personnel. As you lead your sections, shops, and/or maintenance personnel I challenge you to consider the impact your actions have in building and sustaining readiness.

While building and sustaining readiness, the Army will undoubtedly see unprecedented change that requires forward thinking, technical and tactical leaders. Ordnance warrant officers have an opportunity to play a critical role in capturing and acting on important lessons learned and implementing change that strives to create effective, efficient sustainment operations. The success of future military campaigns much like those of the past are dependent upon a flexible, responsive, and adaptable sustainment system led by talented subject matter experts such as

you. Our future will be marked by innovation, growth, and unprecedented technological advancements. In order to remain competitive we must update our professional skills throughout our career and recognize our role in fully committing to the value of learning daily and not just while attending a Professional Military Education course. Our learning environment must be one that prepares us as thinking men and women who clearly understand the purpose behind the military operations in which we participate.



Ordnance Warrant Officers: Technical Experts in action!

You can help the Army maintain the initiative and tackle readiness as a highly specialized expert officer, leader and trainer by maximizing every opportunity to prepare your Soldiers to perform critical maintenance, ammunition, or MOS tasks. Don't pass up an opportunity to teach, develop, and educate your subordinates on creative problem solving techniques that enable them to function in highly complex and dynamic environments as proficient maintainers and managers of the Army's equipment. Our value as technical experts rests in our ability to enhance our organizations. Use that expertise to build and sustain materiel and personnel readiness in a way that enables your commander to achieve unity of effort and mission success.

In closing, thank you for all you do. It is an honor to serve with and for you as your Regimental Chief Warrant Officer. **Go Ordnance!**

CW5 Richard C. Myers, Jr.
9th Regimental Chief Warrant Officer

← **Pre-Deployment Ammunition Training**



The Defense Ammunition Center (DAC) sent a team to Fort Bliss, Texas from March 22-31, 2015 to assist the 15th Sustainment Brigade in pre-deployment ammunition training. The exercise was conducted to prepare the Soldiers for an ammunition and explosives (A&E) logistics mission in Afghanistan.

The mission of the Ammunition Soldiers within the 15th Sustainment Brigade's was to setup an Ammunition Transfer Holding Point (ATHP) in a tactical environment.

The ATHP is an operation established to facilitate the receipt and transfer of all types of A&E from echelons above brigade (EAB) ammunition storage activities to units within a brigade. The ATHP is a temporary operation located in the brigade support area to facilitate rapid receipt and issue of ammunition to the users. The Soldier's functions included:

- ◇ Ammunition receipt
- ◇ Ammunition issue
- ◇ Ammunition holding/storage
- ◇ Trans-load
- ◇ Operation of Class V accountability system: Standard Army Ammunition System-Modernized (SAAS-Mod)



Mod system, selected stocks, and issued A&E to supported units. Upon completion of mission, units returned residue/packaging of consumed A&E and unexpended live items to the ATHP. Soldiers processed the turn-in documentation, inspected expended items for verification, live munitions for serviceability, and input returned stocks to accountability system for reissue at a later date.

The Soldiers conducted ammunition inventories throughout the exercise, ensuring accountability of all A&E, and prepared for future issue to supported units.

This training exercise allowed the individuals to sharpen skills sets required for mission success in a deployed environment.

Dr. Upton Shimp
Director, Defense Ammunition Center



Upon receipt, A&E was trans-loaded without delay to supported units of the brigade with minimal reconfiguration or holding. In several instances, mission requirements dictated ATHP personnel to

reconfigure loads or temporarily hold ammunition pending issue to the brigade. In these cases, Soldiers downloaded the A&E to the ground, and stored it for future issue. The process required ATHP personnel to select proper storage locations for each item to include adherence to net explosives weight limits and explosive safety and compatibility guidelines.

As supported units requested munitions for issue, Soldiers processed the issue document in the SAAS-

Historical photos from the War in Afghanistan, Operation Freedom's Sentinel. Left: Verifying serial numbers during unit turn in. Top: Preparing ammunition for shipment to the Theater Storage Area. Below: Soldiers conducting a unit turn in.



← 74th EOD Company Wins Bragging Rights!



The Ordnance Corps Explosive Ordnance Disposal Team of the Year Competition (EOD TOY) was hosted at Fort A. P. Hill from 14 September to 18 September 2015. The TOY brought together the best teams throughout the Army to showcase EOD Soldier proficiency.

The competition tested Soldier skills along with EOD tasks. The event included an APFT, weapons qualification, 12 mile road march, IED and UXO disruption, post blast analysis, technical intelligence of ordnance, protecting structures from damage, chemical agents, and homemade explosives.

Planning was resourced by TRADOC Capability Manager-EOD with support by 59th Ordnance Brigade. EOD evaluators and equipment were resourced from the field.

The 2015 Team of the Year was from 74th EOD Company (Schofield Barracks). Other companies fielding teams were 723rd EOD Company (Fort Campbell), 53rd EOD Company (Yakima Training Center), 68th Chemical Company (Aberdeen Proving Ground), 702nd EOD Company (Grafenwoehr, Germany), and 221st EOD Company (Camp Blanding, Florida).

COL Mark A. Fitch
Director, TCM EOD



The USARPAC EOD Team of the Year winners from 74th EOD Company, SSG Bussard, CPL Voss, and SPC Hamilton are joined on stage by CSM Brant Shyrigh of the 303rd OD Battalion (EOD).



The USARPAC EOD Team uses rope to remotely lift and remove a hazardous device from a building. With a team member's verbal guidance, the other two Soldiers make corrections for height and movement speed by pulling the lines at varying speeds.

**Watch EOD
Team of the Year
video highlights!**

Click here ●●●●●➤



Ordnance In The News!
An Explosive Competition

← **Ordnance Warrant Officers Enabling PEO Logistics**



In July 2014, the 8th Ordnance Regimental Chief Warrant Officer, CW5 Terry Hetrick, along with the 38th Chief of Ordnance, BG John F. Haley, proposed a Leader Development Initiative to two Army

senior leaders: LTG Michael E. Williamson, the Principal Military Deputy of the Office of the Assistant Secretary of the Army for Acquisition, Logistics, and Technology – ASA(ALT), and LTG Patricia McQuiston, the former Army Material Command Deputy Commanding General. This initiative recommended placing talent managed Ordnance Chief Warrant Officer Five’s in select Program Executive Office (PEO) organizations. The PEOs targeted were those that develop, acquire, field and sustain materiel and weapon systems commonly supported and maintained by Ordnance Soldiers.

Our Army is transitioning to an Army of Preparation. Expeditionary forces require self-sustaining and innovative approaches to weapons systems support that are focused on war-fighter requirements. Our current and future systems must be reliable, maintainable, supportable, and most importantly, affordable. **Placing select Chief Warrant Officer Five’s within these organizations that possess extensive knowledge of Ordnance MOS capabilities, training, and competencies, provides a direct link between the Ordnance user community and the material developer.** This link assists PEO Acquisition experts with shaping various requirements of the weapon product support package and the Life-Cycle Sustainment Plan (LCSP). A few of the requirements include the Product Support Analysis (PSA), Level of Repair Analysis (LORA), and Basis of Issue Plan Feeder Data (BOIPFD). This link also integrates the CASCOM directorates with the PEO/PM to gain clarity of the Joint Capabilities Integration & Development System (JCIDS) process. In addition, the Officers are providing Field Level Maintenance expertise to the PEO team as decisions are made on Technical Manuals, utilization of Contractor Logistics Support versus Organic Support and the overall life-cycle support strategy from the

Materiel Solution Analysis Phase to the Operations and Support Phase of the JCIDS process.

The proposal was approved in November 2014 as was the CASCOM request for Directed Military Over-strength (DMO) positions at the five select PEOs. Assignments began in March 2015 with the intent of codifying a permanent authorization based on successful implementation and achieved results in the years following. The Officers selected and PEO assignment are as follows:

The Senior Warrant Officers selected are

- CW5 William Lewis (890A) - PEO Ammunition - Picatinny Arsenal, NJ
- CW5 James Shoebridge (915E) - PEO Combat Support & Combat Service Support - Warren, MI
- CW5 Adam Hagenston (915E) - PEO Ground Combat Systems - Warren, MI
- CW5 Joe Sylvester Jr. (948E) - PEO Command Control Communications, Tactical - Aberdeen, MD
- CW5 David Cassity (948E) - PEO Missiles and Space - Redstone Arsenal, AL

implementing the “Enabling PEO Logistics” strategy with their Acquisition co-workers to achieve the desired results of the proposed initiative. Initial reports from the PEOs are extremely positive as the Officers are already influencing many aspects of weapon system development, support, and sustainment encountered.

The integration of Senior Ordnance Warrant Officers into the Program Executive Office has been a huge success and is paying enormous dividends on how we develop, acquire, field and sustain materiel and weapon systems commonly supported and maintained by Ordnance Soldiers. The current Ordnance Regimental Command Team, BG Kurt Ryan and CW5 Rick Myers, maintain continuous contact with the Ordnance PEO Warrant Officers to gain perspective of their progress and provide additional guidance on supportability requirements that meet the warfighter demands!

The next PEO update to the Chief of Ordnance is scheduled for December 2015. Go Ordnance!

CW5 David Cassity
Program Executive Office, Missiles and Space

← **Recognition to Ordnance Instructors**



In July 2010, the U.S. Army Training and Doctrine Command's (TRADOC) Institute for Noncommissioned Officer Professional Development created the Instructor Development and Recognition Program (IDRP)(see TR 600-21) to coach, mentor and train Army instructors who teach at noncommissioned officer academies. In January 2015, TRADOC expanded the program to include all military Army Instructors. The IDRP program awards Army Instructor Badges to instructors who have completed certification and training requirements that lead to increased proficiency levels as instructors.

The program recognizes three levels of proficiency: instructor, senior instructor and master instructor. The IDRP goal is to incorporate the use of more learner-centric instruction and facilitator skills that are aligned with internationally recognized standards for master facilitators and instructors. The



Ordnance In The News!
Two explosive ordnance disposal instructors earn coveted badges

program, which is being adopted by the Ordnance School, will greatly enhance the level of instruction given to all Ordnance Soldiers. Noncommissioned Officers (NCO) who qualify for the badge will receive the same promotion consideration as Drill Sergeants and Recruiters. Warrant Officers and Civilians will follow the same stringent guidelines of the IDRP, however, they will continue to receive their instructor badges through the current Ordnance Instructor Development Program (IDP).

The Ordnance IDP was suspended for NCO in July 2015 to provide time for the transition to the IDRP. Current Ordnance NCO cadre will be able to cross-level into the new system with the equivalent Army Instructor Badge. To do so, they must complete the Instructional Design Basic Course, and provide documentation of their instructor qualifications. Full implementation of the program is set for January 2016. Over 700 Ordnance Instructors (Active Duty, Army Reserve, and Army National Guard) will be postured to receive the Army Instructor badge by March 2016. Ordnance will lead the way with awardees and more than triple the population of recipients throughout the Army. Go Ordnance!

Dr. Richard B. Armstrong
Director of Training

Save the Date:
May 11-13, 2016

OD Birthday & Hall of Fame

More to follow

At the 'Home of Ordnance'
Fort Lee, VA

A gold flame-shaped award or badge is positioned to the right of the text in the 'Save the Date' section.

← **Students take a stand at 59th Ordnance Brigade**

The 59TH Ordnance Brigade Peer-to-Peer (PTP) Mentorship Program is a preventive initiative based on the Department of Defense 2014-2016 Sexual Assault Prevention Strategy and is designed to eliminate Sexual Assaults in the formation.

PEER TO PEER

PTP targets initial entry Soldiers who are appointed to positions of leadership and are charged with taking an accountable role in helping to create work and living environments that are more conducive to good order and discipline. Soldiers within the formation are indoctrinated in week one of their training. Student leadership is required to immediately assess their environment, discuss their observations amongst themselves as leader and peers, and then formulate a strategy to identify and resolve incidents at the lowest level. They are also required to present their action plan to the entire formation.

Implementation of this innovative strategy has influenced Soldiers at the lowest level in the formation to adopt and promote protective strategies, deter peers from engaging in inappropriate or illegal behaviors inconsistent with our military and Army Values, and readily identify those few who attempt to



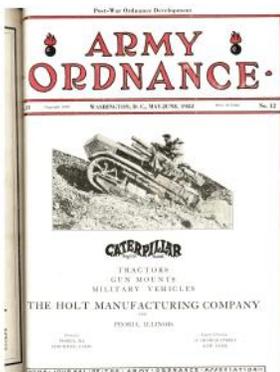
Peer to Peer Student First Sergeant Meeting with members from 16th and 832nd OD Bn.

or commit sexual assaults, so they can be held appropriately accountable. It removes the stigma and fear associated with reporting incidents. It empowers Soldiers to accept responsibility for their environment.

COL Jeffery Carter
Commander, 59th Ordnance Brigade

World War I and the Beginning of Training with Industry

During World War I, there was a tremendous demand for trained Ordnance officers and soldiers due to the advent of modern mechanized warfare. To answer this need, the Ordnance Department



established a tradition of training with industry. In September 1917, the Secretary of War approved a measure to begin this new means of training at three locations in the Midwest. At the Holt Manufacturing Company in Peoria, Illinois, the Ordnance

Department focused on artillery tractor repair and maintenance. In January 1918, a welding school was added to the curriculum. At the Nash Motors Company in Kenosha, Wisconsin, and the Four Wheel Drive Auto Company, in Clintonville, Wisconsin, Ordnance officers and soldiers focused on four wheel drive truck and auto repair and maintenance. By the end of the war, over 7,500 Ordnance officers and soldiers had been trained at any one of these industrial locations. The advantages of training men at industry locations had become clearly evident and a tradition was established that continues to this day.

Karl Rubis
Historian

Journal of the Army Ordnance Association 1922

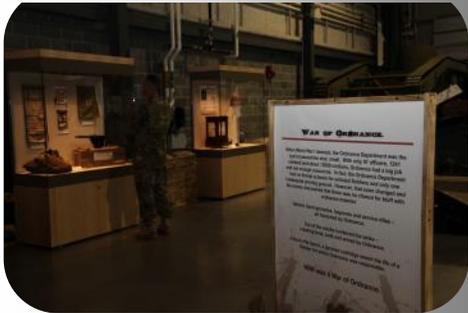
← **Ordnance Unveils New Exhibit**



Brig. Gen. Kurt J. Ryan, 39th Chief of Ordnance, delivers remarks at the Ordnance exhibit unveiling ceremony at Fort Lee, Va.



**World War I
It Was a War of Ordnance!**



**War of Ordnance
exhibit entrance**



**One-of-a-kind
Skeleton Tank**



**SGT Shirley Day
display case**

On October 1, 2015, the Ordnance Training and Heritage Center (OT&HC) unveiled a World War I exhibit in Hatcher Hall's high bay on Ordnance campus. The gallery features artifacts that embody the struggles and strengths of the Ordnance Department as America entered the Great War. In addition to training Ordnance Soldiers and Marines on the accomplishments of the Ordnance Department during the WWI years, this exhibit is also geared to be relevant to several current Military Occupation Specialties. There are historical examples throughout the exhibit that emphasize experimental items and general advancements in numerous arenas that are applicable for today's Ordnance officers' areas of concentration and warrant officer and enlisted specialties.

The exhibit - It Was a War of Ordnance - is a culmination of efforts between the OT&HC, the Ordnance Armament & Electronics (A&E) Training Department and the Center of Military History (CMH). The A&E Department cleared a high bay in their training area to accommodate the vision of a WWI display. The CMH funded the movement of the macro

artifacts into the high bay space.

Among the Ordnance artifacts are the one-of-a-kind Skeleton Tank that was tested by the Ordnance Department just prior to cessation of hostilities. The Skeleton was voted one of Virginia's Top Ten Endangered Artifacts in 2014. Several items belonging to SGT Shirley Day are also on exhibit. SGT Day enlisted in the Army in 1917 and as a member of the Ordnance Department performed salvage duties of disarming and rendering live ammunition inert. His Model 1917 tunic, ditty bag and unusual chevron are showcased. Numerous items used by Ordnance Lieutenant J. P. Hargis of the 5th Trench Mortar Company are also displayed. Two rare experimental items in the exhibit are a Bashford Dean 1917 American Helmet Model No. 2 and a blowback submachine gun with a turret capable of firing ten clips of .45 caliber bullets.

The unveiling was hosted by the 39th Chief of Ordnance, BG Kurt Ryan. Visit the Ordnance [Training & Heritage Center](#) webpage for more information.

Ms. Claire Samuelson
Director, OT&HC



← Officer Accessions and Talent Based Branching

At the direction of the Chief of Staff of the Army, the Army G1 and the Office of Economic and Manpower Analysis (OEMA) created and piloted a new branching paradigm to better align the unique talents of the Army's future officers with the specific talent requirements for its seventeen basic branches.

Previously, the Army assigned branches to cadets/officer candidates based upon Order of Merit (OML) rank, cadet/candidate preference, and available branch allocations, leaving individual branches no input in the process.

With the current talent-based branching, each branch now sends a highly differentiated talent demand signal (skills, knowledge, and behaviors) to prospective officers, who in turn complete detailed resumes and a series of cognitive and non-cognitive assessments. These reveal their unique talents and help the Army to align them with those branches where they have the highest propensity to excel.

Talent-Based Branching is broken down into three phases:

Phase I: Branch Education and Mentorship. Using a web-based information system, cadets learn about each basic branch's unique talent demands



Members of the Ordnance Corps Personnel Development Office at Fort Lee, VA visited the United States Military Academy on September 14-18, 2015 to educate West Point Cadets on the core competencies of the Ordnance Corps. The purpose of Branch Week is to help cadets make an informed decision when it comes to choosing their branch.

via branch-approved "storyboards" and videos. They then create detailed resumes highlighting their unique talents and completed a series of cognitive and non-cognitive assessments. During this phase, staff and faculty both mentor cadets and submit their own talent assessments of each. Meanwhile,

Continued on page 13, see "Officer Accessions"





Officer Accessions Cont.

Continued from page 12

cadets indicate their initial branch choices in ranking order and have several opportunities to adjust them as they learn more about themselves and each branch.

Phase II: Cadet Feedback and Recommendations. Based upon Phase I testing, assessments, and resumes, the Army provides each cadet with a personalized “talent profile,” articulating their scores across 20+ talent demands (see slide below for FY 16 OD talent demands), as well as a short list of “best fit” branch recommendations. By the end of this phase, cadets “lock in” their final branch preferences. During this phase, each branch also reviews cadet files and provides feedback that is critical to Phase III.

Phase III: Branching. Using the OML as a baseline and then factoring in the detailed talent information gained in each phase, a branch board determines the final branch assignment for each cadet.

The board's goal is to improve the talent matches between cadets and the respective branches.

Currently, talent-based branching is fully implemented at the United States Military Academy (USMA). Meanwhile, Officer Candidate School (OCS) has implemented select elements of the program to ensure candidates with unique talents are considered for specific branch assignments outside of its previous OML methodology. Lastly, U.S. Army Cadet Command is on schedule to implement the full, three-phased talent-based branching program with its Class of 2016. All other ROTC cadets will enter the first phase of the program at the beginning of fiscal year 2016.

LTC Michael McNeely
Chief Personnel Development Office

Chief of Ordnance Approved FY 16 Ordnance Talent Demands

INTELLIGENCES: Interpersonal, Logical-Mathematical (Maintenance and Munitions Management)
Bodily-Kinesthetic, Spatial (Explosive Ordnance Disposal-EOD)

SKILLS (Maintenance and Munitions Management): Ordnance officers are adaptive, agile, logical and detail oriented leaders that are directly responsible for building and maintaining the combat power of the Army. Ordnance Officers enable readiness through dynamic and articulate leadership. Additional critical skills include the ability to establish priorities of work to accomplish the mission. Leadership in materiel maintenance and ammunition management processes requires officers who use logic and analytical skills to solve problems and then communicate solutions precisely. All Ordnance officers must be support-focused, skilled at building relationships, and able to connect with others in a direct way so they can advise commanders and customers on sustainment operations in complex operating environments.

SKILLS (EOD): EOD officers must be mentally tough, prudent risk takers, who are able to operate confidently with detailed and disciplined accuracy under stressful conditions. EOD officers are “hands-on” people with technical and mechanical aptitude, acute sensitivity to visual details, and the ability to orient to three dimensions.

KNOWLEDGE: The Ordnance branch values officers with academic backgrounds from a wide variety of disciplines and majors. However, the domain-specific disciplines listed below provide officers with the expertise needed to successfully execute the military’s system of logistics management.

- **RELEVANT EDUCATION:** Business Administration; Acquisition / Contract Management; Applied Sciences & Engineering; Automotive Engineering; Business Management; Chemistry; Computer Systems & Technology; Disaster Management; Distribution Management; Hazardous Materials Management; Industrial Engineering; Logistics Management; Mathematical Sciences; Mechanical Engineering; Operations Research; Supply Chain Management ; Forensic Sciences (not all inclusive).
- **RELEVANT TRAINING / EXPERIENCE:** Athletics (varsity), Cadet Troop Leading Time / Leader Development Time (CLTL / CLDT) with Army Ordnance unit; Academic Enrichment Program / Internship with major industries or academic institutions.
- **RELEVANT CERTIFICATIONS / ACCREDITATIONS:** Certified Professional in Supply Management; Certified Professional Logistician; Supply Chain Management Certificate; International Society of Logistics

BEHAVIORS: (In addition to Army foundational)	EXPERT	PERCEPTIVE	QUICK
➤ COLLABORATIVE	➤ CRITICALLY THINKING	➤ FLEXIBLE	➤ RESPONSIBLE
➤ COMMITTTED	➤ CUSTOMER FOCUSED	➤ HARD WORKING	➤ STRESS TOLERANT
➤ COOPERATIVE	➤ DETAILED FOCUSED	➤ INITIATIVE	➤ THOUGHTFUL

TALENT PRIORITIES (Maintenance and Munitions Management):

1. **PROBLEM SOLVER:** Able to choose between best practices and unorthodox approaches to reach a solution. Accomplishes the task.
2. **COMMUNICATOR:** Precise, efficient, and compelling in both written and spoken word.
3. **LOGICAL / ANALYTICAL:** Uses reason and thinks in terms of cause and effect. Able to decompose and solve complex problems.
4. **INTERPERSONAL:** Skilled in developing appropriate relationships. Able to connect with others to effect positive results.
5. **MULTI-TASKER:** Rapidly processes and prioritizes multiple demands simultaneously. Takes appropriate action

TALENT PRIORITIES (EOD):

1. **MENTALLY TOUGH:** Stress tolerant and emotionally mature. Performs well even under extreme psychological stress.
2. **PROCESS DISCIPLINED:** Diligently abides by procedures designed to ensure accuracy, effectiveness, and safety.
3. **PRUDENT RISK TAKER:** Recognizes and mitigates unacceptable risks, enabling mission accomplishment without unnecessarily compromising safety.
4. **DETAIL FOCUSED:** Thorough, perceptive, and precise in all matters. Possesses a keen eye – notices everything.
5. **BODILY / KINESTHETIC:** Coordinated, dexterous, hands-on person. Acute sensory awareness.