

Slide 2 Gen. Mark A. Milley at NGAUS 2015

Talking Points

- GEN Milley gave this speech to the National Guard Association after becoming the 39th CSA.
- He emphasized the Total Force consisting of three components:
 - Regular Army
 - Army National Guard
 - Army Reserve
- **He uses the expression “One Army, Indivisible”** meaning we are one team of trusted Army professionals regardless of component, community of practice, or cohort
- Each of us fulfill distinct but complementary roles in accomplishing our common goal of winning in a complex world.

Discussion Questions

- Why do you think GEN Milley emphasized that all components collectively make up the Army?
- What do you know about the components and communities of practice within the Army?

Slide 4 One Army, Indivisible Theme Video

Talking Points

- **The video discusses the Army's dual nature as a military department and a trusted profession.**
- Both are essential to accomplish the mission.
- As a department, we are one Army consisting of three components:
 - Regular Army
 - Army National Guard
 - Army Reserve
- As a profession, we have two communities of practice: the Profession of Arms (Soldiers) and Army Civilian Corps.
- Within the profession, we manage personnel by cohorts: Officer, Warrant Officer, Enlisted, and Army Civilian

Discussion Questions

- What is your main takeaway from the video?
- To which component, community of practice, and cohort do you belong?
- Which component is the most important? Which community of practice is the most important? Why

Slide 9 Maryland National Guard Snow Storm Jonas

Talking Points

- The National Guard has dual missions: state and federal.
- The video gives an example of the Maryland National Guard in support of its state.
- This is an example of Defense Support to Civil Authorities a common role for the National Guard.

Discussion Questions

- How does the National Guard contribute to the **Army's mission and purpose**?
- What roles, responsibilities, and expertise are unique to the National Guard?
- What challenges do you think may be unique to the National Guard?
- Who would perform these missions in the absence of the National Guard?
- What are your experiences with the National Guard?
- Do members of the National Guard receive sufficient training days? Why or why not?
- Should the National Guard be more of a strategic or operational reserve? Explain why.

Slide 11 This is The Army Reserve

Talking Points

- This segment provides a basic overview of the Army Reserve.
- Also known as the Citizen Soldier.
- Reserve Soldiers possess a variety of civilian skills that enhance their value to the Army.
- The majority of the Army's sustainment, and civil affairs units are in the Army Reserve.

Discussion Questions

- **How does the Army Reserve contribute to the Army's mission and purpose?**
- What roles, responsibilities, and expertise are unique to the Army Reserve?
- What challenges do you think may be unique to the Army Reserve?
- Who would perform these missions in the absence of the Army Reserve?
- What are your experiences with the Army Reserve?
- Do members of the Army Reserve receive sufficient training days? Why or why not?
- Should the Army Reserve be more of a strategic or operational reserve? Explain why.

Slide 13 Roles of the Army Components

Talking Points

- The video discusses the roles of all three components:
 - Regular Army
 - Army National Guard
 - Army Reserve
- Serves as a good summary of each component as you finish the section on the Regular Army.
- Three times strong – the three components together provide the capabilities and capacity for the Army to **win in a complex world. It's this unique three-part construction that gives the Army its true power and strength.**

Discussion Questions

- **How does the Regular Army contribute to the Army's mission and purpose?**
- What roles, responsibilities, and expertise are unique to the Regular Army?
- What challenges do you think may be unique to the Regular Army?
- What are your experiences with the Regular Army?
- What are your experiences with multi-component units and partnerships?
- Would the Army be able to accomplish all of its missions without all three components?
- What is the right mix of the three components?
- What tradeoffs are involved (e.g. cost, readiness, capability, capacity) in determining the right mix?

Slide 14 Trust Between the Army Components

Talking Points

- The slide graphically depicts some of the indicators that we may have issues with trust between the components.
- Outdated stereotypes.
- Survey results from the Annual Survey of the Army Profession.
- Aviation Restructuring Initiative.
- Appointment of the National Commission on the Future of the Army (NCFA).

Discussion Questions

- Do we have an issue with trust between the components? Why or why not?
- What causes a lack of trust between components?
- Why do you think Regular Army Soldiers have less trust in Reservists?
- What assumptions or stereotypes do you make about other components?
- How does competition for limited resources impact trust between components?
- How do we develop trust between components as stewards of the Profession?
- Have you heard of the Aviation Restructuring Initiative? What do you think about it? Why?
- Which recommendations of the NCFA do you think the Army should implement? Why?

Slide 17 Army Civilian Support to the Warfighter

Talking Points

- The video explains how the Army Civilian Corps supports the warfighter.
- While the ethical application of landpower is primarily the responsibility of Soldiers, the design, generation, and support of the Army depends heavily upon the contribution of the Army Civilian Corps.
- **Army Civilians support every facet of today's Army.**
- This is a story of the Army Civilian Corps; a key community of practice within the Army Profession.

Discussion Questions

- How did the Army Civilians in the video contribute to **the Army's mission**?
- Who would perform these roles in the absence of Army Civilians?
- What capabilities do Army Civilians provide that Soldiers cannot?
- For Soldiers, what are your experiences with Army Civilians?
- For Civilians, what are your experiences with Soldiers?
- **Which cohort is the most important to the Army's mission? Why?**
- **Which cohort is the least important to the Army's mission? Why?**

Slide 19 Trust Between Communities of Practice

Talking Points

- The slide graphically depicts some of the indicators that we may have issues with trust between the communities of practice.
- Budget cuts causing resource constraints, competition for resources, temporary hiring freezes, and furloughs.
- Survey results from the Annual Survey of the Army Profession.

Discussion Questions

- Do we have an issue with trust between the communities of practice? Why or why not?
- What causes a lack of trust between communities of practice or cohorts?
- Why do you think Regular Army Soldiers perceptions of trust (**Civilians' trust in Soldiers and Soldiers' trust in Civilians**) are approximately 10% less than the other components and Army Civilians?
- What assumptions or stereotypes do you make about other cohorts?
- How do we develop mutual trust between communities of practice and cohorts as stewards of the Profession?