What is America's Army – Our Profession Education and Training program?

It is a CY13 program designed to generate an inspirational and aspirational dialog for Soldiers and Civilians to reaffirm their understanding of themselves as Army professionals, to recommit to a culture of service, and to understand and serve in accordance with the Army Ethic and Army culture.

What are the focus areas for Standards and Discipline?

Emphasize Standards and Discipline (e.g., property and personnel accountability, SOPs, uniform and appearance, drill and ceremony, inspections, command presence during maintenance), and educate/train junior leaders to reinforce the understanding of Army standards and unit and personal discipline, and to recommit to professional excellence that is the hallmark of the Army Profession and its professionals.

How will this program help shape the Army of 2020?

During the Army's America – Our Profession Education and Training program, the Army will begin to institutionalize and operationalize the Army Profession concepts. This will be done by developing and integrating the Army Profession concepts into doctrine (ADP/ADRP 1), revising PME and CES, and developing training, tools, and products. Additionally, the Army will operationalize the Army Profession concepts by training more than 240 Master Army Profession and Ethic Trainers (MAPETs) to serve as Army Profession key advisors in support of institutional/service school commandants and unit/organizational leaders. The Army will conduct senior leader engagements and provide a website featuring products and resources necessary for units and organizations to train and develop Soldiers and Army Civilians using Army Profession concepts. These efforts will ensure the Army of 2020 is not only leaner, more agile, adaptive, innovative, versatile and ready, but our Soldiers and Army Civilians are competent, of honorable character, and committed.

What training products will be available?

The America’s Army – Our Profession Education and Training program website will be managed by the Center for the Army through the world to provide subject matter expertise on the Army Profession. These senior leader engagements will be focused on ways to incorporate Army Profession concepts into unit/agency level professional development sessions. Additionally, CAPE will conduct eight five-day Master Army Profession and Ethic Trainer (MAPET) courses that will provide leaders with the tools to train and lead Soldiers and Civilians in their organizations. These courses will also help participants integrate Army Profession concepts and character development methods into their unit, school or center. The MAPET course is open to SFC, CW2, CPT, and above, as well as Army Civilians.

Are Army Civilians included in America's Army – Our Profession Education and Training Program?

Yes, the Army Civilian Corps is a vital component of the Army Profession. Materials will be tailored to specifically address their importance in today’s Army and how they can aspire to be better professionals.

What is Army Doctrine Reference Publication (ADRP) 1, The Army Profession?

Army Doctrine Reference Publication (ADRP) 1 augments Chapter 2 of ADP 1, The Army. This publication defines and doctrinally describes the Army Profession and the Army Ethic. It expands the discussion on the Army Profession’s dual nature as a military department and, more importantly, a military profession. It identifies the two mutually supportive communities of practice of the profession: the Profession of Arms and the Army Civilian Corps. It defines and describes the five essential characteristics that constitute the Army as a profession: military expertise, honorable service, trust, esprit de corps, and stewardship of the profession. It defines membership and certification of Army professionals in competence, character, and commitment.

How can leaders help with this effort?

Include the Army Profession in command training/leader development guidance and professional development sessions; generate robust dialog at all levels; leverage Master Army Profession and Ethic Trainers; use Army Profession concepts in iconic events such as Soldier and NCO boards and unit functions; provide command emphasis on standards and discipline; foster candor and transparency; coach, teach, mentor, and counsel; and use Army Profession certification criteria in training and development assessments.

http://CAPE.ARMY.MIL
Don’t Tolerate Unprofessional Conduct:

“Do the leaders in your unit lead by example when it comes to discipline and uphold the standards?”

Consistently Uphold Standards:

✓ “Motivate Soldiers to make ‘on the spot’ corrections.”
✓ “Don’t tolerate bad performance, achieve the standards.”

Lead By Example:

✓ “Provide accurate evaluations and coaching.”
✓ “Not only lead by example, but correct those who do not.”

Communicate:

✓ “Inform all regarding the expectations.”
✓ “When making a correction, do so with respect for the individual.”

Counsel and Mentor:

✓ “Senior Leaders need to take an active role in mentoring our junior leadership on how to develop discipline and uphold the standards.”
✓ “Hold Soldiers accountable and teach them how to improve.”

Focus on Our Traditions:

✓ “Encourage Soldiers to know the Army’s history and traditions.”
✓ “Recommit to traditional Army customs and courtesies.”

Maintain:

✓ “Keep doing what is ‘right.’”
✓ “Continue current efforts and don’t cut corners.”

Don’t Tolerate Unprofessional Conduct:

✓ “Don’t tolerate substandard performance.”
✓ “Leaders are trying to be friends instead of leading.”

Responses of the Force*

“What can Senior Army Leaders do to foster discipline and achieve and maintain standards of excellence within the Army?”

Consistently Uphold Standards:

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✓ “Don’t tolerate bad performance, achieve the standards.”

Lead By Example:

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*Recommendations provided in the survey fall into these common categories. The quotations are illustrative responses of each.