READY AND RESILIENT OVERVIEW BRIEF

COL Stokes, Gregory V
Chief, R2I and Training Division
Army Resiliency Directorate
R2 Mission Statement

The Army provides Ready and Resilient (R2) capabilities to Commanders and Leaders to enable them to sustain personal readiness, build a Culture of Trust and optimize human performance in environments of uncertainty and persistent danger to promote deployability and successful service.

R2 Vision

The Future Army is comprised of adaptive leaders of character who develop cohesive teams of resilient individuals committed to the Army Profession and capable of accomplishing a range of missions in environments of uncertainty and persistent danger.

R2 Tenets

- Manage an enterprise system to foster Readiness and Resilience (R2) and strengthen Soldiers, Leaders, Families, Civilians and the Army
- Increase readiness and deployability by enabling leaders and Soldiers to sustain Personal Readiness for themselves and those with which they serve
  - Personal Readiness is one’s Physical, Psychological, Social, Spiritual Health and Family Preparedness
- Promote a Culture of Trust and personal accountability and foster dignity and respect of oneself and others
- Synchronize/integrate existing R2 capabilities to reduce scope and complexity
- Shift Army from an intervention model to holistic comprehensive prevention
- Enhance visibility of Personal Readiness, Culture of Trust, and Optimize Human Performance from prior service to transition
- Routinely assess conditional change of people, units and the Army over time
- Targeted actions
  - Policy, Resources, Tools, Integrated Training
R2 STRATEGIC OBJECTIVES

Strategic Objectives

SO1: Sustained Personal Readiness to Meet Operational Requirements

SO2: A Values-Based Organization of Trusted Army Professionals

SO3: Enhanced Visibility of Personal Readiness Throughout a Career

SO4: R2 Management that Enables Personal Readiness

Strategic Methodology

(Decisive Operation) Increase Overall Health for Preparedness and Deployability for Individuals Through Integrated Training, Policy Support down to Unit Level and Empowering Accountable Leaders Across the Army to Implement.

(Shaping Operation) Promote a Culture of Trust and Personal Accountability; Fostering Dignity and Respect Through Education, Training and Skill Development.

(Sustaining Operation) Increased Visibility of Individual / Unit Readiness and Transitions by Refining Existing Tools (IDES, GAT) and Implementing Emerging Requirements (CRRD, ArmyFit, Personal Readiness Survey).

(Sustaining Operation) Integrate and Synchronize R2 Capabilities at All Echelons through an Evidence-based and Adaptive Management Process.

Further Defined:

- **Sustained Personal Readiness** is the summation of individual Physical, Psychological, Social, Spiritual, and Family Preparedness.

- A **Values Based Organization** is one of good moral character, competence, commitment and adherence to Army ethics.
METRICS, INDICATORS, USR INDICES

Strategic Objectives and Metrics

Operational Objectives and Metrics

R2 Evaluation Process

Strategic Readiness Assessment

Initiative Evaluation Process

Unit Status Report
The Risk Reduction Program will merge with CRRD during Increment 2.
ASSESSMENT USING CHPC STRUCTURE

R2 Tactical Objectives and Metrics

R2 Operational Objectives and Metrics

R2 Strategic Objectives and Metrics

Commanders

Commanders Unit Status Report

Army R2C

Commander R2 Integrator

Awareness/Deterrence
Promotion/Prevention
Assistance/Treatment

Senior Commander
Resilience & Performance Training
Risk Reduction

Director, Health Services
Treatment Programs

Family Programs
Prevention Programs

Garrison Commander

CR2C

ACOM / ASCC / DRU
PROACTIVE MODEL FOR R2

**Intervention**
- Stovepiped programs
- Time-based training
- Intervention focus

**Prevention**
- Holistic strategy
- Outcome-based training
- Strengthening and Prevention focus

---

**Shift**

**Awareness:**
- Handouts
- Posters
- PSAs

**Leader Involvement:**
- When Informed

**Universal Training:**
- ACE/SI, ASIST “Diving Catches”

**Treatment**

**Increase Readiness**
- Increase Leader Visibility

**Increase Personal Responsibility, Leader & Battle Buddy Action**

**Duty and Obligation Training w/in Culture of Trust**

**Assistance and Treatment**

---

**FOUO**

---

**Time, Funding, Resource Involvement**

**Major Life Events, Minor Daily Stressors**

---

**FOUO 7**

---

**Ready and Resilient**
R2 SOLDIER LIFECYCLE

Leadership/Visibility
Unit/Team/Culture of Trust
Individual/Personal Readiness and Resilience
Army Institution/Policy and Resources

R2 Coaching/Integration/Operationalized Skills Encouraging Personal and Professional Growth

Entry to Service
Initial Military Training
Move to Installation
Unit
Attend Basic Leader’s Course
Squad Leader
Attend Advanced Leader’s Course
Platoon Leader
Attend Senior Leader’s Course
Company Leader
Unit Cohesion Leading Institution

Use foundational (education, awareness, self-regulation) R2 skills with targeted Soldier and Officer tasks
Unit Training based on Commander Assessment
Embed basic R2 skills within the Total Army Concept (Soldiering tasks and MOS tasks)
Quality assurance of Squad Leaders re: R2 skills implementation
Functioning SMEs, R2 Coach, leverage SMEs at R2 Performance Centers

Engage - In-Processing
Learn basic (self-awareness and self-regulation) R2 skills and foundational coaching strategies
Refine basic R2 skills and coaching strategies, assists Squad Leaders in embedding R2 skills
Learn advanced R2 skills, coaching strategies, and implementation strategies of R2 skills training
Leading Institution, setting R2 Policy and Regulation
### Skills trained during each PME Course

#### Non-Commissioned Officer

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>BCT</td>
<td>BLC</td>
<td>ALC</td>
<td>SLC</td>
<td>MLC</td>
<td>CCFS</td>
<td>PCC</td>
<td>BOLC-A</td>
<td>BOLC-B</td>
<td>CCC</td>
<td>ILE</td>
<td>WOBC</td>
<td>WOAC</td>
<td>WOSC</td>
<td>WOSSC</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>(ACCEPTANCE)</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>(MOTIVATION)</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Officer

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>BCT</td>
<td>BLC</td>
<td>ALC</td>
<td>SLC</td>
<td>MLC</td>
<td>CCFS</td>
<td>PCC</td>
<td>BOLC-A</td>
<td>BOLC-B</td>
<td>CCC</td>
<td>ILE</td>
<td>WOBC</td>
<td>WOAC</td>
<td>WOSC</td>
<td>WOSSC</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Warrant Officer

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>BCT</td>
<td>BLC</td>
<td>ALC</td>
<td>SLC</td>
<td>MLC</td>
<td>CCFS</td>
<td>PCC</td>
<td>BOLC-A</td>
<td>BOLC-B</td>
<td>CCC</td>
<td>ILE</td>
<td>WOBC</td>
<td>WOAC</td>
<td>WOSC</td>
<td>WOSSC</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(Suicide Prevention & Substance Abuse Prevention Awareness)
Performance Centers
- 26 R2 Performance Centers, teaching 16 skills
- Master Resilience Training (45K)
- Deployment of Engage Skill
- Execute Not in My Squad (NIMS)
- Coach Performance Skills with PEs
- Provide Training to Families (FRG & CYSS)

Individual Training
- Awareness (Substance Abuse)
- Assistance (ACE, ACE-SI, ASIST)

Unit Training
- Deployment R2 Training
- Targeted Personal Readiness Training

R2 Support Staff Training
- Occupational Skills Training for R2 Personnel (15 courses/certification)

Professional Military Education

<table>
<thead>
<tr>
<th>Enlisted</th>
<th>Officer</th>
<th>Warrant Officer</th>
</tr>
</thead>
<tbody>
<tr>
<td>– BCT</td>
<td>– BOLC-A</td>
<td>– WOBC</td>
</tr>
<tr>
<td>– BLC</td>
<td>– BOLC-B</td>
<td>– WOAC</td>
</tr>
<tr>
<td>– SLC</td>
<td>– CCC</td>
<td>– WOSC</td>
</tr>
<tr>
<td>– ALC</td>
<td>– ILE</td>
<td>– WOSSC</td>
</tr>
<tr>
<td>– MLC</td>
<td>– PCC</td>
<td></td>
</tr>
<tr>
<td>– CCFSPCC</td>
<td>– AWC</td>
<td></td>
</tr>
<tr>
<td>– USASMA</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Resilience and Performance Enhancement Training is incorporated in all of the above professional military education courses. Lesson plans are continuously revised and refined during the TRADOC POI update schedule.
There are 26 R2 Performance Centers worldwide.

- Fort Wainwright, AK
- Fort Rucker, AL
- Parks RFTA, CA
- Fort Irwin, CA
- Fort Carson, CO
- Fort Benning, GA
- Fort Gordon, GA
- Fort Stewart, GA
- Schofiled Barracks, HI
- Fort Riley, KS
- Fort Campbell, KY
- Fort Knox, KY
- Fort Polk, LA
- Fort Leonard Wood, MO
- Fort Bragg, NC
- Fort Drum, NY
- Fort Sill, OK
- Fort Jackson, SC
- Fort Bliss, TX
- Fort Hood, TX
- JB San Antonio, TX
- Fort Belvoir/NCR, VA
- Fort Eustis, VA
- JB Lewis-McChord, WA
- Vilseck, Germany
- Camp Humphreys, Korea
QUESTIONS/ COMMENTS?