



*“The Intellectual Center  
of the Army”*



**The Human Dimension in the 21<sup>st</sup> Century**  
**Richard Parker, Director, CDID, Combined Arms Center**  
**2015 Human Systems Conference**

This briefing is: [Unclassified](#)



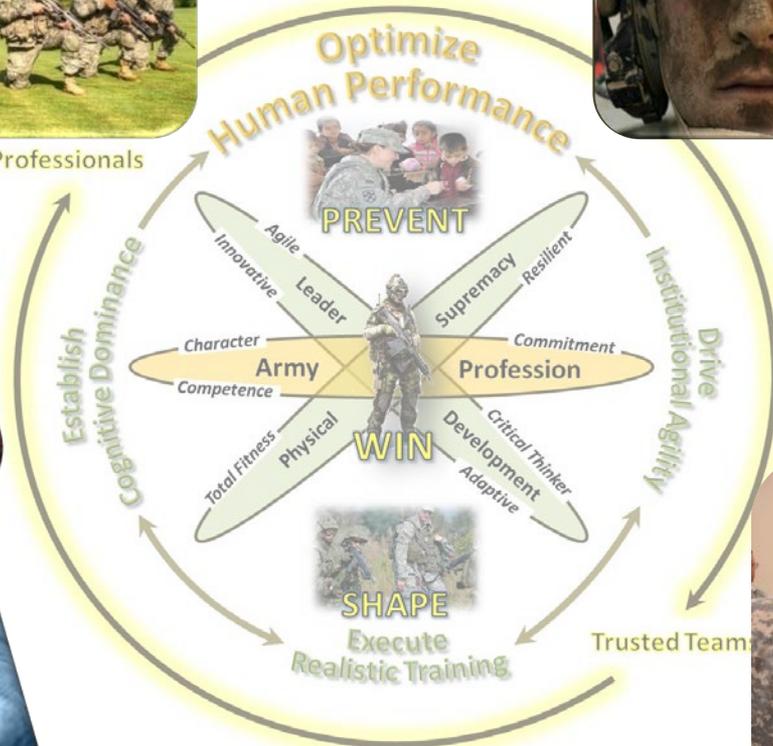
For the Army to continue to win in a complex world, we must ...

## Improve and Thrive in Ambiguity



Trusted Professionals

## Optimize Human Performance





# What Has Changed?

***Problem Statement:** The Nation faces a more complex and ambiguous threat environment than ever before. For the first time in history, we must design the Army to face an enemy that can rapidly adapt to exploit our weaknesses and avoid our strengths.*

## Changes in the Environment

**Threat organization:** Many potential adversaries are native to an ambiguous environment and remain indistinguishable from protected populations.

**Technology:** Adversaries can rapidly translate commercial innovation into military advantage.

**Information:** Information diffuses rapidly to a global audience leading to unexpected, emergent behaviors in societies.

**Societal Expectations:** Society increasingly demands Soldiers and leaders to be expert at choosing if to use violence, not just how.



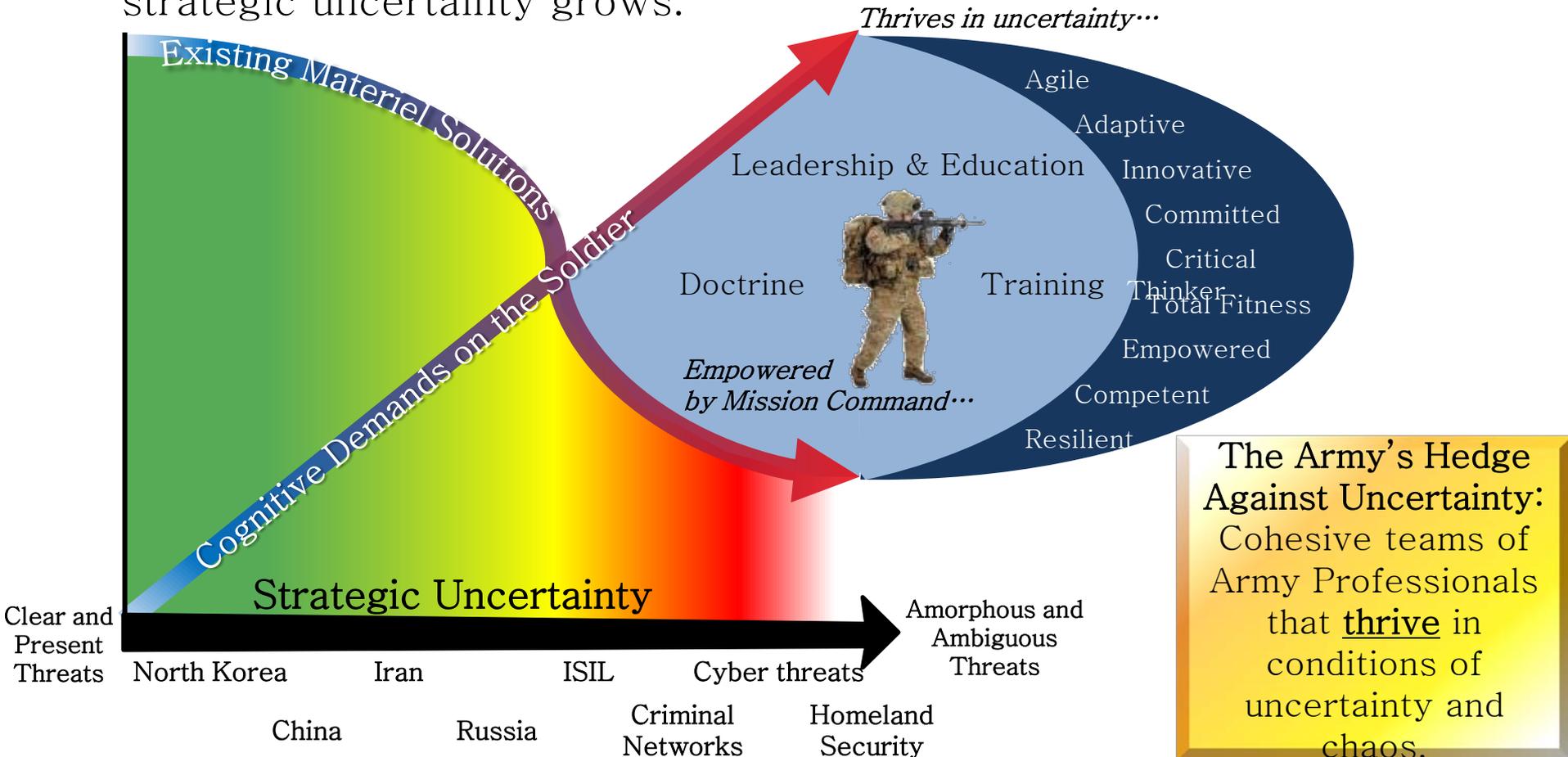
“In the struggle for survival, the fittest win out at the expense of their rivals because they adapt themselves best to their environment.”

-- Charles Darwin



# A Hedge Against Uncertainty

The cognitive demands on the Soldier grow more important as strategic uncertainty grows.



To prepare for an uncertain future, the Army must optimize the performance of every Soldier and leader through innovation and investment in education, training, and leader development.





# F2025B Human Dimension Campaign Objectives

Ways

Overall HD Integration

ARCIC (Force 2025B) ★★ ★

Human Dimension Council

CAC (HD Lead) ★★ ★

End

**Optimize Human Performance**

Endstate

Army leaders are trusted professionals of character who demonstrate comprehensive improvement of knowledge, skills, and attributes in education, training, and experience to optimize and sustain an individual's ability to succeed at any assigned mission as part of a trusted team.

**Continuous Assessment through F2025 Maneuvers and Institutional Army Warfighting Assessments (IAWA)**

LOE #1

**Cognitive Dominance**



CAC Lead Integrator  
Director, MCCOE



LOE#1: Campaign Objective

By 2025, the Army has the tools and capacity to optimize the performance of every Soldier and Civilian in the Total Force.

LOE #2

**Realistic Training**



CAC Lead Integrator  
DCG, CAC-T



LOE#2: Campaign Objective

By 2025, the Army implements a realistic training strategy that replicates the complex future operating environment. This strategy progressively builds cohesive teams that can thrive and improve in conditions of uncertainty and chaos.

LOE #3

**Institutional Agility**



CAC Lead Integrator  
DCG CAC-E



LOE#3: Campaign Objective

By 2025, Army institutions are able to adjust rapidly to changing requirements in the operating environment allowing them to field integrated DOTMLPF –P solutions to emerging problems in advance of need.

**Cross-cutting Concepts**

**Physical Supremacy**  
**Talent Management**  
**Army Profession, Leader Development**



- Transform HD to Integrated efforts in CoEs. (Mr. Tim Galvin, 913-684-4481)

- Describe and Integrate HD among AWFC (LTC Ken Hanlen, 913-684-4510)

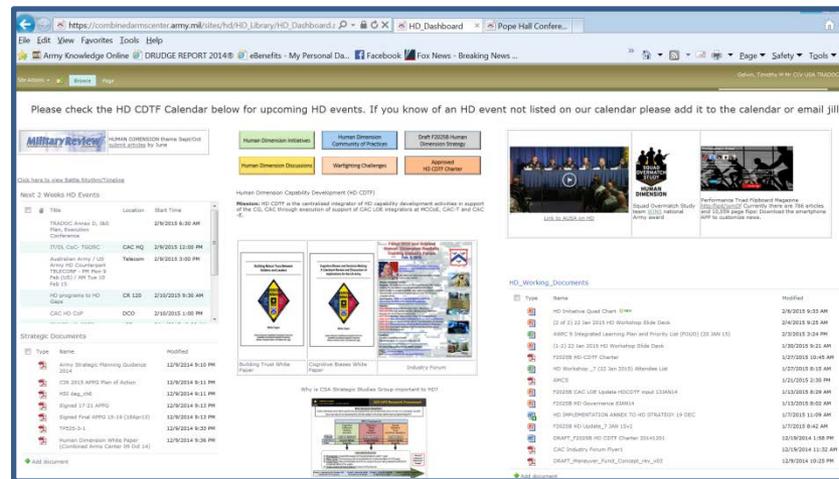
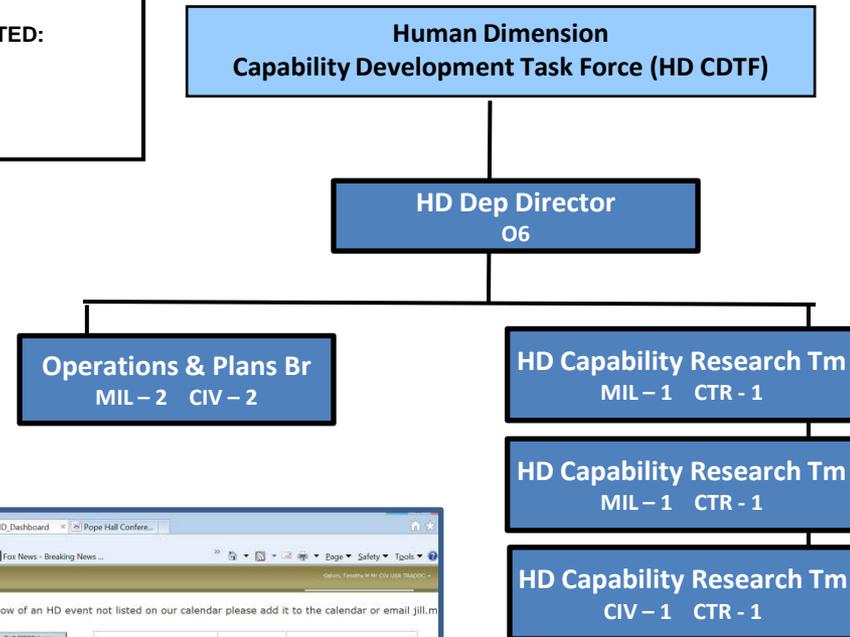
- Collaborative Partnerships across the HD CoP (Ms. Jill Powell, 913-684-5166)

- Conduct research and capture meta data of existing HD Solutions (LTC Keith Despain, 913-684-4585)

\* Establishing Human Capital Management Tiger Team (LTC Matt Chambers, 913-684-4515)

**Temporary Ad hoc Task Force (~ 24mo) to operationalize and integrate HD.**

	CURRENT:	PROJECTED:
<b>MIL:</b>	5	10
<b>CIV:</b>	4	12
<b>CTR:</b>	3	5
<b>TOTAL:</b>	12	27





## MARCH

- AUSA Global Force Symposium (31 Mar – 2 Apr)

## MAY

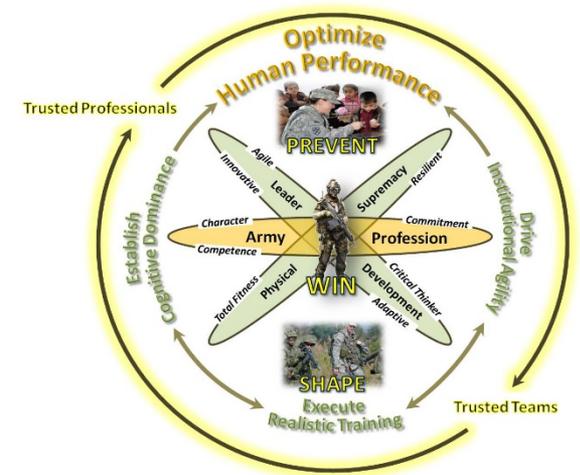
- HD LOE Update (15 May)
- AUSA LANPAC (19-21 May)
- NIE 15.2 (May)

## APRIL

- Global HD Network Conference (15-16 Apr)
- Cognitive Dominance Industry Day (14 Apr)
- Army Leader Exchange IV (14 Apr)

## JUNE-SEPTEMBER

- SA/CSA Army Profession Symposium (Jul)
- Institutional Agility Symposium (Jul)
- AWA 16.1 (Sep – Oct)



Cognitive Dominance

Realistic Training

Institutional Agility

Cross-cutting





## U.S. Army Combined Arms Center and Fort Leavenworth

"We cannot expect to capture the imagination of combat-seasoned forces that have been in some of the most complex environments imaginable for almost a decade by sitting them in a classroom and bludgeoning them with PowerPoint slides. We must make the 'scrimmage' as hard as the 'game' in both the institutional schoolhouse and at home station."

-- General Martin E. Dempsey

