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# Speak up, Share Your

## All Command Members Encouraged to Take Survey on Profession of Arms

**T**he year 2010 marked our involvement in the longest war in United States history. The Army realizes an era of persistent conflict has impacts on the military. With this in mind, the Secretary of the Army and the Army Chief of Staff directed that the commanding general of U.S. Army Training and Doctrine Command (TRADOC) lead a review of the Army Profession of Arms. They issued terms of reference which state that, as a profession, it's now essential that we take a hard look at ourselves to ensure we understand what we have been through over the past nine years, how we have changed, and how we must adapt to succeed in an era of persistent conflict.

In An Army White Paper, The Profession of Arms, GEN Martin E. Dempsey, the TRADOC commander at the time, says:

*"In adapting to the demands of combat in Iraq and Afghanistan, as well as to the new strategic realities of the 21st century, we have been so busy that we have not consistently thought through how these challenges have affected the Army as a Profession of Arms. We now need to consider how well we are self-policing ourselves both on the battlefield and in garrison, the extent of our ability to care for Soldiers and their families, and the broad development of Army professionals. We need to assess our personnel management systems to ensure they are focusing on and capitalizing on the exceptional talents of our junior professionals and broadening them for future service. We must assess our civil-military relations as we interact with and support the Nation and its elected and appointed officials. These and many other factors need to be assessed and then addressed to enable the Army to succeed in this era of persistent conflict."*

# Thoughts

## What Is the Army's Profession of Arms Campaign?

In October 2010, the Secretary of the Army and the Chief of Staff of the Army directed TRADOC to conduct a comprehensive review of the Profession of Arms to assess how the Army has changed and how it must adapt to remain successful in an era of persistent conflict. The review is an Army-wide, multidimensional assessment examining both the strengths that have sustained the Army as well as the impact of more than ten years of continuous deployments. The overall objective of the campaign is for Soldiers and leaders to refine their understanding of what it means to be professionals – expert members of the Profession of Arms – after more than nine years of war and to recommit to a culture of service and the responsibilities and behaviors of our profession as articulated in the Army ethic. The Profession of Arms campaign is being done during calendar year 2011 and is organized around three phases that assess the state of the Army Profession at the individual, unit, and institutional levels. The individual level is comprised of five cohorts: Officer, Warrant Officer, Noncommissioned Officer, Soldier, and Army Civilian.

## USASMDC/ARSTRAT Profession of Arms Campaign Efforts

The Future Warfare Center will lead the command's effort and will focus these efforts for the command based on the cohorts and functional areas of operations, acquisition corps, and capability development. As GEN Dempsey says, it is "essential that we take a hard look at ourselves to ensure we understand what we have been through over the past nine years, how we have changed, and how we must adapt to succeed in an era of persistent conflict." This hard look means we must answer three critical questions:

- What does it mean for the Army to be a Profession of Arms?
- What does it mean to be a professional Soldier?

- After nine years of war, how are we as individual professionals and as a profession meeting these aspirations?

We want to cast the widest net possible and capture input from everyone who wishes to help us answer these questions. USASMDC/ARSTRAT leadership is actively involved in this campaign, and we encourage conversation and dialogue across the command. You have several ways to give us your thoughts and opinions. The Army is sending out 20,000 Profession of Arms surveys asking your opinion so if you get one, fill it out. If you don't receive one, visit the Profession of Arms Web sites and give us your thoughts. You will find them at <http://cape.army.mil/> and <https://www.us.army.mil/suite/page/611545>. These sites will give you access to the survey and an array of information about the campaign.

The command also is conducting several focus groups from June to August to gather answers to specific questions the Army has about the Profession of Arms. LTG Richard P. Formica will continue the discussion on the Profession of Arms at his Town Hall meetings and future messages. The Profession of Arms theme will be included in officer, NCO, and Civilian professional development and the theme will be included in our celebration of the Army's birthday this year.

We look forward to this exciting campaign, and I ask for your support. We need everyone in the command to be involved. The Profession of Arms White Paper declares that professions are defined by inspirational, intrinsic factors such as the lifelong pursuit of expert knowledge, the privilege and honor of service, camaraderie, and the status of membership in an ancient, honorable, and revered occupation. This is what motivates true professionals; it's why a profession like ours is considered a calling – not a job.

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