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WORTH REPEATING

“If you are in the acquisition business and you build things, you are not building it for today. You are building it for tomorrow. Soldiers are going to live, fight, eat and sleep on stuff you build. That is impact.”

- Military Deputy to the Assistant Secretary of the Army for Acquisition, Logistics and Technology Lt. Gen. Michael E. Williamson remarks to acquisition officers supporting the semi-annual Network Integration Evaluation (NIE) 14.2 activities on May 16.



U.S. Army Photo/Shannon Russ

A Soldier interacts with an avatar designed to provide squads the chance to learn to read facial cues and voice inflections that could potentially indicate danger. During the Squad Overmatch Study outbrief, guests had the opportunity to experience some of the fully immersive training that squads who participated in the study received.

Squad Overmatch Study Looks To Build Resilience on the Battlefield

By Rick Gregory, PEO STRI Strategic Communications Support Staff

They refer to it as a “technology flu shot,” but a study team comprised of military, industry and academic professionals isn’t recommending taking a hypodermic needle and injecting Soldiers with a dose of technology to prevent the influenza virus.

What they are doing is conducting a study, called Squad Overmatch, to determine if some extreme stressors can be put into existing live, virtual, constructive and gaming environments to increase Soldier resilience and situational awareness when experiencing the trauma faced on the battlefield.

“The U.S. Army is extremely good at training Soldiers in the eight forms of contact and getting them to perform those actions automatically,” said retired Sgt.

Maj. Pat Ogden, the former senior enlisted advisor for PEO STRI who is still a participant on the study. “We do not prepare them, however, for the actual traumatic events that occur when engaging in combat.”

Ogden, who served two combat tours in Iraq and received “baptism under fire” during a combat tour in Somalia, said he grew up hunting and became accustomed to seeing the carnage caused by a bullet he fired from his weapon. The first time most of today’s young Soldiers witness that, he said, is in combat because they grew up in an urban environment.

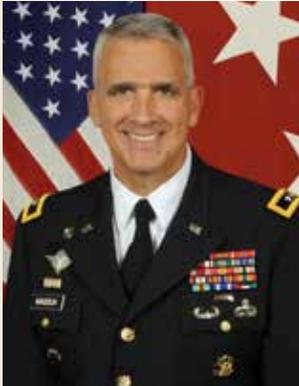
“When we would be involved in an intense firefight on the streets of Iraq, I would always debrief my young Soldiers to get their thoughts and help them cope with the stress,” Ogden said. “Their

feedback was always that they were not prepared for what they just went through. My thought was, ‘If we don’t prepare you for this type of stress beforehand, how can we expect you to deal with it on the battlefield?’ Shooting at plastic silhouettes won’t provide that type of training. Through this study, we want to determine which of our training aids, devices, simulators and simulations will better prepare our Soldiers.”

The end result that Ogden and the other study participants envision is to optimize Soldier performance and improve training in such a way that post traumatic stress and suicide incidents are reduced throughout the military.

Their vision is backed by a study conducted in 2009 by the Mind Fitness Training Institute (MFTI),
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PROGRAM EXECUTIVE OFFICER



MAJ. GEN. JON MADDUX

To The PEO STRI Workforce,

“During this period of fiscal and strategic uncertainty, our goal has been to maintain the proper balance between end strength, readiness and modernization,” Vice Chief of Staff of the Army Gen. John F. Campbell said in his recent address to the Senate Armed Services Committee. At PEO STRI, we, and every component of the Army, are

compelled to become more effective and efficient.

It's critical that we look beyond today's training needs for our Army. To ensure we do that, we will work with our triad of partners – the Combined Arms Center-Training at Fort Leavenworth, Kansas, and the Department of the Army Military Operations-Training in Washington, D.C. – to come up with a 30-year plan using the LIRA, or Long-Range Investment and Requirements Analysis, to move us into the future. It may mean collapsing a few programs or coming up with new programs that are shaping the vision of Force 2025 and beyond. It's vitally important that we formulate this long-range plan in order to stabilize our funding and modernize Army training and testing devices.

Speaking of devices, it is imperative that we have absolute accountability for our property. Our higher headquarters, the Assistant Secretary of the Army for Acquisition, Logistics and Technology, has charged us to properly account for non-fielded equipment. We will use the Defense Property Accountability System, known as DPAS, to closely account for our non-fielded equipment. The equipment will be signed for by our PEO STRI property book managers and officers to ensure that our equipment is accounted for at 100 percent and excess equipment is properly taken off the books. I ask everyone to pay close attention to property accountability.

In other important news, as I mentioned at the July 3 Town Hall Meeting, there is a possibility that our coworkers in the Contracting Center may soon become part of the Army Contracting Command, or ACC. This is the result of the secretary of the Army directing the Head of Contracting Activities

across the Army to consolidate under one command.

At PEO STRI, I have directed that our Contracting Center begin preparation for the possibility of that happening, contingent on Ms. Heidi Shyu's official decision to move in that direction. When and if that happens, contracting employees will not physically move from their current office location. It will primarily be a command structure change meaning the Principal Assistant Responsible for Contracting, Mr. Joe Giunta, and his team will report to the commanding general of ACC rather than to me. The proposed reporting structure gives the contracting professionals another degree of separation to dispel any thoughts about conflicts of interest deriving from PEO STRI managing programs as well as contracting for them.

I hope this note serves as a simple reminder that your diligent efforts to accomplish these major undertakings for our Army do not go unnoticed. It is my intent to keep you well informed so that we can tackle crucial priorities for the future of our force. Similarly, it was a pleasure spending time with many of you during our Town Hall Meeting. I look forward to having many more opportunities to personally address any concerns or answer any questions you may have that impact the work environment at PEO STRI.

Thanks to all for getting the Command Survey in. I am sorting through all the concerns and will provide some feedback during the next Town Hall on September 19. I am taking appropriate action on other items of interest.

Please know that my door is open to every PEO STRI employee. I encourage you first, though, to use your chain of command to resolve any issues that may arise. If they are unresponsive, cannot solve the problem, or the matter is too sensitive to discuss with others, my door is open to you.

Thank you for your untiring efforts and professionalism in ensuring we are meeting our Soldiers' needs, now and into the future.

Best regards from your program executive officer,

MG Jon Maddux

PEO STRI, Team Orlando Welcome New Leaders

By Rick Gregory, PEO STRI Strategic Communications Support Staff

It has been a busy three months at PEO STRI and Team Orlando with the transitioning of a number of leadership positions, starting at the very top of the chains of command.

On May 13, PEO STRI welcomed its new leader, Maj. Gen. Jon Maddux, who replaced retiring Dr. Jim Blake.

Capt. Steve Nakagawa relinquished command of the Naval Air Warfare Center Training Systems Division to Capt. Wes Naylor in a change of command ceremony on June 20.

The Air Force Agency for Modeling and Simulation held their change of charter ceremony on June 13 to welcome Col. Brad Crites who replaced Col. Franz Plescha.

Lt. Col. Mark Bliss relinquished the charter as Product Manager Air and Command Tactical Trainers to Lt. Col. Ed Weakley, Jr., in a ceremony on July 8.

Product Manager Live Training Systems welcomed Lt. Col. Corey Hemingway and bade farewell to Lt. Col. Scott Tufts in a change of charter ceremony on July 11.

Lt. Col. Doug Twitty assumed the

charter of Product Manager Ground Combat Tactical Trainers from Col. Mark Evans in a ceremony on July 11.

Col. Wayne Epps, Project Manager Constructive Simulation, relinquished his charter on July 23 to Mr. Jerry Sirmans who will be the acting PM until Col. Roland Gaddy assumes the charter later in the year.

The charter for Product Manager Warrior Training Integration was assumed by Lt. Col. Vince Grizio during a ceremony on July 25. Grizio replaces Col. Federica King who was recently reassigned.



Army Maj. Gen. Jon Maddux



Navy Capt. Wes Naylor



Air Force Col. Brad Crites



Army Lt. Col. Ed Weakley



Army Lt. Col. Corey Hemingway



Army Lt. Col. Doug Twitty



Army Col. Roland Gaddy



Army Lt. Col. Vince Grizio

Team Orlando Lets Loose to Enjoy "Take Our Daughters and Sons to Work Day" and CMWRA Picnic

June 5, 2014





PEO STRI Celebrates the Army's 239th Birthday

June 14, 2014





PEO STRI Revamps Staff Structure to Align With Other Army Organizations

By Rick Gregory, PEO STRI Strategic Communications Support Staff

To ensure PEO STRI's staff structure is more consistent with Army staff organizational doctrine and responsibilities and is better positioned to support the needs of the project management shops, the PEO, Maj. Gen. Jon Maddux, directed a staff-level restructuring.

Along with the project management (PMs) offices and the Project Director Field Operations, the staff organization includes the deputy program executive officer, the chief of staff, personal staff, special staff and coordinating staff (see organization chart).

The personal staff, which reports directly to the PEO, includes the executive officer, the senior enlisted advisor, the principal

assistant responsible for contracting and the executive assistant.

The position of Chief of Staff (CoS) has transitioned from civilian to military leadership. The CoS serves as the PEO's principal assistant in overseeing staff operations and the management of the headquarters. Reporting to the CoS are the general staff offices, which include:

G-1 (Human Resources)

Responsible for managing civilian and military personnel programs and policies, overseeing the manpower requirements and authorizations for the PEO and

provides protocol support to PEO STRI.

G-2 (Security)

Performs the duties as the principal staff officer responsible for security operations.

G-3 (Operations)

Analyzes, prioritizes, integrates and synchronizes command requirements and solutions in accordance with PEO priorities and develops metrics to support command decisions. Maintains situational awareness and provides focus for operational issues. Performs deliberate and crisis action planning for the PEO. Communicates and facilitates the PEO's strategic focus, intent, and direction to the training community.

PEO STRI ORGANIZATION CHART



G-4 (Acquisition Logistics)

Oversees the management of acquisition logistics personnel, logistics and supply policy, and various operations to support the workforce and advancing the PEO STRI mission.

G-5 (Plans and Strategy)

Responsible for developing and managing both mid- and long-range planning for the PEO. The G-5 ensures PEO STRI's future plans align and support both the Army and the Assistant Secretary of the Army for Acquisition, Logistics and Technology goals, objectives and priorities. Major duties also include overseeing the Technology Industry Liaison Office and system and non-system training aids, devices, simulators and simulations acquisition support.

G-6 (Corporate Information Office)

Provides responsive and trusted technology solutions that enable acquisition excellence. The CIO provides support services for all information technology business management needs to include cyber security, information assurance and systems engineering.

G-7 (Training/Workforce Development Office)

Leads the training and support services

requirements of PEO STRI as well as manages the civilian and military training program and implements regulations and policies. The G-7 works with the G-1 to shape the strategic direction of the workforce and fulfill the resultant training requirements to ensure that PEO STRI has the optimal skill mix to accomplish its mission.

G-8 (Resource Management/Chief Financial Officer)

Executes and manages financial processes to ensure coordination of financial matters. These include the planning, programming, budget and execution system functions across all years (prior, current and future). The G-8 also oversees payroll system control, accounting functions, independent cost analyses, program support and resource related automation tools as well as the development of standardized processes, procedures, guidance and training for budget, cost, program and systems analysts.

Fulfilling the special staff functions and reporting directly to the DPEO are the technical

director, the office of small business programs, the public affairs officer and the chief counsel.

Another major change to the staff organizations is the dissolution of the assistant Program Executive Offices of business operations, project support and customer support. Activities within those offices now fall under the respective special and coordinating staff office.

Two organizations within PEO STRI have also been renamed.

The Acquisition Center is now the Contracting Center to more closely align with their responsibilities.

Additionally, the office of the Project Manager Field Operations is now designated the Project Director Field Operations. This change was to comply with Army Regulation 70-1 that states that all Army acquisition programs approved by the Army Acquisition Executive for central select list management will be managed by a program, project or product manager. All other acquisition programs may be managed by a project director.

SQUAD OVERMATCH STUDY LOOKS TO BUILD RESILIENCE ON THE BATTLEFIELD *continued from page 1*

a non-profit training and research organization. Their study concludes that training that integrates resilience and situational awareness into warrior skills training is more likely to enable Soldiers to accept stressors and adapt to their combat environment.

"To create resilience, an individual needs to have a stressful experience that deliberately pushes him outside of his comfort zone and then teach the body and mind to recover effectively from that experience. In the process, his body and mind learn to tolerate and function effectively amidst more stress than before," the MFTI website explains.

Some members of the study group recently concluded visits to various military posts to personally gather feedback from Soldiers as they utilize various training devices during mission rehearsals. Sgt. Maj. Alan Higgs, PEO STRI's senior enlisted advisor, is heavily involved in the study and participated in those fact-finding visits.

A combat veteran with three tours behind him, Higgs is passionate about finding out exactly what the Army needs to do to better psychologically prepare Soldiers for combat.

"During their training, we want to expose them to as many of the top stressors identified by Walter Reed's Army Institute of Research as causing post traumatic stress," he said. "We need to introduce those stressors in training so they aren't first exposed to them on the

battlefield where they may freeze up. It has to be that constant exposure and keep increasing the stress factor so we create as realistic a battlefield as we can before they get on the real one."

Higgs points to the Medical Simulation Training Centers (MSTC) as one training system that is proving that this type of exposure to combat stress factors is boosting resiliency in Army medics when they have their baptism of fire. He said it prevents them from "freaking out" on the battlefield.

Cpl. Bradley Collings, a medic currently stationed at Fort Campbell, Kentucky, saw firsthand during his tour in Afghanistan how training at the MSTC better prepared Army medics for combat. He shared that experience during a Warfighters' Corner session at the 2011 Interservice/Industry Training, Simulation and Education Conference.

"The first thing I saw trauma-wise was when an Afghan soldier stepped on an improvised explosive device," Collings recalled. "It basically pulverized him. He flew up in the air with body pieces going everywhere."

He said what helped him cope with that trauma was having trained twice in the MSTC before deploying.

"At the MSTC you get the sights, the smells and the adrenaline rush of treating a casualty who was breathing, bleeding and moving coupled with the simulated chaos of the sounds

of battle," he explained. "That really helped me not freeze up in the instant the casualty was a real person in front of me and not a rubber person."

Higgs said this is the type of training they want incorporated in other training devices and, moving forward, they will work with the Training and Doctrine Command to define a requirement for integrating cognitive and situational awareness skills into warrior training.

"Eventually, we want to develop an instructional strategy to include a program of instruction, scenario, instructor observation, control and after-action review approach," Higgs said. "We will also develop a Graduated Stress Exposure Training Model that prescribes how to expose Soldiers gradually to increasing levels of stressors and realism over the course of the existing warrior skills training continuum."

Other organizations participating in the study include the University of Central Florida's Institute of Simulation and Training; University of Southern California's Institute for Creative Technologies; the U.S. Marine Corps' Program Manager, Training Systems; Army Research Institute; Office of Naval Research; the MITRE Corporation; Army Research Laboratory; the Human Research and Engineering Directorate; Walter Reed's Army Institute of Research; and the Simulation and Training Technology Center.

Gunnery Branch, PEO STRI Host Target Demonstration

By Nathan Pfau, Army Flier Staff Writer

The U.S. Army Aviation Center of Excellence Gunnery Branch recently updated its gunnery manual to include new requirements regarding maritime and overwater training.

The Program Executive Office Simulation, Training and Instrumentation, along with Army Training and Doctrine Command Capability Manager-Ranges put on a demonstration using static displays, 3-D moving targets and a seaborne target at Lake Tholocco, Fort Rucker, Alabama June 16-17 to illustrate just how the gunnery branch might meet those requirements, said Chief Warrant Officer 3 Frank Capri master gunner course chief at the Directorate of Training and Doctrine Gunnery Branch.

"In the manual, we have set the requirements to mean we need certain types of targets, and certain types of conditions in response to certain types of weapon threat systems that are associated with that type of target," Capri said. "The (manual) illustrates the guidelines for a unit to conduct overwater operations, training, qualifications and tactical deployment.

"The gunnery manual continues to develop

and support putting a unit in the best possible situation, to be able to go out and train to standard, qualify annually and be able to operate with more proficiency in overwater operations," he continued. "We're Army guys, we've got muddy boots and wear green uniforms. In some cases, going into the overwater condition is really not that foreign, but for most of us it is."

The targets in the demonstration were designed for both live-fire and laser-fire exercises, the TCM-Live Range Development Branch chief said.

"With these targets, you can manually control them by remote, or you can program it to follow a certain path," he said. "We've also developed a tow target, so that they can do kinetic engagement on the tow target via laser."

Capri said this type of training is necessary because targeting something over land differs greatly from targeting something over water.

"In my experience, (we as Soldiers) are very acclimated to a ground target, vehicle, structure or person that is stationary, moving or at range," the master gunner course chief said. "I can see it on the ground with the background of the Earth.

"When you put this target in an overwater environment, now you've got a lot of things going on that a stationary or land target does not have," he continued. "You've now got a boat that is zigging and zagging, moving up and down, so you get a multi-access of that boat that needs to be tracked, and that's difficult to do."

The demonstration showed how Soldiers would be able to train firing at overwater targets, and with sensors in the target, they would get feedback letting them know how far they missed their mark.

"This (type of training) allows me, as a unit master gunner or commander, to put my unit in a situation where they can crawl, walk and run to the point that they can operate confidently overwater," Capri said. "Then they can start to identify targets, and be able to manage that sight correctly, so they can get a good ballistic solution for the munitions to the target. That's a process that takes time. At the Gunnery Branch, we focus on what the requirements should be, and how we look forward to meet and exceed the standard."



Photo by Nathan Pfau, Army Flier staff writer

A target boat speeds through the water at Lake Tholocco, Fort Rucker, Alabama during a demonstration put on by PEO STRI and TRADOC Capability Manager-Ranges June 17.



Army Training, Technology Evolving

By Mike Casey, Combined Arms Center-Training

The Army is evolving its current Integrated Training Environment into a single synthetic training environment that combines constructive, gaming and virtual systems to provide challenging exercises efficiently at the point of need.

Army officials discussed the Future Holistic Training Environment Live/Synthetic at the Training and Education 2025 and Beyond Industry Forum, held June 18 and 19. At the forum, Army officials discussed future capabilities, and training and education gaps with defense industry representatives.

Currently, the Army is fielding the Live, Virtual, Constructive Integrating Architecture to bring current training systems together to create an Integrated Training Environment. The Future Holistic Training Environment Live/Synthetic would provide additional capabilities.

"The new environment will collapse constructive, virtual and gaming capabilities into one synthetic environment that can be coupled with live training," said Col. John Janiszewski, director of the National Simulation Center, at Fort Leavenworth, Kansas. "It will allow commanders to incorporate the plan, prepare, execute and assess steps of unit training management into multi-echelon training exercises."

Janiszewski led a panel discussion about capabilities the new training environment will need, including:

- A convergence of virtual, constructive, and gaming environments with augmented reality into a single synthetic environment to link with live training. This will increase the realism of live training and reduce dependency on brick-and-mortar training sites.
- A single environment that encapsulates land, sea, air, space, and cyber. This will support regionally aligned forces and missions.
- Artificial intelligence to replicate operational complexity and uncertainty. This will lower costs by replacing some human role players with avatars.
- Automated tools and intelligent tutors to provide a holistic training common operational picture. This adds mentors, teachers and coaches without the costs.
- After-action review and assessment



Photo illustration by Peggy Frierson, Soldiers Magazine

Holistic Training Environment Live/Synthetic is the Army's next generation of simulation.

tools that are linked to execution outcomes, assist unit readiness reporting and provide lessons learned. This provides commanders with useful information and benchmarks to evaluate training exercises.

- All aspects of the operations process to enable the seamless planning, preparation, execution, and assessment of Live/Synthetic training. This will improve all steps in an exercise.

- A 24/7, low-overhead capability worldwide at home stations, Combat Training Centers and deployed locations that will require fewer contractors. This will provide training at the point of need while reducing costs.

Several Army organizations are conducting research to make the Future Holistic Training Environment Live/Synthetic a reality. To learn more about the new training environment, see the presentation at: <http://tinyurl.com/FHTP-PDF>

INSIDE^{PEO}STRI

Inside STRI is an authorized publication for military and civilian members of the U.S. Army Program Executive Office for Simulation, Training and Instrumentation, Orlando, Fla. 32826. Inside STRI is published under the authority of AR 360-1 and applies the Associated Press Stylebook industry standard.

Contents of Inside STRI are not necessarily the official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or PEO STRI.

Editorial material for publication should be submitted to PEO STRI Public Affairs Office, 12350 Research Parkway, Orlando, Fla. 32826. The PAO reserves the right to edit all material submitted for publication.

For more information about PEO STRI or to view Inside STRI online, visit our website at www.peostri.army.mil

Editor:

Kristen Dooley McCullough, Editor-in-Chief
Kristen.A.McCullough.civ@mail.mil

Design:

Dwain Fletcher Co.
CGraphics@peostri.army.mil

TEAM ORLANDO IN PHOTOS



U.S. Army Photo

United States Congressman John Mica, representing the 7th District of Florida, visited with Maj. Gen. Jon Maddux at PEO STRI headquarters on July 21.



U.S. Army Photo

Col. Harry Buhl (left), PM CATT, presents the Meritorious Service Medal to Col. Mark Evans during the change of charter ceremony for PM Ground Combat Tactical Trainers in Partnership 3 on July 11.



Photo by Lt. Col. Pavel Rys, Czech Republic

Five Foreign Liaison Officers try the Dismounted Soldier Training System during a visit to Fort Pickett, Va., on June 10. The visit was arranged by PEO STRI's representative at the Joint Staff, J7 Multinational Division.



U.S. Army Photo

Col. Vince Malone (left), PM TRADE, presents the Meritorious Service Medal to Lt. Col. Scott Tufts during the change of charter ceremony for PM Live Training Systems in Partnership 3 on July 11.



U.S. Army Photo

Col. Sharlene Donovan, PEO STRI's chief of staff, presents the Superior Civilian Service Award to Russ Longenbach during his retirement ceremony in Partnership 3 on June 13.



U.S. Army Photo

Jerry Sirmans, deputy PM ConSim, presents the Superior Civilian Service Award to Li McCombs during her retirement ceremony in Partnership 3 on June 26.