



UNITED STATES MARINE CORPS

1ST MARINE REGIMENT
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IN REPLY REFER TO:
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27 Jul 18

From: Commanding Officer, 1st Marine Regiment
To: All Hands 1st Marine Regiment

Subj: COMMANDER'S TRAINING GUIDANCE

Ref: (a) MCDP 1 Warfighting
(b) MCDP 1-3 Tactics
(c) MCDP 1-10 Marine Corps Operations
(d) MCO 1553.3B Unit Training Management Program
(e) MCRP 3-0A Unit Training Management Guide
(f) MCRP 3-0B How to Conduct Training
(g) NAVMC 3500.44 Infantry Training and Readiness Manual
(h) MCO 3500.72A Operational Risk Management

"People sleep peaceably in their beds at night only because rough men stand ready to do violence on their behalf."

-George Orwell

"The more you sweat in peace, the less you bleed in war."

-Norman Schwarzkopf

1. Purpose. This document provides guidance for the planning and execution of training for all leaders, with a wave top level understanding of how I view training within 1st Marines. It also serves to compliment, expand, and reinforce previous direction regarding training and training management promulgated in the forthcoming Regiment's Long Range Readiness Plan.

2. Training Philosophy. Marine infantry battalions must be PREPARED TO DEPLOY ON SHORT NOTICE, READY TO FIGHT AND WIN IN ANY CLIME OR PLACE. A "peacetime" Marine Corps spends half its time forward deployed, positioned to deter aggression or respond to various contingencies, across the globe. We must be prepared to deploy with what we have! Our future may be uncertain, but we can best prepare by focusing on "brilliance in the basics" and establishing a culture of "survivable and lethal" Marines and Sailors. Regardless of the mission, an infantry battalion must be able to shoot, move, communicate, and evacuate. The mission of the Marine Rifle Squad is unchanged! They still must locate, close-with, and destroy the enemy by fire and maneuver or repel the enemy's assault by fire and close combat. There are few missions that we cannot do as long as we can employ the fundamentals of security, assault, and support elements. There is no conventional force that we cannot defeat if we can properly employ combined arms, geometry of fire, fighter-leader and base unit concepts. There is no unconventional force that we cannot defeat if we have creative & critical thinkers, adaptive leaders, and ethical warriors. Infantry battalions will plan to deploy IAW the division TEEP, but we must ask ourselves, "Are we ready to deploy TODAY...are we ready to fight and win TODAY?" I see the following training tasks and guidance as fundamental to becoming survivable and lethal,

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regardless of assigned mission. Be brilliant in the basics and build lethal and resilient squads."

3. Mission: On order, 1st Marine Regiment deploys as the Ground Combat Element (GCE) in support of crisis response operations and provides mission capable battalions in support of enduring and emerging operational requirements in order to meet operational commitments across the range of military operations.

4. Mission Essential Task List.

1. MET 1: MCT 1.14 Conduct Stability Operations
2. MET 2: MCT 1.6.1 Conduct Offensive Operations
3. MET 3: MCT 1.12.1 Conduct Amphibious Operations
4. MET 4: MCT 1.6.4 Conduct Defensive Operations
5. MET 5: MCT 1.1 Provide Forces
6. MET 6: MCT 1.1.2.3 Provide HQ Personnel and Infrastructure
7. MET 7: MCT 2.1 Plan and Direct Intelligence Operations
8. MET 8: MCT 4.11 Plan and Direct Logistics Operations
9. MET 9: MCT 5.7.1 Plan and Direct Amphibious Operations
10. MET 10: MCT 5.7.2 Plan and Direct Offensive Operations
11. MET 11: MCT 5.7.3 Plan and Direct Defensive Operations
12. MET 12: MCT 5.7.4 Plan and Direct Stability Operations

5. Commanders Assessment of METL Proficiency. We are in a transition period. After a successful Special Purpose MAGTF Crisis Response Central Command (SPMAGTF-CR-CC) 17.2 deployment, we are experiencing a high degree of personnel turnover. We have approximately 12 months before we deploy again in support of SPMAGTF-CR-CC 19.2. We will spend our initial training time focused on offensive and defensive operations. Once we demonstrate mastery in these areas, we will spend more time on individual and collective training events specific to our upcoming combat deployment.

- 1.MET 2: MCT 1.6.1 Conduct Offensive Operations
- 2.MET 4: MCT 1.6.4 Conduct Defensive Operations

6. Training Priorities. In order to provide focus for the command and unit commanders, training events will be prioritized in the following manner:

- a. Develop squad LEADERS and form fighting squads IOT enhance survivability and lethality in our small units that will receive the bulk of tasks once the battalions deploy.

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- b. Use Lane Training as our primary vehicle for training individuals and small units IOT provide maximum structure and REPETITIONS for both trainer and trainee.
- c. Develop combat marksmanship and familiarize Marines with all the battalion's weapons IOT enhance individual lethality.
- d. Develop our ability to "Move" and close-with the enemy IOT enhance survivability and lethality.
- e. Train all Marines and Sailors as field radio operators, capable of sending reports. Ensure those who work in the CP can operate requisite systems IOT enhance our ability to C2.
- f. Train all Marines to be combat lifesavers IOT enhance survivability.
- g. Teach Marines the roles and responsibilities of Security, Assault, and Support Elements IOT enhance lethality.
- h. Incorporate combined arms training whenever possible IOT enhance lethality.
- i. Finally prioritize the following squad level skills throughout training IOT ingrain fundamentals within our squads that will first make them survivable upon enemy contact and then provide them the lethal capability to mass and bring fires upon the enemy.

Survivable	Plan and execute combat patrols
Survivable	CIED training
Survivable	IA drills
Survivable	Establishing security
Survivable	Treatment and evacuation of wounded
Lethal	Link up under fire
Lethal	Conduct fire and movement or maneuver
Lethal	Application of combined arms
Lethal	Site/intelligence exploitation

7. Combined Arms. Well-executed combined arms is the heart of maneuver warfare and as such we must instill a combined arms mindset in every Marine. All training will be multi-echelon to maximize training value. There will be formal evaluations within the regiment at the company, battalion and regiment level. These evaluations will be centrally run by the regiment and will incorporate every weapon system in the infantry regiment. Weapon systems are a perishable skill that requires considerable sustainment training. Although indirect, aviation, and direct fires will be our primary combined arms focus, we will also leverage electronic warfare, non-kinetic effects, and engineer assets when available. Finally, conducting combined arms operations while also conducting combat service support and casualty evacuation is a skill set that must be mastered.

8. Major Training Events. Major training events during our work up to SPMAGTF-CR-CC 19.2 are: STEEL KNIGHT 19, IRON FIST 19 and ITX 3-19. Each of these events, executed correctly, provides training from the individual through Regiment collective level across all of the Warfighting Functions. We must maximize the value these periods away from home to develop unit cohesion, trust and confidence in each other's abilities.

9. Leader Training. I expect all leaders in this battalion to take an active role in education. Ignorance is not an acceptable excuse for shortcomings. We will develop a professional military education (PME) schedule for officers, SNCOs and NCOs. We will devote considerable time to our small unit leaders. We will ensure that we continue to run Cpl's Course and Lance Corporal Seminars and provide every opportunity for our Sgt's, SSgt's and GySgt's to attend their PME Schools. Additionally, the 1st Marine Division requirement that all Marines serving as infantry platoon sergeants and squad leaders attend their respective unit leader's courses will require us to send our key leaders to formal schools throughout the training cycle. As challenging as this will be - we all know that a trained and educated leader is a more effective trainer and the investment of time in school will only enhance their ability to train their units for combat. I challenge each leader to find ways to empower their subordinates and find teachable moments that consistently build proficiency and confidence. Ethical lessons and value-based training will be included as often as possible to develop future leaders.

10. Individual and Formal Training. HQ Company and Battalion Commanders will seek to ensure that all annual and ancillary training is accomplished prior to D-90. This is the same expectation for new Marines - they must complete this training within two months or prior to deployment, whichever comes first. The battalion will achieve a 100% completion rate on the Physical Fitness Test (PFT), Combat Fitness Test (CFT), and marksmanship for all personal weapons systems. Weapons proficiency and combat marksmanship are two fundamental capabilities that serve as a prerequisite for all other training. We must also consider combat water survival, and Chemical Biological Radiological and Nuclear (CBRN) training. CBRN training must be conducted during day and night training. If all this is not completed, they will ultimately become a distraction to our training priorities.

11. Standardization. The Infantry Training and Readiness Manual (along with other Military Occupational Specialty Training and Readiness Manuals) will be our guide for all training/standards. And to be clear, there is one set of standards and those are the Marine Corps standards. All Marines in this unit will be trained to and adhere to Marine Corps standards. Enforcing the standards of training and conduct is a function of discipline and moral courage, and is a direct reflection of your leadership. Each battalion will develop a gear SOP. I do not want an environment where individual Marines wear their gear differently or feel compelled to purchase their own military equipment. Details matter e.g. IFAK's packed the same; tourniquets in the same place.

12. Training, Evaluation, and Feedback. All units within the regiment will be equipped to conduct required training and receive appropriate feedback. Although everyone in the unit is capable of and encouraged to provide feedback, designated leaders will ascertain readiness and evaluate performance. For example, the Regimental Gunner will be the primary source of evaluation for weapons proficiency and employment. Battalion Commanders will assess Company Commanders; Company Commanders will assess Platoon Commanders and so on. Additionally, all training will be evaluated and critiqued. After Action Reviews (AARs), hot-washes, and training critiques will be ruthlessly honest assessments and planned into every training event. Immediate corrective action will be applied and shared across battalions. Leaders will continually ask themselves "what was the objective" and "have I achieved it."

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13. New Equipment Training. The Gunner, S-4 and S-6 will brief me on a plan to introduce any new equipment before any Marine receives this equipment. This plan must to include training, issuing and preventative maintenance. Emerging technologies have the potential to make this regiment more effective, but they also have the ability to bog us down if not applied properly. We will strive to learn, employ and leverage these capabilities to their fullest potential.

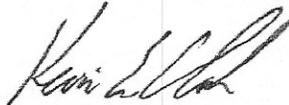
14. New Doctrine, T&R, and MCCLL Reports. I want all staff functions in this regiment to review on a regular basis MCCLL reports and AARs, ensuring that any pertinent points are disseminated to the battalions or HQ Company to avoid making the same mistakes expect staff officers to review functional area Training & Readiness (T&R) manuals to ensure that we are training to the most updated standards.

15. Preparation of Trainers and Evaluators. Effective evaluations can only be conducted with thorough preparation. Evaluators and instructors must be designated in advance and allotted the time to prepare for their instruction. Training evaluations should come from a disinterested party if possible.

16. Resource Allocation and Guidance. The most valuable resource we have is TIME. Our training plans will ensure that our Marines' time is not wasted through poorly planned or irrelevant training. We must train all levels all the time. We must teach our NCO's and SNCO's to train Marines well without always getting to shoot their T/O weapons. Backyard drills, Tactical Exercises Without Troops, MTU and terrain walks are excellent ways to increase proficiency. Use the Regimental Urban facility for local urban training. NCO's should not be using the barracks for training.

17. Operational Risk Management. We all understand that our profession as Marines is inherently dangerous; however, that does not mean that we should accept unnecessary risks. Proper planning, thorough Operational Risk Assessment, adherence to applicable orders and standards, and proper supervision are the keys to conducting safe and effective training.

18. End-State. It is not enough to have the will to win; we must have the will to prepare. Know the objectives, know the standards, know the environment and train for combat. Train your Marines and Sailors to be survivable and lethal. Ensuring this Regiment is prepared when the nation is least ready will ensure that we can close with and destroy any enemy. This Regiment will continuously assess our training program to ensure that we maximize time, meet training requirements, and provide the men and women of 1st Marine Regiment with the optimal environment to fight and win. **"Let's be damn sure no man's ghost will ever say: If my training had only done its job."**



K. E. CLARK