

Work Breakdown Structure

ENHANCEMENT OF DOCTRINE DEVELOPMENT SYSTEM PROJECT

No.	Activities	Deliverable	Duration	Start	End
A	Enhance the Doctrine Development Process (DDP)	An enhanced DDP	19 mos	01/Jun/11	30/Dec/12
1	Review and evaluate the current DDP	DDP Evaluation Report Policy on amended DDP	20 days	01/Jun/11	28/Jun/11
1.1	Stakeholders consultation/conduct of FGD		10 days	01/Jul/11	14/Jul/11
1.2	Table Group Discussion (PMT)				
1.3	Consultation with SMEs				
3	Drafting of proposed Doctrine Development Process	PAD Revised PAM 8-01 Promulgation Letter			
3.1	Outline the proposed DDP		1 mo	01/Jun/11	30/Jun/11
3.2	Research and develop the proposed DDP		6 mos	01/Jul/11	31/Dec/11
3.3	Facilitate approval/promulgated of the proposed DDP		1 mo	01/Sep/11	30/Oct/11
4	Regular conduct of Doctrine Development Review	Regular Reports	19 mos	01/Jun/11	31/Dec/12
B	Manual Development Programmed Annually	1. An updated DDR 2. 78 manuals developed (for 2011, 20 manuals)	66 mos	01/Jun/11	30/Dec/16
1	Make Assessment Plan	Assessment Plan	5 days	06/Jun/11	10/Jun/11
2	Conduct Assessment	Assessment Report	5 days	13/Jun/11	17/Jun/11
3	Workshop to update the DDR	Conduct of workshop to update the DDR Detailed groupings and hierarchy of manuals Approved/updated DDR	3 days	22/Jun/11	24/Jun/11
4	Manual Development	10 manual titles / 120,000.00 each	6 mos	01/Jul/11	31/Dec/16
		Test & Evaluation of 5 manuals / 120,000.00 each manual title	6 mos	01/Dec/11	30/Jun/12
5	Printing and Distribution of doctrine manuals	Printing & distribution of 10 manual titles @ 400 copies per manual	8 mos	01/Dec/11	31/Dec/16
C	Transform Doctrine Center from manager of PMTs to a research capable unit with competence in the conduct of different research methodologies to speed-up the doctrine throughput time	A research-capable Doctrine Center	72 mos	01/Jun/11	31/Dec/16
1	Assessment of current	Assessment report	10 days	07/Jul/11	16/Jul/11

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	competency skill of personnel and equipment				
1.1	Formulation of the Proposed Performance Report Presentation and Handouts				
1.2	Finalization and presentation of the assessment report on the competency skill of personnel and equipment of Doctrine Center				
2	Competency build-up	Training and Policy	12 mos		
2.1	Assignment/recruitment of personnel				
2.1.1	military personnel with masters degree both local and foreign				
2.1.2	Recruit qualified civilian researchers	Salary for 4 civ. researchers (20,000/mo)	12 mos	01/Jun/11	30-Dec-11
2.2	Design and Develop Training Mgmt Package on doctrine development		1 mo	01/Jun/11	01/Jul/11
2.3	Conduct the competency training/seminar				
3	Maintenance of office & IT equipment & software	A networked Doctrine Center	72 mos	30-Dec-11	30-Dec-16
4	Regular conduct of measurements				
4.1	Quarterly conduct of regular measurement and meetings on Doctrine Development Throughput Time (Nr of days)	Periodic status of Doctrine Development Throughput Time		01/Jun/11	31/Dec/16
4.2	Quarterly conduct of regular measurements and meetings on Percentage of programmed number of PADs and manuals for test and evaluation funded	Periodic status of Percentage of programmed number of PADs and manuals for test and evaluation funded		01/Jun/11	31/Dec/16
D	Development of a Lessons Learned System under TRADOC	An established Lessons Learned System	66 mos	01/Jun/12	31/Dec/16
1	Review of current PA lessons learned system	Reviewed TDA of TRADOC			
1.1	Review of TDA of TRADOC	Concept paper on establishment of lessons learned system and center			
1.2	Assessment of current lessons learned system including consultation with stakeholders and SMEs				
1.3	Drafting policies on lessons learned system	Policy on lessons learned system			
2	Establishment of Lessons Learned Center	Activation of Lessons Learned Center	12 mos	01/Jun/11	31/Dec/16

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2.1	Fill up the organized unit/Select and assign core personnel	Activation of Lessons Learned Center			
2.2	Repair/procurement of office and mobility equipment	Mobility and office equipment			
2.3	Development and maintenance of database software for collection, storage, and dissemination				
2.4	Train personnel	Trained personnel			
3	Initial Operations of Lessons Learned Center	Lessons learned from the last 3 years are collected, compiled, and disseminated for use in combat operations and training		01/Nov/11	31/Mar/12
E	Sustain the Lessons Learned System under TRADOC	An established Lessons Learned System	60 mos	01/Jun/12	30/Dec/16
1	Regular annual assessment of the lessons learned system (P500K/annum)	Assessment Report		01/Jun/12	31/Dec/16
2	Support the Operations of Lessons Learned Center (P10M for 2012; P8M/annum onwards)	Lessons learned from the last 20 years are collected, compiled, and disseminated for use in combat operations and training Lessons learned from the previous year and selected historical operations/ campaigns		01/Jun/12	31/Dec/16
2.1	Management				
2.2	Collection of data				
3	Support the operations of Lessons learned Center for collation of historical operations/campaigns	Lessons learned from selected historical operations/ campaigns			

PA TRAINING AND DEVELOPMENT PROJECT

No.	Activities	Deliverable	Duration	Start	End
1	Improve the training information management system	Enhanced PA Training Information Management System	31 mos	01/Jun/11	31/Dec/13
1.1	Assess the current information management system (framework, policies, procedures)	Identification of gaps	2 mos	01/Jun/11	31/Jul/11
1.2	Design of desired training information management system - Consultation with stakeholders - Consultation with SMEs	Technical specifications of the information management system	2 mos	31/Jul/11	30/Sep/11
1.3	Development of desired training information	A validated information management system	2 mos	01/Oct/11	30/Nov/11

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	management system including pilot testing				
1.4	Fielding of the desired training information management system including training of personnel	1. Well-informed stakeholders 2. Trained selected personnel	4 mos	01/Dec/11	31/Mar/11
1.5	Hardware Improvement - procurement of IT equipment	Primary stakeholders are connected	24 mos	01/Jan/12	31/Dec/13
1.6	Evaluation of the system	Evaluation report on gaps	24 mos	01/Jan/12	31/Dec/13
No.	Activities	Deliverable	Duration	Start	End
2	Enhance unit collective training system	An enhanced unit training system	67 mos	01/Jun/11	31/Dec/16
2.1	Assess the current system (process, procedures, policies, personnel, and support) on unit collective trainings including the USTP	Assessment Report/Gaps	3 mos	01/Jun/11	31/Aug/11
2.2	Design the unit collective training framework and processes on the following: a. Establish unit collective training trainer certification system. b. Permanent training areas with sufficient areas and resources for bn-level fire and maneuver exercises. c. Leadership training for battalion staffs and NCOs embedded in unit collective trainings. d. Unit intelligence capability is improved by training commanders and battle staffs on how to doctrinally employ Scout Platoons and Recon Companies in R&S opns. For Scout Platoons, emphasize assessing the situation rather than combat engagements. e. Joint and combined exercises are used to validate trainings. f. Identify trainings for other combat and CS units. g. Operational staffs from platoons to brigades are trained and developed. h. Enhance the capability of LWC, TRADOC to conduct certification trainings for unit training trainers.	Proposed Policy	2 mos	01/Jul/11	31/Aug/11
2.3	Conduct workshops and consultations on proposed unit collective training	Stakeholder support for the proposed policy	2 mos	01/Sep/11	01/Nov/11

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	framework and processes.				
2.4	Template the proposed unit collective training framework and processes. A. Conduct the trainers' training b. Deploy the proposed POIs c. Utilize the identified training areas	Validated unit collective training system.	1 mo	01/Dec/11	31/Dec/11
2.5	Approval and deployment of the new unit collective training framework and process policy.	New policy	7 mos	01/Dec/11	30/Jun/12
2.6	Establish training maneuver areas able to support bn-level live fire exercises	a. Master Development Plan b. Mission-essential facilities	60 mos	01/Jan/12	31/Dec/16
No.	Activities	Deliverable	Duration	Start	End
3	Enhance the pre-entry training system	An enhanced pre-entry training system	67 mos	01/Jun/11	31/Dec/16
3.1	Systems review	Gaps identified	3 mos	01/Jun/11	31/Aug/11
3.2	Design and develop the desired pre-entry training system	Revised SOP No. 09 HPA dated 18 Nov 09, and Letter Directive dated 20 Jan 2010.	3 mos	01/Jul/11	30/Sep/11
3.3	Develop a standard and harmonized EP and officer pre-entry and pre-deployment training curricula and procedures for both recruits of Reserve and Regular Forces.	A standard and harmonized curricula for pre-entry trainings for both regular and reserve forces.	4 mos	1-Sep-11	31-Dec-11
3.4	Revision of EP pre-entry training POI including specialization phase	Revised curricula for all specialization phase of CSC.	3 mos	1-Oct-11	31-Dec-11
3.5	Enhancement of pre-entry training equipment and facilities	Enhanced facilities and equipment of pre-entry training units	60 mos	1-Jan-12	31-Dec-16
No.	Activities	Deliverable	Duration	Start	End
4	Improve HR, IHL, and Rule of Law trainings	Strengthened soldiers' attitude on HR,IHL, and RoL	8 mos	01/May/11	31/Dec/11
4.1	1. Review the curricula for HR, IHL, and military and criminal justice 2. Formulation of HR, IHL, and RoL trainers' training.	1. Revised curricula on HR/IHL for each skill level (pre-entry, Squad Leader, Platoon Leader, Platoon Leader, Company Commander, and staff officer) 2. POI on trainers' training	2 mos	01/May/11	31 Jun 11
4.2	Conduct of trainers' training.	Validated trainers' training POI	3 mos	01/Jul/11	30/Sep/11
4.3	Deploy new POIs and trainers' training	0	3 mos	01/Oct/11	31/Dec/11
No.	Activities	Deliverable	Duration	Start	End

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5	Improve the marksmanship training system	Improved marksmanship skills of infantry soldiers	67 mos	01/Jun/11	31/Dec/16
5.1	Assess the current marksmanship training system (including inspection of KDRs and assessment of MTU)	Gaps identified	3 mos	01/Jun/11	31/Aug/11
5.2	Design and develop the desired marksmanship training system from pre-entry, sustainment, and advanced skills including revision of marksmanship curricula	Amended marksmanship training: 1. Framework and Policy 2. Competencies	3 mos	01/Jul/11	31 Sep 11
5.3	Review and revise the marksmanship curricula for specific positions	Revised marksmanship curricula	3 mos	01/Sep/11	30/Nov/11
5.4	Review and revise the trainers' training	Revised marksmanship trainers' training POI	3 mos	01/Sep/11	30/Nov/11
5.5	Conduct of trainers' training for SDMT, BRM, etc.	Trainers for: 1. DTUs 2. Infantry units	6 mos	01/Oct/11	31/Mar/12
5.6	Repair of marksmanship equipment of training schools	Proposed TDA of MTU, TRADOC	3 mos	01/Oct/11	31/Dec/11
5.7	Fill-up of personnel and TDA equipment of MTU, TRADOC	Equipment and personnel of MTU at 85% level	12 mos	01/Jan/12	31/Dec/12
5.8	Repair the KDRs of 1ID, 2ID, 5ID, 8ID, 9ID, and 10ID	Repair of two (2) standard (rifle and carbine) KDRs annually	60 mos	01/Jan/12	31/Dec/16
No.	Activities	Deliverable	Duration	Start	End
6	Improve leadership training and development	An enhanced leadership training of Army personnel	67 mos	01/Jun/11	31/Dec/16
6.1	Review and assess the current Army leadership training and development framework.	Identification of gaps	2 mos	01/Jun/11	31/Jul/11
6.2	Design the desired leadership training framework	Army Leadership Training and Development Framework and policy	2 mos	01/Jul/11	30/Aug/11
6.3	Revise/develop the desired leadership training POIs and trainers' training	1. Revised POIs of leadership trainings for F/Sgts, PSGs, Squad Leaders, and Fire Team Leaders (similar to Warrior Leader Course). 2. POI of trainers' training	4 mos	01/Jul/11	31/Oct/11
6.4	Design the leadership studies center within TRADOC	Proposed TOE/TDA	2 mos	01/Aug/11	30/Sep/11
6.5	Establishment of center for leadership studies center at any school of TRADOC	1. Activation of a Center for Leadership Studies within TRADOC.	3 mos	01/Oct/11	31/Dec/11

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		2. Equipment fill-up of the center			
6.6	Initial and sustained operations	Publication of at least three leadership studies/annum	61 mos	01/Dec/11	31/Dec/16
No.	Activities	Deliverable	Duration	Start	End
7	Ensure responsive and efficient instructor certification system	An enhanced instructor certification system	7 mos	01/Jun/11	31/Dec/11
7.1	Assess the current system, process, procedures, and policies on instructor system including current trainers' training	Assessment Report	2 mos	01/Jul/11	30/Aug/11
7.2	Design and develop the desired instructor certification system	1. Policies to support the instructor certification model 2. Instructor Development Manual 3. Revised TOE of concerned units 4. Revised POIs for trainers' training	2 mos	01/Aug/11	30/Sep/11
7.3	Template the proposed instructor certification and training system	Conduct of trainers' trainings	9 mos	01/Oct/11	30/Jun/12
No.	Activities	Deliverable	Duration	Start	End
8	Improve the system of analysis, design, development, and evaluation (ADDE) of training programs	An established ADDE system	19 mos	01/Jun/11	31/Dec/12
8.1	Assess the current ADDE system (policies, processes, and procedures)	Gaps identified	3 mos	01/Jun/11	31/Aug/11
8.2	Design and develop the desired ADDE system	1. Proposed ADDE policy (framework, procedure and certification system) 2. Proposed organizational restructuring	1 mo	01/Aug/11	30/Aug/11
8.3	Implement the desired ADDE system	1. Approved ADDE policy 2. Desired structure filled-up to desired personnel and equipment level	4 mos	01/Sep/11	31/Dec/12
8.4	Develop POIs for ADDE trainings	1. Proposed ADDE training POIs 2. Template ADDE trainings	1 mo	01/Sep/11	30/Sep/11
8.5	Conduct the desired ADDE trainers' trainings	Validated ADDE trainers' trainings	3 mos	01/Oct/11	31/Dec/11
8.6	Revision of POIs to be competency-based	1. Manual on Job Descriptions 2. Reviewed POIs	13 mos	01/Dec/11	31/Dec/12

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9	OG8 skills development program	OG8 personnel are competent to analyze, design, develop, implement, and evaluate PA training programs	15 mos	01/Oct/11	31/Dec/12
9.1	Assess the gaps (policies, processes, and procedures)	Assessment report	3 mos	01/Oct/11	31/Dec/11
9.2	Implementation of skills development program	Conduct of training/development	12 mos	01/Jan/12	31/Dec/12