00:00:00:00 - 00:00:11:03

My first name is Christopher C h r I stop H.E.R. My last name is good r G.o.o.d a r t And what's your rank and position like? What do you do?

00:00:11:05 - 00:00:19:09

I My rank is Command Sergeant Major and I am the Command Sergeant Major for the First Security Force Assistance Brigade at Fort Moore, Georgia.

00:00:19:09 - 00:00:30:07

the first one is what is the most impressive thing about security force assistance brigades?

00:00:30:09 - 00:00:41:13

I think the most impressive thing about the security force assistance brigades is the quality of individuals that have volunteered here to serve in that organization.

00:00:41:13 - 00:01:07:21

I think the experience that advisors that have volunteered to come and serve in these brigades across their specific specialty or warfighting function is absolutely amazing and is what allows us to assist and train our partners in the things that our partners are interested in learning or getting better at.

00:01:08:15 - 00:01:28:04

so for me, again, it's, it's the, the quality of individuals that have made the decision to serve in the organization and that the dedication that they have to continuing to self improve and pass that knowledge throughout the formation as well as to our, our partner forces

00:01:28:04 - 00:01:34:07

get perfect. Yeah. Take as much time on that. It was a great interview.

00:01:34:07 - 00:01:42:14

Okay. That was perfect. what are some of the challenges of working with a partner force?

00:01:42:14 - 00:02:08:21

Some of the challenges of working with a partner force? First would be there is a language barrier that exists, so you have to overcome that. And we do that in a couple of different ways. One is with is with linguist support as well as the individual language skills of advisors that serve in our organization.

00:02:08:23 - 00:02:34:21

We're able to find advisors that may already speak that language and bring them into the formation. But at the same time, we have a language training program that exists so that we continue to improve upon the language training that our advisors have, which then reduces the need for linguist support, but also allows us to build a better relationship with our partner.

00:02:34:21 - 00:02:39:18

Because now it's one on one conversations without an in-between between

00:02:39:18 - 00:02:51:19

what? What are the challenges? What challenges are unique to an SBM versus the conventional army?

00:02:52:11 - 00:03:21:20

Yeah I think the the difference between when it comes to challenges between a conventional brigade and an S fire brigade first would be that that we are recruited organization, we are a volunteer organization. And so we have to reach out across the Army and find one individuals that are willing to serve and to the individuals that meet the criteria and are the right person to serve in that capacity.

00:03:21:22 - 00:03:55:11

Because not everybody yet there are a lot of great soldiers and maybe they're just not interested in advising or that that that that's not their specialty in passing knowledge to somebody or they don't they just don't aren't interested in serving in that organization. So I think that's the first thing that's different. The second thing that is different between a conventional force and an S fab force is the lack of the entire organization being moving in the same direction at the same time.

00:03:56:09 - 00:04:29:11

a traditional Army brigade combat team, the entire brigade is usually on the same re-arm cycle in an AC fab. We're operating really in three cycles simultaneously every single day with one one portion of our force currently employed with our partner, one that is in its collective training, preparing for employment and the third that has just recently received returned home and is beginning its individual training pipeline to to prepare.

00:04:29:11 - 00:04:44:02

So I think that is a is is very difficult for us. It's hard to focus the entire organization in one specific thing, like I said, because there are three different distinct cycles going on at any point in time. I

00:04:44:02 - 00:04:53:10

really like that piece to lead into the explanation. I told you I was thinking the same thing. One of my other questions was about telling me about the cycle of the eight.

00:04:53:12 - 00:05:11:16

Sure, you just gave a great free fall to like what? That is our fabulous. So, yeah. Okay, we're piecing it together here as we're like, we're editing it down. Yeah, yeah. That's our good. Yeah. Okay. What are the character? What are the characteristics of a good SC fab in

00:05:11:16 - 00:05:37:12

the characteristics of a good SE fab advisor. Ah, one technical and tactical knowledge, high character are willing to share their knowledge with others and someone that's dedicated to continuing to learn new things and better themselves.

00:05:37:12 - 00:05:47:05

Super good, Really good. What are the benefits of the SE fab being regionally aligned?

00:05:47:05 - 00:06:15:03

The benefits of our regional alignment in the fabs allows us to very be very specific in our focuses in certain countries. We operate in some countries on a persistent basis. We are always there, we always have teams and in other countries we have we're in there advising episodically.

00:06:15:05 - 00:06:38:16

The regional alignment allows us to really hone in on the combatant command priorities that they have for that area of responsibility, build partnerships and friendships with with that partner nation and the armed forces and the leaders in the armed forces that that we're working alongside.

00:06:48:21 - 00:07:01:00

and I think it also allows us to do better handovers between our, our, our mission packages because we're building those relationships.

00:07:01:05 - 00:07:16:11

We many advisors are going into a country or that air for the second deployment. So they have a basic understanding of the region and the things that our partner is asking us to help them with.

00:07:16:11 - 00:07:27:15

That was my, my favorite answer for regional. I agree. Yeah. Super good. Yeah. Yeah. Fabulous. You're explaining this great. And the way of the pacing was really well because a lot of guys are seasoned.

00:07:27:17 - 00:07:36:20

Yeah, it was. I think consulate had just been here. Yeah. This is the commitment we're helping and supporting. The bigger. Yeah,

00:07:36:20 - 00:08:01:15

Yes, I have deployed very on a very short 60 days in Panama that the brigade advisory team was asked to go down and assist our our Panamanian and Colombian partners with some issues that they were having, specifically with irregular migration.

00:08:01:16 - 00:08:37:20

Typically, the brigade advisory team is not employed on a normal cycle. The brigade advisory team is put into a country when when requested by the combatant command for specific reason. But typically our employment cycles are led by battalion advisory teams and the and then the sub the the mats cats eat slats and fats that belong underneath that task force.

00:08:37:20 - 00:08:57:21

Commander, I don't know if that is true. I know. I just. okay. I can give me a second and I'll. I'll be I'll find a way to explain it. Maybe we don't need to go that deep into them. Yeah, I think we're good. I want. Here's what I want to know next. I want to know, how were the how did the Panamanians how was your work received by the Panamanians?

00:08:57:21 - 00:09:05:12

How does a team hand over their responsibilities? Responsibilities before they rotate back stateside? So, like, what does that kind of look like?

00:09:05:12 - 00:09:27:07

Yeah, so we use a traditional, you know, relief in place methodology. We always do everything we can to make sure that those are face to face handovers inside the country so that the new team is able to get an idea of the area, meet the partner.

00:09:27:09 - 00:10:03:01

There are some instances when on episodic missions that we're rotating in and out of of a partner nation that maybe we're not physically on the ground in that location when the relief in place takes takes place. And so in those instances, then we make sure we do a very good handover, whether it's in a in a an alternate location or whether we use, you know, MSSP teams or video conference to make sure that we're passing those things off.

00:10:03:01 - 00:10:21:17

But we do a very we have a very deliberate relief checklist that we ensure that is met by the by the task forces before we we we officially transition that authority to the next force package for interesting.

00:10:21:17 - 00:10:33:00

Okay. If you were recruiting somebody to come join you, Sure. What would you tell them?

00:10:33:00 - 00:10:39:19

Well, I, I spend a lot of time recruiting people.

00:10:39:21 - 00:11:25:20

So I think the biggest thing that I tell them is I let them know they're coming to join the ASVAB is going to expand upon the knowledge that you already have. It is going to allow you to operate and see how our army runs, how our partner force is run at a higher level than their current grade or position in the army typically would expose them to the nature of small team dynamics allows for leaders in the army to really mentor the people that are that are working alongside them in our teams.

00:11:25:22 - 00:12:02:07

And so you're going to be exposed just in the nature of the way that our teams are built to things that are are not in your normal, you know, daily duties and scope. A great example, you know, on a on A and any of our advising teams a maneuver advising team is a good example. You know in there we have infantry soldiers, we have communications soldiers, we have medical personnel, we have engineers, we have logistical advisors.

00:12:02:07 - 00:12:35:07

And so and they're all working together on the same team. And so even though you may be an infantryman in or in or armor, you are going to be exposed on a daily basis with the logistical field, with fires, with communication. And our expectation is that the advisors have a general knowledge of all of those things so that we can advise our partner appropriately when when they need something from us in that specific area.

00:12:35:09 - 00:12:49:16

And so it's a forcing function for you to expand your knowledge base across the army and the things that we do as a army across all warfighting functions as a total force

00:12:49:16 - 00:13:09:18

partner. Yeah. Okay. What would you say? Or move or get almost that? Or what are the biggest external challenges that staff faces? External challenges

00:13:09:18 - 00:13:26:06

Well I think it goes back to, you know, a challenge is is Manning making sure that we have the amount of people that we need to meet the requirements that we're asked to do by the United States Army and by our partner force?

00:13:26:06 - 00:14:02:23

and the biggest external challenges? And as fab can face is is again, Manning having the appropriate people to meet the requirements that were that we were asked to fulfill from the army and from our partner force as well as time in general, you know, to go through and spend the amount of time to prepare an advisor to be in a good place and ready to to go into a foreign country and advise a partner takes a lot of time.

00:14:03:01 - 00:14:32:17

And just like every unit, the United States Army time is a finite resource. And so those things are hard for us when when we look at where do we assume risk in training to make sure that we're giving the advisor that the right level of training in the areas that we need them to be trained into to provide this the the partner force with what they're asking us to give

00:14:32:17 - 00:14:36:13

really like the time ready to go.

00:14:36:15 - 00:14:58:08

Okay, this is the one that I this is the softball that you use. Knock it out of here. You never know. Yeah. You got this And I'd like you to phrase it with the question, but why does the United States Army need aspects?

00:14:58:08 - 00:15:24:00

I think the United States Army needs as fabs to continue to build our relationships with our partner forces that we will potentially fight alongside against a foe or or even just in a humanitarian crisis.

00:15:24:02 - 00:16:24:13

And so the fabs allow us to build those relationships in those countries and with those leaders so that there is one common communication, there's open communication, there's common understood ending of the way that both the United States Army and our partner forces are structured and the priorities of their nation. I think that the fabs also are important to the United States Army because we are able to focus in those areas that take that does not require the army to use a traditional brigade combat team in that space or in that mission, which then takes away from the leadership in that organization.

00:16:24:14 - 00:16:54:07

And, you know, when you look at before the fabs were there, we were advising in Afghanistan and Iraq, and that that typically took a brigade combat team, a small portion of it, or maybe half of that brigade combat team. But it was primarily focused in the leadership that was being sent over there. So we could advise a partner, which then really degrades the the the readiness of the organization that that was tasked with that mission.

00:16:54:09 - 00:17:06:15

And so an S fab allows the army to send a specific focused unit down there to do the advising without reducing the readiness of brigade combat teams.

00:17:06:15 - 00:17:28:12

735 This answer knocked it out to seven was an open start, but you're the last of the four. Okay, What is something this is all your last question. So what is something that we should know about ESP fabs that we haven't asked you about today?

00:17:30:09 - 00:18:03:20

I think the thing that you should know about fabs is the product that we give back to the United States Army. There is across the force, there are people that that are maybe not the biggest as fab fans. And the reason for it is because we are bringing in talented soldiers from their organization to serve in ours. But what they should know is that the training and the things that they're exposed to in an SE fab is is there to benefit the army in general.

00:18:04:01 - 00:18:32:07

In the future. We're going to expose a staff sergeant or a sergeant first class to operating two levels higher than they're normally going to be operating. And so the product that we pushed back out to the Army, once they served their tours in the fab and they come back to whatever brigade that they end up serving in, what what those brigades should see is a better product.

00:18:32:09 - 00:18:44:20

A highly competent, trained noncommissioned are often noncommissioned officer or officer that is thinking at a higher level than many of their peers.

00:18:44:20 - 00:19:00:17

I love that. Can I feel good? So good. Can I add on one more question? Absolutely. Okay. So you were just talking about serving, you know, they might be advising somebody who are outrank them. How does as fab train them for that?

00:19:00:17 - 00:19:09:22

How do they prepare them for that mission where they might be working with a partner who outranks them by multiple echelons?

00:19:09:22 - 00:19:32:23

So we do give them training in those specific areas for operating with a partner that is more experienced, higher ranked than the advisor that is serving with. Alongside that partner. Some of it we have the I'm sure we have can't see one.

00:19:33:00 - 00:20:07:06

I got to think of the acronym. Can't see what the heck does it stand for? Everybody's in the same category. So they feel actually, yeah, it's the OC. I got the combat advisors training course catch. See that exposes them to some of the techniques communication techniques and understanding that. Let me start this. You're good. I'm trying to. Okay.

00:20:07:08 - 00:20:09:11

Ask me the question one more time. Yeah. Okay.

00:20:09:11 - 00:20:28:20

Well, you were just talking a second ago about how sometimes the advisor would be advising their counterpart who has more experience, who is higher rank? How does how do as fabs prepare their advisors to handle those situations?

00:20:28:20 - 00:20:46:18

As fabs prepare their advisors to handle situation when they're advising a partner that may be higher rank or more experienced than than the advisor themselves through schooling, through the combined.

00:20:46:20 - 00:21:33:18

Do the combat advisor training course? Sorry, through the Combat Advisor training course, the advisors are also exposed to operating in explaining you know, things to, to someone that's more and more I'm trying to think out is that the senior more senior to them advisors are better prepared to advise someone that is senior to them through the training that we do in preparation for employment.

00:21:33:19 - 00:22:04:16

We, we set up through our training. There are scenarios where that advisor is, is working along someone that is absolutely more experienced in a lot of cases where we're using retired senior leaders that are coming back in to assist the brigades. And so you could have a captain that is advising in a training scenario or a retired colonel or a retired general, and they're there.

00:22:04:20 - 00:22:17:02

They're going through that during the training portion of our and our cycles. my God,

00:22:17:02 - 00:22:32:01

I'm stumbling on you, does your job. So we got good intelligence and so we can have a captain advising a colonel or general said a great we've done a great job with the cut there. Yeah. And maybe let's just do a sentence like, you know, these exercises.

00:22:32:01 - 00:22:36:02

Absolutely. Prepare them for. Yeah, yeah, yeah.

00:22:36:02 - 00:22:46:02

The training scenarios that we're putting these advisors through or is absolutely preparing them for advising someone that is senior to them in grade or position

00:22:46:02 - 00:22:49:13

Campaign today to win tomorrow.

00:22:49:15 - 00:22:49:23

Now

00:22:49:23 - 00:22:53:14

campaign today to win tomorrow better.

00:22:53:14 - 00:22:59:03

Victorious together when we're time victorious together. Awesome.