00:00:00:00 - 00:00:17:12

My first name is Andrea, eight and D RTA. My last name is Gibson G, IBS, and. Okay. And then what's your rank and your title? My rank is Master Sergeant and currently I'm the brigade as to NCIC.

00:00:17:12 - 00:00:38:08

Okay, so as Facts mission aligns with the Army strategic roles in the campaign or competition forum and continuing primarily in shaping the environment for future operations,

00:00:38:08 - 00:00:48:07

so we play a critical role in shaping the operational environment for future operations.

00:00:48:07 - 00:00:49:10

I love this one.

00:00:49:11 - 00:01:09:16

And this is an opinion thing, of course. What is the most impressive thing about SC fans? Ooh, wow. There's so many impressive things about ASVAB. Okay, I didn't read this question. This is the first one. Where do I start?

00:01:09:18 - 00:01:33:19

Okay. I think that some of the most impressive things about fabs are the they're so unique in that you don't find these in your maneuver, your force comm units, those line units. Other than SOF, you're not going to do what you do in the ASVAB as an advisor anywhere else. Yeah. I don't know if that's Yeah, that's perfect.

00:01:34:00 - 00:01:50:05

Are we, we, we delay in responding so we don't step on your, on your words. Okay. Yeah. So that's why we're saying it's not like are you there every day like take me out and if you say something really funny, it's hard for us to respond. Yes. You know, it will mess up the sheet will mess up the click.

00:01:51:02 - 00:02:23:05

you have to like on it before school, quiet would be way. That was perfect. I'm like, I'm doing great. What are some of the challenges of working with a part force? Wow. Okay, so the challenges are vast, but in my opinion, I think that the challenges we see with really working with our counter parts and partners is really personality based.

00:02:24:07 - 00:02:31:00

which is unfortunate. I don't know, I guess I think that one through a little bit. Let's see here.

00:02:31:00 - 00:02:36:12

We cut a lot. Well, I think that there's very there's a lot of unique challenges.

00:02:36:12 - 00:03:08:08

This fab I just don't I wouldn't know how to phrase the personality thing be a cultural thing. Like cultural differences. Maybe that's a word. Yes, cultural differences do play a part. But I think that you take a young staff sergeant who they know their experience, you know their life, and you have you uproot them from America, you place them in this country and you say, no, go make them great.

00:03:08:10 - 00:03:31:19

And how do you everything that they know and everything they did would be useless if they can't get along with their partner. So I think that's why I say that's a unique challenge to us. FAB But I don't I don't know. I was I thought I needed to rethink giving us a good personality too. Okay. And like, we've had a lot of, like, robotic.

00:03:31:19 - 00:03:57:14

This is what we do and that doesn't look great on film. You've got your personal of all you guys are just like confidence boosters over here. I just have none myself. One of the best actually, is the bad news. I gather that. Don't worry. I gather that your wife is pretty upset, right?

00:03:57:15 - 00:04:36:11

Yeah. Okay. Fabulous. What are some of, like, the what's what were some of the differences between ASVAB and the conventional army? For somebody who doesn't know anything about it? All right. Differences for someone who doesn't know anything about this fab. Well, the differences are great, so I guess you could start there. But what you'd see, I think from an ASVAB to conventional unit primarily, I think everyone probably started this way is what would take a platoon to do a job in the ASVAB.

00:04:36:13 - 00:05:00:00

You do with one person in potentially would take a company to do a job you see done with one person ASVAB and that's very unique, says Fab, which I mean it's really beneficial for the advisor because they get to really develop themselves and, and grow not only as a soldier but also as an advisor in the conventional unit.

00:05:00:02 - 00:05:21:06

You're bogged down with the soldier responsibilities and you know, yeah, that's tough. But you know what? I was getting it right. I don't know how to say that. That was a great answer. Again, I'm telling you, you're doing great. Thank you. It's hard with all I mean, we're sitting over here,

00:05:21:06 - 00:05:29:22

We have an eight week plan. We do have training in place the eight months actually to two cycles, eight months of six months.

00:05:29:22 - 00:05:50:19

We have we have training in place. But you know, to try to counter the 18 years with 18 months is still a challenge. Yes. So I don't know. Chris, what do you think? Like how you said it was great. Yeah. And we'll we'll look at it with here's the solution. Yeah. Do you think that that'll be enough? Because we've had lots of people talk about anything.

00:05:50:20 - 00:06:05:12

Yeah. So you think a good or do we need a like. I think, I think okay I think we're good. I love again she's given us such great personality right now and that creates this speaking to some what are some of the we've been missing so far I think but I think that my my concern is pointing out problems without solution.

00:06:05:12 - 00:06:12:16

Yeah. So if we say if I were to say something along the lines of let me think this through,

00:06:12:16 - 00:06:23:14

Yeah. It's a lot it's necessary. Well it's actually a it's a phenomenal training pipeline that we created, which I just came out of the working group for the TechShop in three.

00:06:23:14 - 00:07:06:06

For one, I wrote the intelligence portion of the tax up, but the I got to contribute to the, the, you know, the rest of the document. But what I did see for the 350 dash one, we we put a lot of time into the advisor attributes those that training pipeline specifically for advisors because you know you shoot move medicate advise and what what we saw is that the training is not like you see in any of the other conventional forces that that training specific to being an advisor, we really had to dissect just all of the Army training tasks and be like, No, you need this test.

00:07:06:06 - 00:07:24:15

We need to do this test. The advisor needs to be good at this, but again, we do all this training, we uproot the soldier, we put them into a country. If they don't get along with their partner, it's all for nothing. I don't know. Love it, love it. Perfect. Hold on. Hold on to the comments a little longer.

00:07:24:19 - 00:07:26:13

When you're done.

00:07:26:13 - 00:07:40:06

I think that everyone's going to tell you there's 11 characteristics to a good advisor, but in my opinion, those characteristics mean nothing Again, if you can't get along with your partner.

00:07:40:08 - 00:08:09:14

But what that translates to is I really think it boils down to self-control and a certain level of humility, maturity. So in my opinion, some of the best characteristics of an advisor would be that self-control and humility. Yeah. Do you do the 11? boy, you're going to test me. Okay, this is nobody's no number. really? Let's see if we could do all right.

00:08:09:14 - 00:08:11:12

11. I can't do them.

00:08:11:12 - 00:08:32:13

bit about the mores? So, okay, I feel like I'm on the board. I don't know if you guys are in sales before, but. All right, so trust me, I am the Florida State Probation NCO. and again, if you're not comfortable.

00:08:32:13 - 00:08:51:13

Yeah, let's do it. Okay. The Braves are awesome. I think that's. I mean, you see a green Beret, you know what I mean? You see the timbre. You know what it means? You see the red beret, airborne. You know what it means? Excuse me? You see the. You see our beret, the brown beret. And we're just learning what that means.

00:08:51:15 - 00:09:13:20

And I think that, we know as advisors, when you write the you unit, they tell you the brown is representation of the dirt that you train with, you train on with your partner, they mess it up, apologize. The brown, It represents the dirt that you train on with your partner.

00:09:13:20 - 00:09:38:13

So I have not deployed, but I served several years as the military intelligence company. First Sergeant and I deployed soldiers and we would augment force packages with intelligence, advisors. So I deployed several intelligence advisors, and I always assist the intelligence advisors from cross and Brigade in preparation for the deployment.

00:09:39:13 - 00:10:00:12

and I would love to tell you about the stories some of the things that those advisors did in country. okay, just go for it. well, let's see. So the reason I wanted to bring it up because I don't, we talk about the advisors all day, but intelligence is a, it's a, it's a niche community, right?

00:10:00:14 - 00:10:36:11

I they're not advertised for good reason. You know, I'm not, I can't sit here and say is is Statler and so-and-so did this but I can tell you that we had a staff sergeant go into Jordan and spearheaded the intelligence synchronization efforts across the country. And for a staff sergeant, just a young staff sergeant to go into Jordan, a country that he's never been in before, and run synchronization efforts for the intelligence community.

00:10:36:11 - 00:10:57:07

I think that it's just something you will never see in another organization in it. But it takes again, it kind of goes back to those attributes that we were talking about, and it takes that really special person to be able to do something like that. And that is what you would call an advisor and you really don't define it in other can't really define it elsewhere.

00:10:57:07 - 00:11:04:13

But let's see another story that was really, that was really good. Absolutely. So we have, we have a lead for the

00:11:04:13 - 00:11:19:02

30800. Okay. So has our first class. I w it's a 35 tango. he went into country in establish for this country their first ever intelligence database.

00:11:19:04 - 00:11:47:06

In doing so, he was able to basically streamline their targeting process. He cut the time from identification of a target to basically bomb on target three quarters. But his efforts were first ever done for this country. No. One, he went in there with a good idea and some initiative, in establishing intelligence database. And I think that again, you can't get that in another organization.

00:11:47:06 - 00:12:00:01

That is something that you only see in ASVAB, just a certain class. I w, you know, sorry, I feel like I'm just talking to you guys sometimes and I look at doing it on camera.

00:12:00:01 - 00:12:10:22

And so I would say that the benefits of an SE that being regionally aligned allows for the partners to get acquainted with a person or a group of people.

00:12:11:00 - 00:12:45:19

And you can pass that down throughout the rotations. But then if the opportunity arises where you can go back, you had that relationship established in, like I said before, that that partnership. It's it's I want to say it's intangible, but quite frankly it's it's very tangible, the relationship. But having the ability to go back into the footprint that you you previously had, you carry that knowledge and that experience from that country, those cultural practices, you start to know them.

00:12:45:23 - 00:13:21:08

And that really helps with developing that relationship with your partner. And would you say that that's particularly important for Intel? Wells Yes. so for Intel, it's so our, our mission so different in that we want to assist our partners with Intel, but we're also skeptical of each other. But what's so important, I guess, with Intel in really is just not only do we advise, but we can bring our our assets.

00:13:21:08 - 00:13:49:22

You know, we support and liaise. And that's huge piece of this puzzle, especially for many of these countries. And so our intelligence advisors, when they go into to country and they're working with their partners, with partners, often look to them for Intel. And that's where it's great for, you know, a soldier that's coming from a regular unit to show up and they get to do their job and they get to do it right alongside the partner nation, which is again unique only to ASVAB.

00:13:50:03 - 00:14:27:15

So, fabulous. so at times an ASVAB might be advising a higher ranking counterpart. How does that is how did, how do you prepare for that. Well, that's a great point. I think that it's so we asked that same question how do we prepare our soldiers to work two echelons above, you know, how do I have a staff sergeant who needs to go advise a general or colonel?

00:14:27:17 - 00:14:48:20

What does that look like and what type of training would they need to do? And we explored those questions over the past several months while we were building our TechShop and our 350 Dash one because we wanted to make sure that we had them properly equipped to go into country. and I don't know that we answered the question, but we sure tried.

00:14:48:22 - 00:15:13:10

I think that what it came down to is that the tasks that you would see accomplished through a, a brigade headquarters that would take a compilation of soldiers to accomplish, we assign that task to an individual and they have to learn it. Now, if this is successful, I don't know. I don't know if this is going to work.

00:15:13:10 - 00:15:30:08

Sorry. No, but but I think that ultimately the training pipeline that we established, we're hoping it will be successful by really pushing the limits of every advisor before they go into country as opposed to that last line.

00:15:30:08 - 00:15:50:17

Again, let's remove hope. yeah, we've got an England for him. it's he'll, he'll look like the hope. hope everyone loves ho hope is open God fans so know all about But he hates the word hope okay except for I don't know what I said the last part was, you know, part of our part.

00:15:50:17 - 00:16:28:00

You know, it's maybe put an important part of our our pipeline training is to prepare that soldier. Yes, they will be. But that situation. Yes, what you said, you mean the very so an important part of the training pipeline that we establish was to prepare our advisors to see that. Right. So important part of the training pipeline that we establish for advisors was to prepare them to be able to work two echelons above where they are now.

00:16:28:01 - 00:16:31:10

And I don't know what I said, I'm so sorry.

00:16:31:10 - 00:16:39:15

that you can train but actually goes back to our recruiting in our targeting how we target our, our recruits.

00:16:39:17 - 00:17:02:17

One of the challenges that we have in as fab right now I think is that well, everyone can tell you Manning is a challenge. We know that. But for the challenge unique to us is that we are struggling to target the audience that we need in order I guess to how would you say that to be a successful advisor?

00:17:02:17 - 00:17:24:19

I, I don't know, honestly, that I know what I'm thinking to recruit the personnel that we need to accomplish the mission. Yeah, we're not. It's the it's that how who we're targeting is or maybe not targeting. It's the I don't know. I don't know the word of. But yeah, I don't know. I know what I'm thinking. I can't, I can't articulate it.

00:17:24:21 - 00:17:49:03

How long are you going to stay with this fact for Two years. Two years? I just recently switched to the Brigade a students orientation before I was saying no. For Cavazos, I was a first sergeant down at the Expeditionary Military Intelligence Brigade beforehand. Yeah, Very cool. Can you. Can you come? There'll be a piece of the film world, Will.

00:17:49:05 - 00:18:16:06

We'll talk about the background for me. Can you tell me where each of the battles go, where they're reaching? shoot. Okay, It's like a test. let's see. So as fabs are all globally aligned, first is a line to so com. I believe this is a trick. I'm not going to know I it to Mobile, Alabama the third circuit of the second stab is aligned to AFRICOM.

00:18:16:08 - 00:18:43:19

Third line to CENTCOM, fourth is aligned to Yukon, fifth is aligned to Paycom. Is it pay or perform pick come Peckham I call I call it PACOM. But, but maybe it's PACOM that like is that com tech PACOM, PACOM. I don't know. Don't ask now Well now I don't know. You ask me, you just say hey what's the Pacific.

00:18:43:23 - 00:19:17:20

I, I, I don't know I always kind of pick on the ocean. Three to the pond. The big one. Come on, Come on. Okay, so if you were recruiting someone to come join you here now, what would you tell them to do? A lot of recruiting and but I don't necessarily tell them things when I get the opportunity to talk to a potential advisor, I, I ask them, what do you want to do?

00:19:17:22 - 00:19:44:15

And usually get two responses, predominantly at least for the intelligence advisors. And they'll tell me, I want to do my job and I want or they'll say, I want a new challenge. And I love it when they answer that because my response is always so simple. Well, then jobs for you. It's this easy. Okay, hard stop. You know, sign the papers.

00:19:44:15 - 00:20:05:11

Let's go. Yeah. I love that money. Yeah, that was definitely on. And your demeanor changed when you did it, too is perfect. You're like, I'm serious now, Chris. Recruit, recruiting, Recruiting. Now, I've never heard you say, Chris, let's be serious. Yeah.

00:20:05:11 - 00:20:33:14

so the, the biggest challenges that as fabs face are unique because we don't chase, we don't, we don't suffer from and I can't speak now, so let me start over. the biggest challenges that we see in s fabs are not the same type of challenges that you would see in another organization.

00:20:33:16 - 00:21:23:15

We don't have funding issues. We don't have the issues with soldiers. We our soldiers want to be there. They want to do their job. Motivation is not an issue. We everyone's going to tell you they have manning issues, but that's not as fabs specific challenge. That's an army's challenge. but specific to the ASVAB, I would say that some of our, our unique challenges is that we are so young in our organizational development that we are building it as we go and that in itself is a challenge and you show up and you think that these things are going to be placed because all the units you've been to throughout your career has been established

00:21:23:15 - 00:21:46:17

for years and years and decades, centuries. I mean, well, that's not true, but they've been established. And so you see historically in the north and you get to this job and you're just like, this is supposed to be such a premier organization. What's going on? You don't have this established. You know, we're building it and we have to build it specifically to what we do in.

00:21:46:17 - 00:22:10:04

It's not like the other organizations, it's not like the one unit. So that in itself is a very unique challenge. It's hard to really articulate, though. I don't know if I did a good job or something like that. I mean, this is great because this is a new one for us to do a lot of recruitment, and believes that everybody is going to have that.

00:22:10:04 - 00:22:35:18

Yeah, but that was a, that's a good spin on this because we didn't know hardly anything about this. I did not know how young it was. Yeah. You said you like to talk strategic. it's shaping up more shaping operations. Well, it was, I guess more the warm ups. Now, are we going to talk China? Let's talk China.

00:22:36:02 - 00:23:07:19

yeah. Okay. So how do Russia or China attempt to mitigate the issue? So you know that I can't really answer this question, but I will tell you this, okay? We have to love China. We love China. I mean, competition makes you better. So what's not love? What's not to love about China? That's its goal. And really, where in the hell is she going to let us do it?

00:23:07:19 - 00:23:27:21

I can see that that's in class, right? That I love. I love. I love that. Yeah. As that should have. That is like a no. I mean, because then internal do something like Russia brilliant show how much stuff they are like well I mean we're better than both of them so I don't even mention Russia because they're just they're out there doing their own thing now.

00:23:27:21 - 00:23:56:14

Right. But regularly, even though we just released a movie called Near Pure Russia, and then they trip over their shoelaces, but a lot of them have said, you know, nuclear. Okay, sure. Near-Peer conventional. No. Yeah, I do love how that was. That was really good. Is it is it difficult for us fabs to complete their mission without having like boots on the ground?

00:23:56:16 - 00:24:33:18

So, you know, wow, we have attempted to advise, support and liaise from afar, reach back capabilities. And I feel like one thing rings true. It's just not the same. It's just not the same. You cannot replicate the in-person face to face conversation. Yeah, you must for the situational awareness that we have to look at that we do have only a couple more questions.

00:24:33:18 - 00:25:00:03

Yes. Okay. This is the one I want. You all want to get that attitude you use of a lot of backstory and drop some knowledge on me. Why does the United States Army. you went big, big strategic. what is army need as as I mean the real question here is why doesn't the army need as fab?

00:25:00:03 - 00:25:21:08

I think that's the real question is how can they function without them as fab is literally shaping the environment for our future operations. And I feel like you know, if I could say this, but I feel like they cannot go without us. I know that financially and I'm probably going down the rabbit hole here, but just bear with me.

00:25:21:10 - 00:26:01:10

I think why is Fab was established If we just talk about that real fast, it's like, okay, hey, we need to lighten the load for our soft partners. So they can do what they do. But if we're being honest, the the bulk of what we would get from our partner forces in, in what the fabs can bring potentially to future operations, whatever they may be or wherever they may be, I think that it's an invaluable asset in and, you know, we're still in our infancy, so we're still really trying to figure out what that looks like and how we get to that point.

00:26:01:12 - 00:26:26:22

But I think that right now, even with the the young soldiers going forward and we're, you know, for arson, we use arson as an example. The soldiers going into arson, they're planting seeds. And we see that those seeds may not blossom, but they're taking root in if something were to kick off, everyone's gonna be grateful that they had as fat for that.

00:26:26:22 - 00:26:50:18

Yes. Okay. Well, how are you going to like, nailed it. Now, let's go now to the movie. Now you're going to also mention the last part of that last question. What is something we should know, the world should know about us fabs that we haven't talked about yet here today? Anything you want the world to know about as fabs?

00:26:50:20 - 00:27:15:13

Well, I know that I guess as fabs are not the all-American army, so we're not 82nd. We know the 80 seconds out there. You know, their their little slogans and their mottos. But what the fabs are is we are preparing the way for them. And I think that if the world need to know anything about this fab.

00:27:15:15 - 00:27:36:09

I don't know. I don't know how I'd say that. I think that what you said in your previous R&D group about pregnancy, about shaping the future, all of that and then that's impressive. Okay. So here's one for you to say that just for a moment. I would have you look unlike we've been like we're doing this this town for illustrating this camera.

00:27:36:09 - 00:28:02:13

I'm going to say two phrases. It's the mottos that you use. Okay. I'm going to direct on the on the language, on the tone. First one is campaign today to win tomorrow, Campaign today to win tomorrow. A little bit more. If you want me to like crush it campaign, come big today in the valley of tomorrow. He's saying campaign today for say it again.

00:28:02:15 - 00:28:16:01

Campaign today to win tomorrow. I feel like I can't say that with conviction, but I can try. Maybe I'm not an actor. Get a campaign today to win tomorrow. So. Okay.

00:28:16:01 - 00:28:18:18

Campaign today to win tomorrow.

00:28:18:18 - 00:28:22:21

campaign today to win tomorrow or like that. To win tomorrow.

00:28:22:21 - 00:28:26:01

okay. Victorious together.

00:28:26:01 - 00:28:28:15

Victorious together.

00:28:28:15 - 00:28:31:06

victorious together. And

00:28:31:06 - 00:28:35:09

General. Captain America for sure.