

# ARMY 2020: WHAT'S HAPPENING?

## What is Army 2020 and how does it work?

Army 2020 is Army's change strategy for the period 2015 to 2020.

Its objective is "Enhanced Combat Capability". The strategy is divided into themes that aim to deliver different areas of change, which all contribute to "Enhanced Combat Capability". For example, one of the themes, Force Generated, focuses on change to do with personnel, and it has three main things it's trying to change. Firstly, it aims to increase the depth of skill and experience within the Army so future challenges can be met, and operational commitments sustained. It also aims to create a stronger Army through a greater diversity of thought and perspective. And finally, it aims to improve our ability to attract and retain high calibre, diverse personnel.

Projects are run under each theme to produce the changes the Army wants. Projects can cover anything from the introduction of new capabilities such as Remotely Piloted Aircraft Systems (RPAS or drones), and how Army uses social media to attract potential recruits, to addressing skill deficiencies in operational planning. One of the projects in the Force Generated theme is the Force Design project, which will determine the future structure of the Army. This project will improve Army's ability to meet future challenges and help it sustain its operational commitments because the new make up of the Army is being designed with these in mind.

## Why is Army 2020 important?

The success of Army 2020 depends on the support of all officers and soldiers. In most instances, Army's 'Enhanced Combat Capability' objective will be achieved through the efforts of junior- and mid-level personnel. The benefits associated with new training or equipment aren't realised when they are introduced. Army's people have to complete the training or become competent in the use of the equipment before combat capability is enhanced in any way.

For example, if MARS-L was introduced into service and only a small portion of the Army conducted the conversion training, then the Army's combat capability would be degraded, not enhanced, and the MARS-L ability to effectively engage targets out to 600m would not be leveraged.

For individuals in combat units, the introduction of MARS-L may mean marksmanship skills have to improve, so targets can be effectively engaged at longer ranges. This may require an increase in the amount of shooting to enable individuals to achieve the new 600m weapons qualification standard. For North Island-based combat units, this may mean more time spent at Old Class Range in Waiouru, which allows longer distance shooting to be practised. For South Island-based combat elements, this may mean more time at West Melton Range.

For commanders, placing greater emphasis on the development of individual skills may mean there is less time available for collective training activities. There is also likely to be increased demand on the facilities where shooting over extended ranges can take place, which may mean longer-term planning and deconfliction with other users has to occur. There may be financial implications resulting from the increased cost of ammunition and potentially increased travel and rationing costs to enable this training, which may also affect funding available for other training. If this happens it becomes a matter of prioritising what training occurs by looking at what will enhance combat capability the most.



The MARS-L example shows how something as simple as introducing a new rifle will affect people in different ways. The same is also true for the other Army 2020 projects. Hence, Army 2020 needs the support of all officers and soldiers to actually deliver the 'Enhanced Combat Capability' the Army is aiming for.

## What support do I need to provide Army 2020?

Embrace the changes and be proactive in preparing for them. Don't wait to be told what to do because it may not happen in time. The Army 2020 Strategy Map shows a lot of things are going to happen between now and 2020. We need to prepare so we can adapt to these changes as quickly as possible. Review the Army 2020 projects and determine how you are likely to be affected. Ask yourself, what effect could this project have on me and my work?

For example, the Protected Mobility Capability Programme (PMCP) will introduce new operational vehicles into service from mid-2020. One of these could be an armoured vehicle similar to the Australian Bushmaster and American MRAP vehicles. It will be utilised by most units in the Army and the crew for these vehicles will need at least a Class 2 licence. We can now begin to ask ourselves some simple questions:

Am I likely to be in a unit where these vehicles will be used in three years' time? If so and I don't already have a Class 2 licence, then I should start the process to obtain it now so I'm ready when the vehicle is introduced into service.

Am I at a level where I might be responsible for training people how to operate this type of vehicle? If so, then maybe I should consider becoming an NZDF Driver Instructor so I can support the introduction of this vehicle in my unit.

Do I understand how vehicles like this should be tactically

employed? If not, maybe I need to look at how they are used in other armies, including their lessons learnt to increase my knowledge. Maybe I should attend the Tactical Vehicle Operators course to begin developing my practical skills.

As a commander, if an opportunity for an overseas exchange is offered with a unit that uses these vehicles, who is the most appropriate person to take advantage of it? If reciprocal, how do we make best use of the knowledge and skills the person on exchange has during the limited time they are in New Zealand?

## What has just happened with Army 2020?

The Army's senior leadership have completed a refresh of Army 2020. The refresh reviewed the strategic themes and the projects under them. The result is a simplified strategy, with projects prioritised according to how important the change they are going to deliver is to Army.

This is not the end of the Army 2020 refresh however, as this thinking must now continue down to individual soldier level. You must identify which changes are essential to you and your unit becoming more combat capable and prioritise the things that will enable these changes. We need to do this to achieve our "Enhanced Combat Capability" objective by the end of 2020.

## Where can I find out more about Army 2020?

More information on Army 2020 can be found on the Army 2020 Intranet site, which is accessible from the Army Command Post. Here, you read the latest Chief of Army directive on Army 2020 and can find out more about each of the Army 2020 projects. You can also contact the Army 2020 team at [army2020@nzdf.mil.nz](mailto:army2020@nzdf.mil.nz) and ask any further questions you may have.



## Writing for the NZ Army Journal

Interested in submitting an article for the next edition of the *NZ Army Journal*?

The *NZ Army Journal* is a platform for all of NZDF, ex-military and subject matter experts to submit their articles, debates and opinions on areas related to the military and profession of arms. Articles should not exceed 5000 words and shorter articles are encouraged. Submissions for the 4th edition of the *NZ Army Journal* should be made by 31 August 2017. Contact [awc@nzdf.mil.nz](mailto:awc@nzdf.mil.nz) for further details.