

TRADOC Culture Center Mission: Established in 2004, TCC provides relevant and accredited cultural competency training and education to Soldiers and DA Civilians in order to build and sustain an Army with the right blend of cultural competency capabilities to facilitate a wide range of operations, now and in the future. TCC is subordinate to CAC - E.

TCC is nested in the Army Leader Development Program:

- Cultural expertise is an MI core competency; TRADOC recognized ICoE's best practices and established the TCC; we deliver cross cultural competency training to TRADOC CoEs and RAF units at homestation
- Enables leaders and Soldiers to understand the "why" and "so what" in an increasingly complex operational environment
- 27 ICoE base-funded DAC instructors, most have been with the TCC 5+ years; >50,000 Instructor Contact Hours since 2004
- Our instructors are education/training specialists and multi-cultural SMEs
- World class human capital – significant global in-country experiences (many measured in decades); many heritage /native Foreign Language Speakers; all practitioners
- A learning organization – consistently integrating Lessons Learned, CTSSB feedback, peer review and best practices; request our MTT [ATRRS: 9E-F36/920-F30 \(CT-MTT\)](#)
- Smart Books, Graphic Training Aids and Videos; visit our website <https://ikn.army.mil/culturecenter>
- A value proposition... a junior DAC work-force (GG-12) yielding great ROI in an era of dwindling resources; we are a well established leader in this community of practice



TCC Vision: A better connected and more muscular CREL enterprise; informed by Lessons Learned and the Army Learning Model; nested in the Army Leader Development Program; supporting the three learning domains

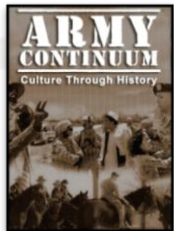
TRADOC Culture Center Support Inside TRADOC

Training Development

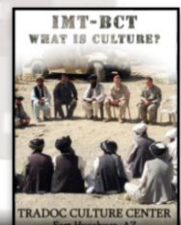
Culture training for:



DoD



LIEUTENANTS

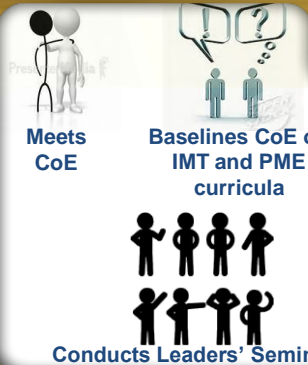


RECRUITS

COTM



Cadet Overseas Training Missions (COTM)



Train-the-Trainer



Introduces CoE to ALM activities

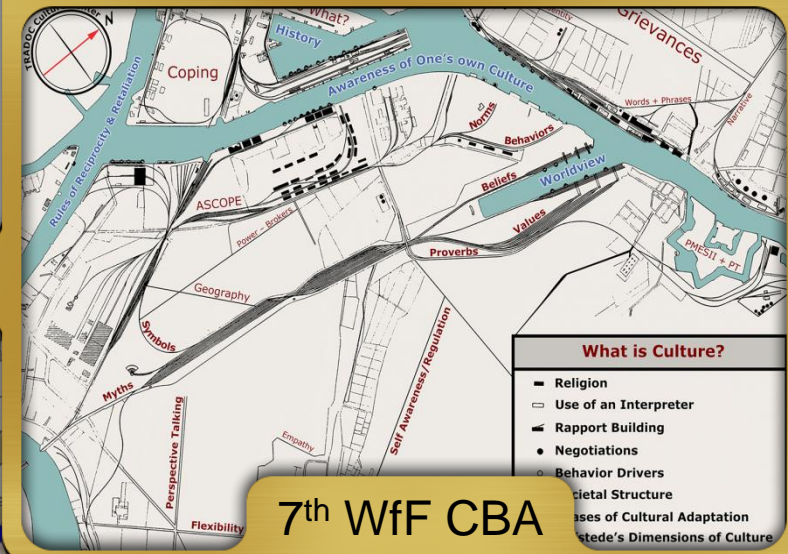


Helps CoE think through course level initiatives



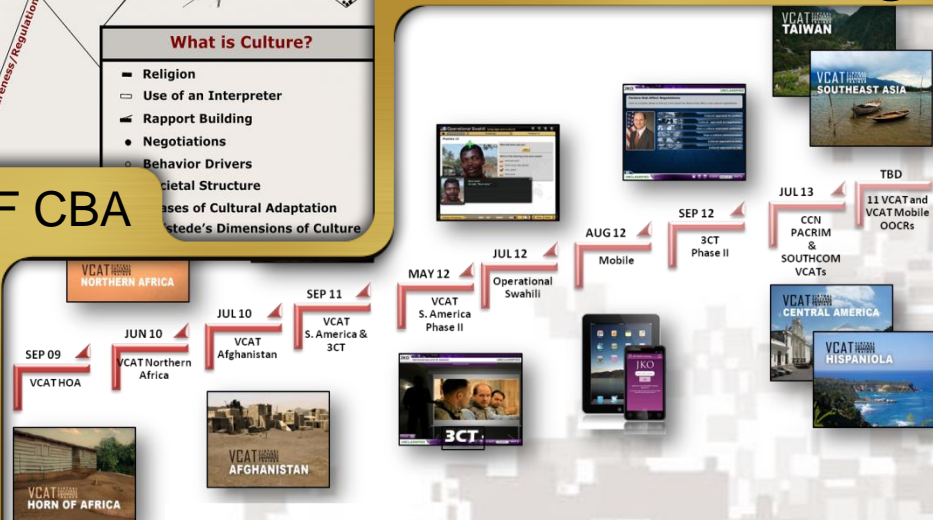
Hits the target; CoE is off and running; first step is complete; more to follow, it's a big place!

Foundational Skill



7th WfF CBA

Distance Learning



Virtual Cultural Awareness Training (VCAT) on JKO

TRADOC Culture Center Support to RAF

FY 13 - Present

RAF WESTHEM

48th IBCT AWG
 3/3 ID USARSO
 72nd IBCT AFSOUTH
 1/1 AD

RAF EUCOM

1/1 CD 66th MI
 PA NG NATO/PfP

RAF PACOM

3/75 Rangers 25th ID
 2ID Staff MIRC
 I Corps

RAF CENTCOM

3/10 Mtn 95th CA
 19th SFG 108 AD
 82nd Abn Div 141 MI
 50th IBCT 372 EN

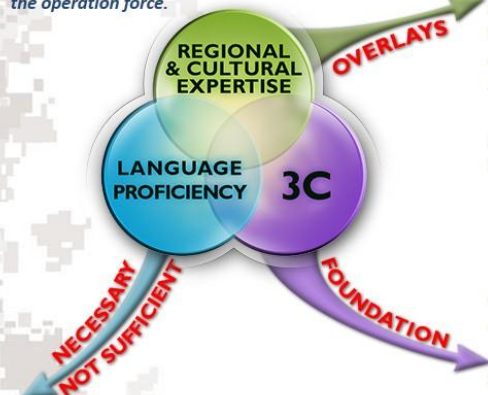
RAF AFRICOM

2/1 ID 4/1 AD
 4/1 ID 101st Abn Div
 USARAF



RAF CREL Training in Units – The TCC Model:

Building upon the IMT/PME foundation in cross-cultural competence to support a globally deployable force; simultaneously enhancing regional understanding and functional language/communication skills throughout the operation force.



- CJCSI 3126.01A Competencies
- Doctrine - FM 3-24/ATP 3-24.3
- TCC VBBN Model
- USMC Cultural Dimensions Model
- Operational Variables: PMESII+PT
- Mission Variables: ASCOPE
- Social/Behavioral Science Frameworks and Theories
- “Why?” and “So What?” factor to all of this!
- Outcomes: Deep understanding of the OE; ability to build rapport with UAPs, connect with the population and accomplish a mission

- PME Main Effort; sustain in units
- Culture general K/S/A – global application; “how to think”
- Key emphasis areas: open-mindedness and emotional intelligence
- Strongest predictor of successful outcomes; most enduring
- Clear intersection with Army leader attributes (character, presence, intellect)

- “Operational language”
- “Little L”
- Non-ILR Scale
- Couple hundred *mission tailored* words and phrases
- Use of an interpreter (FEPS Model)
- Rapport enabler and window into culture

Marc's RFI...

How training is recorded: Training, education and experience not currently recorded. Army CREL Strategy and Campaign Plan drafts suggest Army Skill Identifier to track/manage talent.

Program challenges: Cannot confuse enthusiasm with capacity – small program. Lack of synchronization and integration with other Army CREL programs. No DOTMLPF-P proponent. Most contracts have been off-ramped.

Current research initiatives: None. Not in the TCC charter.

Suggested inter-organizational collaborative efforts: PME culture general curricula. Also, Army's RAF policy is ripe with CREL collaboration opportunities among regional specialists.

Ideas that could enhance organizational efficiencies: Must explore ways to establish/fortify service culture center linkages (grass roots through directors). Service culture center exchange program... OSD funded? (TCC-CAOCL FY 16)

Suggested strategy for building capability to close gap in requirements: Each service culture center is unique (mission, scope, authorities, resources); need continued OSD top-down advocacy with service staffs, reinforcing the importance of C and RE (tends to be background noise in the L discussion).

A final thought... the art and science of education/training (changing behavior) is critically important; social/behavioral science content is worthless if we cannot make it meaningful in the classroom (relevant, engaging, learner-centric, problem centered)... the sage on the stage is dead! We are trying to achieve learning outcomes, let's keep the social scientist arms race in check!

Open Invitation: Train-The-Trainer, 14-18 Sep, Ft Benning, GA

