

1ST BATTALION, 12TH MARINES TRAINING GUIDANCE



Ref: MCTP 8-10A “Unit Training Management Guide”
NAVMC 3500.7C “Artillery Training and Readiness Manual”

This document, along with my Command Philosophy, form the foundation for how 1st Battalion, 12th Marines will operate and prepare for combat. They contain basic and straightforward principles that will guide you in the daily execution of your duties.

Vision: 1st Battalion, 12th Marines will lead Marine Artillery’s transformation to distributed long-range precision fires and integration with Naval and Joint forces while providing the best support to 3rd Marine Regiment.

The status quo is not sufficient to defeat a peer adversary. The Commandant has laid out a bold, once in a generation plan to optimize the Marine Corps to fight a distributed campaign across the islands of the Pacific. Long-range precision fires are the centerpiece of this concept. Our value has never been more important, and we must ensure we are leading this transformation and are ready to execute when called. Our training will reflect this imperative while recognizing the need to continue to provide traditional cannon support over the next two years until the transition to missiles is complete.

I do not see these requirements as at odds with one another, but rather complementary. We can practice long-haul communications, signature management, and distributed operations while employing cannons. We will integrate with the Naval and Joint forces while still training with 3d Marine Regiment and MAG-24.

Standard Based Training: As we prepare to fight a peer adversary and lead the Marine Corps’ transition to distributed long-range fires, we must remain solidly grounded in executing the fundamentals.

- Our training will focus on the basic skills we all must master in order to “shoot, move, communicate, and maintain.” After learning to execute a skill during daylight, we will then learn to execute it at night, under NBC conditions, and on an island as part of a naval campaign. This applies to all of our tactical training.
- Training will be linked to our Mission Essential Training List, Training and Readiness Standards, and Individual Training Standards.

Brilliance in the Basics: Focus on the four “S” (Surprise, Speed, Simplicity, Security)

Surprise

- Shoot accurately and from unexpected locations.
- Minimize our signature (electronic, visual, and audio). Be hard to find. The enemy can’t target us if they can’t find us.
- Be masters of long-haul communications. Be comfortable going comms dark, and only using communication when necessary. In the fight of the future our adversary will be able to track and target our communications signatures.
- Be creative with distributed logistical support and sustainment.

Speed

- Move quickly and often. Once we shoot, we’re compromised and must move.
- Stay mobile – Bn COC and Btry FDCs will be nimble and light.

Simplicity

- Every Marine must understand the plan and the “why”. We will be operating in a very distributed manner (with Cannons – down to the platoon level; with ROGUE (our new missile platform) – down to the section level)

Security

- Never be caught flat-footed.
- Maximize our integration with the infantry and other elements of the MAGTF (VMU, Radio Bn, etc...)

Train as we Fight

- Process is more important than timeliness. Timeliness comes with proficiency. We will train until we can exceed all T&R standards.
- Whenever possible all training events will be supported by a realistic tactical training scenarios.
- Training will include distributed and dispersed 24/7 ops. Focus will initially be on split battery – platoon operations with the desire to distribute down to the individual section in preparation for Expeditionary Advance Base Operations (EABO) distributed operations.
- Include embarkation as much as possible in all our major training events.
- Evaluations and AARs are required. We will have an AAR culture and be brutally honest with one another in order to improve and be more effective. Thick skin is required to get better.
- Integrate and be interoperable with the Navy and the rest of the Joint force.

I am proud to be part of this unit, serving and fighting alongside each of you. ***Be ready...***



R. P. NEIKIRK

Lieutenant Colonel, U.S. Marine Corps
Commanding Officer



12th MARINES