

Total Soldier Enhancement Training (TSET)

Standard Operating Procedures (SOP)



1. PURPOSE: The purpose of this Standard Operating Procedure (SOP) is to define the Total Soldier Enhancement Training (TSET) Program. This SOP prescribes policy, procedures, responsibilities, description, and funding for the Army World Class Athlete Program (WCAP) to instruct/facilitate total Soldier enhancement training and education.

2. APPLICABILITY: This SOP applies to Army units requesting TSET.

3. REFERENCES:

AR 215-1, Military Morale, Welfare, and Recreation Programs and Nonappropriated Fund Instrumentalities (24 September 2010)
AR 350-1, Army Training and Leader Development (19 August 2014)
AR 350-53 Comprehensive Soldier and Family Fitness (19 June 2014)
AR 350-10, Management of Army Individual Training Requirements and Resources (3 September 2009)
ADP 7-0, Training Units and Developing leaders (August 2012)
FM 3-22-9, Rifle Marksmanship M16-/M4-Series Weapons (August 2008)
FM 3-23-35, Combat Training with Pistols, M9 and M11 (June 2003)
DA PAM 385-63, Range Safety, Shooting Academy (10 April 2003)
TC 3-22.20, Army Physical Readiness Training (October 2012)
TP 525-8-3, The U.S. Army Training Concept 2012-2010 (17 June 2013)

4. PROGRAM INTENT:

4-1. Increase readiness and resilience of Army units through facilitated, team-based, and learner-centric training events that expose Soldiers to mental skills training that sets the conditions for more consistent and high levels of performance. The WCAP TSET provides a tremendous opportunity for leadership to increase their unit readiness and individual resilience. The WCAP detachment will provide Mobile Training Teams (MTT) that instruct/facilitate mental and physical resilience and performance enhancement techniques that integrates Comprehensive Soldier and Family Fitness (CSF2) training, the Performance Triad, and Soldier-athlete Subject Matter Expertise (SME). To ensure relevancy, The WCAP deliberately assesses and leverages existing programs across our Army for future inclusion and/or assist to identify and address any gaps. TSET connects directly to Ready and Resilient. It is an interactive, peer to peer training intended to increase the awareness and application of proven skills that directly build mental strength and personal readiness.

4-2. The WCAP is uniquely qualified to motivate and expose Soldiers and units across the Army to the importance and process for continuously building a culture and attitude of continuous improvement. The training is designed to progress all those attending further along the spectrum of fully developing their readiness; from building awareness about importance of being mentally ready, to prioritizing deliberate training of mental toughness skills, then understanding available resources to continuously and deliberately practice toward a never ending process of self and unit improvement.

Army World Class Athlete Program TSET Standing Operating Procedures

5. PROGRAM QUALIFICATION.

5-1. The WCAP is comprised of Olympic caliber Soldiers who maximize and embody high performance, agility, mental and physical strength. All Soldiers assigned to the Army World Class Athlete Program Detachment meet an Olympic caliber entry standard for their Olympic sport and discipline. This standard ensures that each Soldier possesses the physical, technical, and mental expertise to perform at the highest levels.

5-2. All Soldiers assigned to the Army WCAP receive continuous training from top experts in maximizing performance, sports psychology, strength and conditioning, nutrition, and wellness. TSET leverages WCAP Soldiers' high performance knowledge-base to increase readiness and resilience across the Army through customized, resilience and performance enhancement skills training.

6. RESPONSIBILITIES:

6-1. The Army WCAP will:

a. Provide Mobile Training Teams (MTTs) to conduct TSET based on unit training requirements. For maximum training benefit recommend units provide a minimum of 50 Soldiers and maximum of 75 Soldiers per 2.5 hour training period.

b. The WCAP will provide a ten-man high performance MTT to conduct TSET for 50 to 75 Soldiers per training session. Additional team members will be added based on number of Soldiers to be trained above 75. At a minimum, units must schedule two TSET iterations per day that meet the above-mentioned minimum requirements. No more than four TSET iterations will be conducted in a 24-hour period. (e.g., 3-43 ADA BN request TSET for 16-18 May, for 350 Soldiers. Two sessions per day for three days equals approximately 58 Soldiers receiving training per TSET iteration.)

c. Fund all MTTs.

6-2. The Organization/Unit will:

a. Complete the WCAP TSET request form online. The training request form is located under the Enhanced Training tab on the Army World Class Athlete Program website: www.armymwr.com/wcap/. Units may also complete hard copy form (Appendix A) and submit via email attachment to WCAP Training NCO, SSG Pabo at kanupaka.i.pabo.mil@mail.mil, or submit request form via fax to (719) 526-3912.

b. Establish a primary and alternate Point of Contact (POC) responsible for assisting and coordinating with the WCAP detachment. The Primary POC will be CPT/SFC or above. The POC will:

(1.) Serve as liaison between the WCAP and unit chain of command.
(2.) Secure facility to conduct TSET. At a minimum, a gym that can hold capacity for number of Soldiers requiring training (see maximum occupation guidelines of facility), and athletic floor mats covering majority of training area or foam padding.

(3.) Provide detailed directions to all facilities that will be utilized for training. At a minimum, streets and building numbers must be included.

(4.) Provide one medic onsite during TSET.



TSET



TOTAL SOLDIER ENHANCEMENT TRAINING

Training Request Form

Name (Last, First)

Date

Rank

Unit

Unit Address

Point of Contact

Phone Number

Alternate Phone Number

Primary E-mail

Alternate E-mail

Training Request Date(s)

Alternate Date(s)

Training Population

If other, must provide comments

Comments

Requesting Authority

****Requesting Authority must be SGM or LTC and above**

For more information, go to www.ArmyWCAP.com

Army World Class Athlete Program TSET Standing Operating Procedures

Appendix B

TSET

TSET Level 1 – Minimum 2.5 hour block of instruction that applies specific skills and techniques to physical tasks. Time allocated is based on training requested from units.

I. Timeline / Introduction / Warm-up

1. **Introduction by TSET Team Leader.** Overview of high performance training and safety brief. Individual introductions; name, rank, MOS, top accomplishment.
2. **Team leader discusses the following.**
 - a. Deliberate practice and use of mental techniques and skills can set the conditions for consistent and high levels of performance.
 - b. Discuss importance of self-awareness and self-regulation.
 - c. Describe the weapons of the mind that Soldiers can leverage toward optimal performance (e.g., Growth Mindset (neuroplasticity), Controlling the Controllables, Thought-Performance Connection).
3. **Individual testimonies:** Individuals connect personal stories to Soldiering skills/tasks that cover the mental tactics of motivation, attention control, confidence, and energy management.
4. **Training demonstration led by Army WCAP Soldiers (peer-based learning environment)**
5. **Warm-up Demonstration: Readiness Routine**

II. PRT Warm-up

III. Mental Toughness Foundations

1. Teach mind/body connection, effects of self-talk on physiology, and shifting attention quickly between appropriate types of attention; broad/narrow/internal/external.
2. Teach through Physical/Technical task related to Combative Sports and Olympic Sports and Disciplines.

IV. Attention Control Station- Cues and Refocus Techniques

1. Lead/facilitate Air, Interrupt, Replace (A.I.R.) Refocus Techniques and Cue Words:
 - a. Awareness - recognize mental, emotional, physical indicators of a loss of focus
 - b. Interrupt- take a deliberate breath or physical cue to bring attention “to the present moment.”
 - c. Replace – use a personalized cue word or phrase to direct attention back to what is most important right now

Army World Class Athlete Program TSET Standing Operating Procedures

2. Teach through Physical/Technical task related to Combative Sports and Olympic Sports and Disciplines.

V. Energy Management Station- Deliberate Breathing

1. Coach Deliberate Breathing - tactical breathing using diaphragm, rhythmic breathing that focuses the mind to “one thing” and creating emotions toward a sense of purpose and gratitude that creates balance (coherence) between the mind and body.
2. Teach through Physical/Technical tasks related to Combative Sports and Olympic Sports and Disciplines.

VI. Building Confidence Station - Selective Interpretation & Readiness Routine.

1. Coach Readiness Routine - executing a series of steps to funnel thoughts, attention, and energy toward the start of the task. Reinforce Selective Interpretation during coachable moments.
2. Teach through Physical/Technical task related to WCAP Sports

VII. Motivation Station – Integrating Imagery

1. Coach fundamentals of Imagery – effectively using Perspective, Vividness, Controllability (along with other Force Multipliers) to create stronger neural pathways (muscle memory) in the brain that enhance motivation and learning. Further discuss different uses and types of imagery (i.e. motivation, building task competence and confidence, contingency planning)
2. Teach through Physical/Technical task related to WCAP Sports

VIII. Session Cool Down (NCOIC Speech/summary) / Questions / Conclusion

1. Summarize how training these mental skills and techniques can enhance the levels and consistency of performance. The deliberate integration of mental skills into Soldier training can improve performance (especially under pressure) and increase training efficiency (getting better quicker). Enhanced Performance training provides specific procedures that answer the “how” of overcoming common mental roadblocks to performing our best when it matters the most, to include; distractions, ineffective self-talk, feelings of doubt or uncertainty, and the inability to regulate physiology. We emphasize the importance of leaders and Soldiers to increase resilience and mental toughness in all aspects of life. Finally, we encourage Soldiers to follow up with local resources for more training.

IX. After Action Review (written responses)

1. Sustains/Improves/Lessons learned
2. Survey (30 days following training will email individual surveys)

Army World Class Athlete Program TSET Standing Operating Procedures

Appendix C

AFTER ACTION REVIEW FORM

Army World Class Athlete Program TSET Standing Operating Procedures

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