STRATEGIC OUTCOMES AND EFFECTS

The purpose of this Annex is to better define the purpose of the tasks outlined in the Op Order and to provide the general effect being sought from an Army level perspective.

Phase 1

1. CADTC.
   a. Coordinate with CAF and Civilian agencies in delivering CAIPS effects. The CA generally does not possess or own the expertise requisite to assisting CA soldiers with many of the issues that may be identified as we move forward in this cultural shift. CADTC, on behalf of the CA, will endeavor to coordinate with the agencies that do own the knowledge and skill in order to assist CA soldiers and resolve issues.
   b. Build and maintain the CAIPS Website. The Mission:READY website is the focal point for accessing and discovering resources and information that will assist CA soldiers, leaders, civilians and families. It will be accessible from the World Wide Web.
   c. Design and distribute the performance triad training package. This lifestyle guide will form the basis for enabling all members of the CA to adopt a healthier lifestyle. The intent is to procure six key resources and make them avail via the Mission:READY website:
      1. 683_P3 Challenge. The training guide for soldiers.
      2. 684_P3 Guide. The science and methodology.
      3. 696_PT_Family Challenge. Healthy lifestyle for families and civilians.
      5. Performance Triad Leaders Guide. How to instruct and mentor.
   d. Design and distribute the road to mental resiliency training package. Coordinate with MilPersCom to baseline all the CA to the common R2MR package afforded to new recruits who join the CAF. CA soldiers who have more than five years’ service are unlikely to have received the benefits of this training and this initiative will close that gap.
e. Design and distribute the readiness and resiliency guide for leaders. This will provide leaders at all levels with a guide to helping establish readiness and resilience baselines for subordinates and direct them to the domain, cross referenced with the Mission:READY website, where they can find resources and help to resolve issues.

f. Create a National CAIPS Directorate. CAIPS is an enduring strategy and will require an organization to maintain, update, institutionalize and evolve the strategy until such time as it become a normal aspect of CA culture.

g. Create an Internal CAIPS cell. This cell will provide a means by which new initiatives and materials can be rapidly passed too/from CADTC HQ (L2) to its L3 HQs, and to facilitate Chain of Command engagement in CAIPS.

h. CAIPS Soldier Card. CADTC will produce and distribute a CAIPS Soldier Card for issuance by the CoC to all members of the CA.

i. Consider readiness and resilience during routine interviews of all soldiers. In the course of normal garrison duties, all Chains of Command maintain awareness of the readiness and resilience factors outlined in Annex F. The purpose of this initiative is to provide a more holistic view of our soldiers and help identify trends or areas where more resources may need to be allocated.

j. Back brief to CCA. COS A Ops will facilitate a reporting mechanism for CCA on the general aspects of CA readiness and resilience in order to help inform what we are doing well and areas that we may need to improve.

2. CA Divisions.

a. Create CAIPS cells. These cells will provide a means by which new initiatives and materials can be rapidly passed too/from CA Division and CADTC to facilitate Chain of Command engagement in CAIPS.

b. Prepare to receive and distribute Performance Triad coaching and educational material. Educating CA soldiers about healthy lifestyles, enabling them to adopt these lifestyles, and supporting them is a key aspect of CAIPS.

c. Prepare to support CMP delivered R2MR training for all CA soldiers. CMP will conduct “train the trainer” R2MR training to all Div IAW their desires such that all CA soldiers will receive this training.
d. Consider readiness and resilience during routine interviews of all soldiers. In the course of normal garrison duties, all Chains of Command maintain awareness of the readiness and resilience factors outlined in Annex F. The purpose of this initiative is to provide a more holistic view of our soldiers and help identify trends or areas where more resources may need to be allocated.

e. Back brief to CCA. COS A Ops will facilitate a reporting mechanism for CCA on the general aspects of CA readiness and resilience in order to help inform what we are doing well and areas that we may need to improve.

f. Ensure CA soldiers and CoC are aware of their responsibilities as per Annex C. All members of the CA have inherent responsibilities and duties in creating and maintaining an Army that is ready for operations.

3. **COS Army Ops.** Build a mechanism to capture and report on Army Readiness and Resilience at quarterly Army Council. The intent of this reporting is to allow Div Comd feedback to CCA on trends, issues, and overall readiness of the field force. It will facilitate the directing, or focusing of resources on specific areas of concern should any be identified.

4. **COS Army Strat.** Ensure Readiness and Resiliency are factored into concepts development and material acquisition as applicable. Where new doctrine or equipment may place excessive or unusual demands on CA soldiers in terms of readiness and resilience an offset, or plan needs to be incorporated into the overall concept development. Examples include unique abilities where excessive skill fade translates into frequent and lengthy training away from a soldiers normal place of duty.

5. **DAS.** Identify recurring funds within the Army Oplan to enable CAIPS for the foreseeable future. Over time it is expected that CAIPS will become normal and will not incur additional costs, but in the initial start-up phases and until it becomes institutionalized it is expected that there will be some minor incremental monetary costs.

**Phase 2**

6. Strategic outcomes and effects for phase 2 tasks will be released in a subsequent Frag O.

**Phase 3**

7. Strategic outcomes and effects for phase 3 tasks particularly those relating to performance measurement and assessment will be released in a subsequent Frag O.