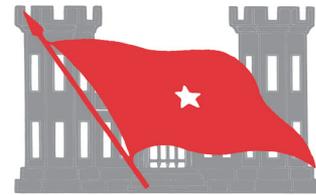


Clear The Way

By Brigadier General Gregg F. Martin
Commandant, United States Army Engineer School



On behalf of the United States Army Engineer School, I would like to welcome the entire engineer community, to include spouses, to the annual Engineer Regimental Conference—ENFORCE 2008. This year's conference activities will be held in two locations: St. Louis, from 4–6 May, and Fort Leonard Wood, from 7–10 May.

Beginning with the Army Engineer Association (AEA) icebreaker on Sunday evening, you can expect the following days to be filled with extraordinary events and social activities. We have scheduled several engaging speakers, to include the Chief of Engineers with his State of the Regiment address. In addition, there will be United States Army Corps of Engineers (USACE) break-out sessions, Engineer School work groups, contractor-industry events, vendor displays, along with several ceremonial activities, including the AEA President's Dinner, the Regimental Ball, the Regimental Review, the Commandant's luncheon, and the "Remembering Our Heroes" Memorial Service. You are invited to end the conference week on Saturday with a few rounds of golf at the Fort Leonard Wood Piney Valley Golf Course. Activities are also planned for spouses in both St. Louis and Fort Leonard Wood throughout the week.

One of the highlights of the Regimental Ball will be the Chief of Engineers presentation of the Itschner, Outstanding Engineer Platoon Leader (Grizzly), Van Autreve, and Best Sapper Competition Awards, as well as the Sturgis and de Fleury Medals. Congratulations to all the recipients! Once again, you have demonstrated the outstanding accomplishments of the Regiment.

The ENFORCE 2008 theme is "Building Great Engineers," which stems from our ongoing Engineer Leader Technical Competency (ELTC) Study. The analytical framework for the ELTC Study is from the book *Good to Great* by Jim Collins. The Study is part of a larger strategic issue of how best to manage our precious human talent in the Information Age, during an era of persistent global conflict. We MUST figure out how to properly access,



develop/train/educate, employ, and retain our great engineers for full-spectrum operations, which requires a blending of both great tactical and technical expertise and capabilities in our Regiment.

We are teaming with people and organizations from across the Army, joint forces, allies, academia, industry, and professional organizations to plan how we can get the right people on the right seat on the right bus. To this end, much of our ENFORCE time at Fort Leonard Wood will be spent in six work groups that are assigned the task of paving the way ahead for the Regiment. The work groups are—

- Future Engineer Missions, Roles, Methods of Delivery
- Accessions
- Training and Education (post-accession)
- Employment
- Retention
- Strategic Communications

The deliverable on Friday, 9 May, will be a back-brief from each work group—with a written action plan—to the Chief of Engineers and the Regiment. These action plans will address "cradle to grave" personnel management and will be the foundation of our Regimental Campaign Plan, which will set our course for the future.

In addition to the hard intellectual work, we will have a great time of fellowship and enjoyment, learning and professional development, as we celebrate the achievements, traditions, and history of our great Regiment.

I am looking forward to ENFORCE 2008! It is a great event for the entire Regiment—Civilians, Soldiers, and Families; Active, Guard, Reserve; USACE; Directorates of Public Works (DPWs); Retirees; Academia, and Contractors. We will also embrace our Joint, Interagency, Intergovernmental, and Allied teammates, from whom we have much to learn and whose good ideas we will shamelessly steal (while willingly sharing our own). Together, we will make this an ENFORCE to remember!