

## Performance Objective 4: Field Skills

### Enabling Objectives:

1. **Planning and Leadership**
  2. **Supervising Field Exercises**
  3. **Special Considerations**
  4. **Plan and execute a unit encampment**
- 

Introduction. At this stage in your Young Marine Career, you are expected to be planning, executing, and supervising encampments and other field exercises. This chapter will cover those areas where you will be overseeing the training by your Young Marine subordinates.

### E.O. 1 Planning and Leadership

As you have learned by now, planning is a vital part of coordinating the activities of the Young Marines. Nothing happens without a plan, and nothing is successful without a carefully laid out plan. This objective will aid you in the proper planning and delegation of duties for camping and field exercises.

#### 1. Let's talk delegation

Throughout your time in the Young Marines, your adult staff have told you what to do, how to do it, and when to do it. Most of what they have been telling you was delegated down to them in one form or another.

On the national level, here is how it works. Manuals, guides, and directives are put out by National Headquarters. Unit commanders use the knowledge in these documents to run their individual units. The National Executive Director could not possibly run all the units, so he delegates by way of appointments and elections. Even your unit commander must delegate duties to his staff. This is why in your unit you have unit executive officers, adjutants, training officers, etc. Each of these billets fulfills a portion of the entire program, and is delegated to them by the unit commander.

So here you are taking that next step in the Young Marines, the step up to delegating authority. There are some very important rules to remember when delegating.

- a. Don't delegate to someone if you know they cannot perform the task.
- b. Abuse of delegating authority will undermine your leadership and authority within your unit. Don't use the delegated authority you have to push everything off onto your subordinates. You too have a responsibility not only to those above you, but also especially to those below you, to complete missions and set the example.
- c. Watch how you delegate. Ensure you are giving all the information you can to your subordinates. Unclear or partial instructions will cause the subordinate to fail.

## 2. Planning

In order to successfully plan anything, we should first break down our team into sections. Once we figure out the what, who, and how, then we can figure out the rest of the plan, such as costs, activities, meals, etc. With this in mind, use the below guide to assist with a good planning operation.

- a. What? - **This is the task to be accomplished.** This can be suggested by anyone in the unit, but the overall responsibility of the activity will lie with the unit commander or the training officer.
- b. Who? - **This is the delegation of certain responsibilities to assigned and capable people on your staff.** Figuring out who is going to participate is the responsibility of the administrator. In a unit's case, this could be the adjutant. Let's suppose you are planning a qualified field trip. You will need to know who has already completed this and received the ribbon, and who needs to complete this task to receive the ribbon. Additionally, there may be Young Marines that cannot do certain things because of medical reasons. The adjutant will have this information and can provide you with a list of approved attendees.
- c. How? - **This is a very important step, for out of this comes a whole list of tasks that will need to be completed.** For this section use the acronym FLAME. This task will show where the money is going to be used, who is going to oversee critical areas of the encampment, and how is everyone going to get to the encampment. Add a "T" at the end for transportation. The "How" section should be given to the unit's fiscal administrator (paymaster). This is where the unit funds are going to be expended for your encampment/field exercise. See the example below.

**WHAT** - Qualified Field Encampment - Unit Trainer

**WHO** - At a minimum, those Young Marines who have not earned the qualified field ribbon.  
Unit Trainer  
Unit Paymaster  
Unit Adjutant  
3 Adult staff members (Mr. Jones, Mr. Smith, Mrs. Brown)

**HOW** - Logistics - Trainer/paymaster

**F - Fees** - Charges for the campsite, permits, and licenses.

**L - Lodging** - Where are they going to sleep? (In this case they will be building their own shelters.)

**A - Activities** - What will the unit be doing while there? (During a qualified field, your Young Marines will be constructing shelters, cooking/heating fires, and preparing three meals from scratch.)

**M - Meals** - How many and what is the cost. (In this case Young Marines will

be bringing three meals from home to be used during the qualified field exercise, however, you will have adult staff and Young Marine staff on this trip too. They will need to eat. Are they going to prepare their meals in the same fashion, or are they going to eat by other means.)

**E - other Expenses** - Firewood, plastic tarps for ground covers, radios for communication, etc.

**T - Transportation - Air/Ground** - How is everyone going to get there? Once there, how do people get out if they have to? Will there be a vehicle available for supply runs, medical emergencies, or anything else that may require its use?

One more important thing to remember when planning anything is the “seven P’s.

**Proper prior planning precludes the possibility of poor performance.**

### 3. Leadership

As the senior Young Marine, it is your responsibility to ensure quality leadership of your Young Marines. When planning a field exercise, you will need to delegate some very important tasks to some of your junior Young Marines. Classes on shelter building for example. Which of your junior Young Marines has experience in this area? Do you have experienced Young Marines who can give a class on fire building? Is there someone who can follow up this class with one on fire safety? If not, you will have to give this class, or bring in an outside source.

- a. We all know that part of being a leader is to “Lead by Example”. Out in the field, do everything you are asking your Young Marines to do. If they are sleeping in tents, so should you as their senior Young Marine.
- b. Nothing worth doing right is ever easy. This is true with leadership. It’s not easy to be the leader, because it must be done right. You, as the senior Young Marine, must know all there is to know about the activity you’re doing. You should also be prepared to step in and pick up the ball should one of your subordinate assistants become unable to complete their assignments.

## **E.O. 2 Supervising Field Exercises**

At this point in your career you are no longer the Young Marine that teaches, but the Young Marine that supervises subordinate Young Marines. As a Young Marine Master Sergeant or a Young Marine Master Gunnery Sergeant, your primary function in the field is to supervise and observe your subordinates in such areas as class work, field skills, and leadership. You should always be on the lookout for a suitable replacement. Find that Young Marine that you feel will be able to step into your shoes. Provide guidance to those subordinate Young Marines that have been tasked with the duties of instruction. Prior to the field exercise, meet with your Young Marine staff to determine a course of action, decide who will teach what, assign any special duties, and ensure that they know what they are doing. Remember, if they look bad, you look bad. You’re their senior Young Marine.

### E.O. 3 Special Considerations

As with all Young Marines and adults, the first order of business is to see to the safety of all. When field activities take place, there are some special considerations you must look at to ensure the safety of those under your care.

1. Age Differences – Children on the average need about ten hours of sleep. Generally, the older you are the less sleep you need. Younger children are harder to wake, so you should keep the ages of your Young Marines in mind when assigning duties such as firewatch. You should ensure that your youngest members are assigned the first or last watches. This will ensure unbroken sleep for them.
2. Bed Wetters – Some children will be afflicted with this into their teen years. In many cases, bedwetting is a medical issue called Enuresis (**en-yu- re-ses**). It must be understood and not treated as a disqualification from going to the field. As a senior Young Marine and a leader of your subordinates, it is your responsibility to ensure Young Marines are never shamed or embarrassed over such an incident. With a little thought and compassion, you can provide that Young Marine with the same field experience as the rest of the unit. First and foremost, **be understanding and supportive**. Take it upon yourself to ensure that the Young Marine gets cleaned up and that their bed gear gets dried out and aired. If need be, and you are able, remove the bed gear from the area until it has been dried out and aired. Talk to the Young Marine. Tell him that you understand and that as long as he wants to participate, he will be treated as equally as everyone else and there will not be another word said about this. People who are afflicted with bed-wetting fear they will be ridiculed and teased. **Don't let this happen!** You are the senior Young Marine. Take care of your troops.
3. Emotions - Camping brings out emotions in certain people that you don't normally see in other areas. Homesickness is one example. Loss of sleep can be another. It is important for you not to jump to conclusions when a Young Marine comes to you and tells you he is sick and his stomach hurts. He may be homesick, but then again he may actually be ill. Do you want to be held responsible for making a sick Young Marine perform normal duties because you determined it was homesickness when it wasn't? As you know, when camping or in the field, Young Marines do not have the comforts of home that they are used to. There are no video games, recliners, and a full fridge of soda to keep their attention. You must be able to provide the entertainment or you will lose control of your Young Marines. Once control is lost, you may be faced with anxious or bored Young Marines. This is when arguments amongst them can start and can escalate quickly.
4. Spiritual Life - Practicing religion is a fundamental right of every American. Arrangements should be made for religious services whenever you are in the field. If you cannot provide spiritual leadership in the form of clergy, then you should make provisions for some private time for those that would like to observe their faith. This does not have to be more than 15 to 30 minutes, but it should be made available. Never impose religion on another Young Marine. Never ostracize an individual or group of individuals by not providing spiritual leadership for them and providing it for others.

Either you have clergy for all religions in your unit, or you have no clergy at all and allow for some private reflection time on the day their religion requires them to do so. Sufficient free time - Remember to schedule some free time or down time for your Young Marines when possible. Everyone needs to relax a little each day. Even your adult staff relaxes every day. Free time gives everyone a much-needed break. Remember, breaks are great, but you still need to oversee and supervise. Free time can quickly turn into unsupervised rough housing that will result in problems. Try to come up with some ideas for free time like games, a nature walk, a scavenger hunt, or anything else that will allow them to relax and be out from under the thumb of the daily routine.

5. Parents - If you are camping locally, encourage parents to stop by. Young Marines, especially those younger ones will be encouraged to see their parents and this will make the exercise go better for them. It also lets the parents see what their children are doing. Parents worry about their children when they are not with them. By allowing this, you are making both the parents and the Young Marine feel better, safer, and more comfortable.

#### **E.O. 4 Plan and execute a unit encampment**

Using what you have learned in the Young Marines and in this chapter, you will need to meet with your unit commander and receive permission to plan and execute a unit encampment. As a requirement for the successful completion of this manual, your unit commander will authorize you to carry out this task at the earliest convenience of the unit's schedule.

You must perform the duties of the senior Young Marine by meeting with the necessary adult staff and subordinate Young Marines to discuss, plan, and execute this duty.

Upon completion of the encampment, request an **after action report** from each of your subordinate Young Marines who held billets for the encampment, and from each of the adults as well. Request an **after action review** from your unit commander. Make this a part of your Young Marine Record Book.

When preparing an After Action Report (AAR), use the "topic, issue, discussion, and recommendation" plan.

- a. The **topic** should be about one item only. For example, chow.
- b. The **issue** should only be related to the topic. If there are no issues, then there is no topic.
- c. The **discussion** should include the particulars of the issue. For example, if the issue was lack of variety, then the discussion could include something like:

Each morning meal consisted of cold cereal and juice. When questioned, the cook stated that it was easy to feed everyone this way.

- d. After you have listed all of the topics and issues, and have noted your discussion points,

you can then list your recommendation. REMEMBER - An AAR is not to bad mouth or put anyone down. It is for addressing issues in a professional manner and offering recommendations to better the efforts in the future. In fact, it can include “topics” that were attempted and found to be very beneficial.

**PERFORMANCE QUALIFICATION REVIEW**  
**Performance Objective 4: Field Skills**

<b>E.O. No.</b>	<b>Enabling Objective Description and Performance Requirement</b>	<b>Authorized Evaluators Signature</b>
<b>1</b>	<b>Planning and Leadership</b>	
a.	Can explain the what, who, and how of planning	
b.	Understands the acronym FLAMET	
c.	Understands leadership in the field	
<b>2</b>	<b>Supervising Field Exercises</b>	
a.	Understands the supervise and observe philosophy	
<b>3</b>	<b>Special Considerations</b>	
a.	Understands how to deal with bed wetters	
b.	Understands age differences in the field	
c.	Demonstrates good use of free-time	
d.	Makes Young Marines and parents feel comfortable in the field	
<b>4</b>	<b>Plan and execute a unit encampment</b>	
a.	Successfully discussed, planned and executed a unit encampment of at least three days and two nights.	
b.	Requested and received after action reports from Subordinate Young Marines who held billets at the encampment	
c.	Requested, received, and had filled in their Young Marine Record Book, an after action review from their unit commander.	