

Medical Soldiers OUTLOOK

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Army Medical Department Enlisted Training News



Summer 2002

From the Top The Art of Leadership: NCO Style

We are an Army of One. Collectively, the Active component, Army National Guard, Army Reserve, and Department of Army Civilians make up the most mobile and lethal force ever comprised by any nation in history. Our organization is high-tech, fast-paced and evolving at an astonishing rate. Each day we introduce new equipment and doctrine. As our Chief of Staff lays the groundwork for his vision to transform our forces for the challenges of an ever-changing battlefield, the Army Medical Department (AMEDD) must keep pace.

Change is inevitable. . . this is a fact of life. All successful organizations have come to realize the value of implementing effective change. Additionally, they have mastered the techniques associated with this change. The most important key to successful change is quality leadership at all levels. According to Webster, when lead is used as a verb, it means to "guide, pilot, or point the way." These are essential tenets of leading. One accepted Army definition of leadership is the ability to get others to accomplish the mission through motivation, purpose, and direction.

The art of leadership has not changed a great deal throughout time. Baron von Steuben realized at Valley Forge that General Washington's Continental Army lacked discipline and heart. They were poorly trained and needed guidance and first-line leadership. He also realized that his noncommissioned officers (NCOs) would be essential in providing motivation, regimentation, and maintaining good order and discipline within the units. They would also be relied on to develop the mental, physical, and emotional fitness of the recruits. This philosophy has not changed and today, our NCOs fulfill these same roles as they teach, coach, and mentor soldiers to be successful.

Soldiers are our most precious resource. We must attract, train, and retain quality soldiers in order for our Army to be successful. General Colin Powell, former Chairman, Joint Chiefs of Staff stated: "Leadership is the art of accomplishing more than the science of management says is possible." He also said: "Organization doesn't really accomplish anything. Plans don't accomplish anything, either. Theories of management don't much matter. Endeavors succeed or fail because of the people involved. Only by attracting the best people will you accomplish great deeds." The AMEDD must show our soldiers that we value them.

We can do this by properly equipping leaders charged with their morale, welfare, and training.

As we move into the 21st century, the AMEDD NCO Corps must continue to develop sound leaders, at all levels, through perpetual learning. We must develop leaders that will "point the way" for our soldiers and be valued advisors to our commanders. The NCOs must be able to effectively translate to their subordinates the commander's intent along with the the mission, vision, and goals of the organization. A competent leader, whether at the direct, organization, or strategic level, is one who lives the Army values and epitomizes the three characteristics: Be, Know, and Do. A successful leader can get efficient service from undisciplined soldiers while on the contrary, an incapable leader can demoralize the best-trained soldiers.



James M. Aplin
CSM, USAMEDCOM

Leader development rests squarely on the shoulders of senior NCOs in each and every unit. Effective communication techniques and counseling skills are absolutely essential elements of a good leader's "toolbox." We must implement mentoring processes at all levels to ensure the development of good leaders. Former Sergeant Major of the Army William Connelly stated: "Good NCOs are not just born, they are groomed and grown through a lot of hard work and strong leadership by senior NCOs." Our AMEDD NCOs must keep themselves abreast of current Army doctrine, training techniques, and requirements. They must be mentally and physically capable of "going the distance" on an extended battlefield.

The evolution process of a sound leader includes operational experience with challenging assignments, institutional training, and self-development through continued civilian education. They are an integral part in the development and sustainment of technical and tactical skill sets required by our soldiers to be value-added and enhance organizational readiness postures. Additionally, they must be visionary and "think out of the box" in developing and implementing demanding and meaningful unit level individual training in our resource-constrained environment.

Noncommissioned Officer Development Programs, and Sergeant's Time Training must complement the mission of

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Heat Injury can be prevented

Heat Stroke is one of the most dangerous heat injuries. It can be fatal if not immediately treated. Heat Exhaustion is the most common heat injury and requires transport to a medical facility as soon as possible. The chart below shows the three types of heat injury, symptoms, and what to do.

Recognition of Heat Injury

Injury	Symptoms	What to do
Heat cramps	Sweating, muscle spasms	Replace body fluids with water or electrolyte, drink, rest in cool area to reduce sweating
Heat exhaustion	Dizzy/headache, nausea/vomiting; skin gray and may be cold and clammy	Move to cool area, treat as shock, elevate legs, move to medical facility ASAP
Heat stroke	Dehydration, nausea/vomiting, skin hot and dry, unconsciousness	Remove from heat, cool by any means possible, move to medical facility ASAP – very serious condition

For more information, **contact** your installation safety office.

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the organization while developing the doctrinally-established individual soldier and leadership skills. Quality home station training is invaluable and ensures successful collective training events such as the Joint Readiness Training Center and the National Training Center. Developing sound leaders today will enhance our ability to develop the leaders of tomorrow.

I ask each and every one of you to take a few minutes and remember the leaders who have helped you along the way. Regardless of your time in the AMEDD, I am sure there is one NCO who has provided you with great leadership. Take that never-changing technique and help another soldier, ensuring a successful future for the AMEDD.

91E IET (Dental Specialist) Course Returns to Fort Sam Houston

The 91E10 Dental Specialist Course has returned to Fort Sam Houston from the Tri-Service Dental Specialist Course at Sheppard Air Force Base. The 38-day course features a streamlined, task-oriented program of instruction, with increased emphasis on comprehensive and integrated assistance in direct patient care.

The result is substantial cost savings, a lower attrition rate, and an additional 137 training starts in FY 02, eliminating the backlog of mostly Reserve component potential trainees. For more information, **contact:** SGM Williams, Department of Dental Science, DSN 471-8055 or (210) 221-8055.

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ADDRESS CORRECTIONS NEEDED!

An excessive number of the Spring 2002 issue of Medical Soldiers OUTLOOK were returned. Reasons include insufficient address; not at this address; forwarding order expired; attempted, not known; or APO/base closed. If you do not receive your copies of OUTLOOK, call DSN 471-7326, (210) 221-7326, FAX 8720, or e-mail donald.aldridge@cen.amedd.army.mil and provide your correct address, to include street number and zip code + four. If you previously received OUTLOOK and now do not, please provide your current address. If copies are returned due to relocation, unit redesignation, or inactivation, and correct information is not provided, your unit will be removed from our database. **Don't miss important information. Update your address information now!**

AMEDD videotapes available

The following videotapes are available for use in your unit training through the Internet at <http://dodimagery.afis.osd.mil> where you can place your order. They are also available at your supporting Training Support Center or Visual Information Support Center. This list contains the production identification number, title, and running time:

- 711231 Policy for Treatment of Personnel Wounded by Depleted Uranium Munitions, 42:38
- 711161 Pharmaceutical Weights and Measures, 10:33
- 710889 Combat Casualty Care, 12:15
- 710769 Initiate Medical Treatment for Poisons, Stings and Bites, 27:18
- 710691 Initiate an Intravenous Infusion in a Field Environment, 10:00
- 710658 Readiness Training in Nurse Anesthetist Clinical Skills, 43:13
- 710659 Readiness Training in Medical Surgical Nursing Skills, 52:34
- 710460 Apply the Pneumatic Antishock Garment, 09:54

For USAMEDCOM personnel needing information on specific medical videotapes, access our web page at www.cs.amedd.army.mil or **contact:** AMEDDC&S Health Sciences Visual Information Division, DSN 471-3111 or (210) 221-3111.

Alcohol and Drug Training available

The Alcohol and Drug Training Section, Soldier and Family Support Branch, Department of Preventive Health Services, Academy of Health Sciences, has announced the following training opportunities. *Nomination does not guarantee enrollment.* The ATRRS web site to verify class dates is www.atrrs.army.mil. Click on Course Catalog in upper right corner to open search form. Select School Code 081 and click on "Submit." Numbers, courses, and dates are:

Numbers	Courses	Dates
5H-F4/302-F4	Individual Counseling	15-26 Jul 02
5H-F5/302-F5	Group Counseling	19-30 Aug 02
5H-F10/302-F10	Advanced Counseling	9-13 Sep 02

For more information, **contact:** Ms. Cindy Garcia, DSN 471-6736, (210) 221-6736, FAX DSN 471-6354, (210) 221-6354, or e-mail lucinda.gracia@cen.amedd.army.mil.

**Professional Postgraduate Short Course Program (PPSCP)
FY02 Proposed Courses**

Course Title	BR	Crs Number	Dates	Location	Proj Off	DSN
Primary Enlisted Corps Short Crs						
Surg Support NCO Short Crs	EN	300-A0708	10-13 Jun	San Antonio, TX	SFC Mallari	421-4442
91X/71M NCO Short Crs	EN	300-A0720	15-19 Jul	San Antonio, TX	SFC Newbery	471-6866
CSM/SGM/SR/NCO Short Crs (Eur)	EN	340-A0743	19-22 Aug	Germany	CSM Otero	371-2500
Fld Mgt of Chem & Biol Casualties	EN	NA	23-27 Sep	Aberdeen PG, MD	Ms Key	584-2230
Enlisted Corps Quotas in Other Courses						
Hosp Educators Crs	AN	6E-300-A0526	12-16 Aug	San Antonio, TX	COL Harris	471-8231
FORSCOM Sr Med Ldrshp Conf	AN	6E-A0503	24-30 Aug	Atlanta, GA	COL Brunken	367-7327
Strategic Issues Symposium (Exec Ldrs)	AN	6E-300-A0504	9-12 Sep	San Antonio, TX	LTC Forster	471-6659

New Mandatory Requirements: In December 2001, The Army Surgeon General and AMEDDC&S Commander set a goal to include Nuclear, Biological, and Chemical training in every AMEDDC&S numbered course, to include PPSCP training. All PPSCP courses starting after 9 March 2002 will include Chemical, Biological, Radiological, Nuclear, and High Explosive (CBRNE) course content.

All applicants must complete Internet Course 081-CBRNE-W, Introduction to CBRNE. Apply at <http://atrrs.army.mil>, under Self Development. Instructions will be provided when the application is accepted. **Completing this training is a requirement before PPSCP course enrollment.** Nonresident Instruction Branch will provide course Project Officers the names of individuals who have completed CBRNE training.

Request for attendance **MUST** be sent NLT 60 days before the start date of requested course. **Active Component** soldiers apply by submitting DA Form 3838 to: DEPT OF HEALTH ED & TNG, ATTN MCCS HEL, CDR AMEDDC&S, 1750 GREELEY RD STE 205, FT SAM HOUSTON TX 78234-5075. FAX DSN 471-2832 or (210) 221-2832. **Army National Guard** soldiers apply on National Guard Bureau (NGB) Form 64, or contact MSG Eisenbart, NGB Surgeon's Office at DSN 327-7145, (703) 607-7145, FAX (703) 607-7187, or e-mail richard.eisenbart@ngb-arng.ngb.army.mil. **Army Reserve** soldiers apply through unit training channels on DA Form 1058 to: ARPERSCOM, ATTN ARPC HS OPS MR KOSITZKE, 1 RESERVE WAY, ST LOUIS MO 63132-5200. Phone (314) 592-0444, 1-800-325-4729 option 7, FAX (314) 592-0433, or e-mail donald.kositzke@arpstl.army.mil. **Contact:** Project Officer or AMEDDC&S Program Manager, DSN 471-0144, (210) 221-0144, FAX DSN 471-2832, (210) 221-2832, or e-mail ludlow.ball@cen.amedd.army.mil.

NCO Vision

An NCO Corps, grounded in heritage, values and tradition, that embodies the warrior ethos; values perpetual learning, and is capable of leading, training, and motivating soldiers.

We must always be an NCO Corps that -

- Leads by Example
- Frains from Experience
- Maintains and Enforces Standards
- Takes Care of Soldiers
- Adapts to a Changing World

Dialysis Specialty (ASI M3)

The Dialysis Specialty Course, taught annually at the Walter Reed Army Medical Center (WRAMC), is a 20-week course providing military and DOD civilian Licensed Practical Nurses with the knowledge required to perform safe and effective hemodialysis treatments in both acute and chronic settings. The next class is scheduled for 6 January – 28 May 2003.

The course is open the Active Army and Reserve component Sergeants and below and DOD civilians. Course prerequisites are located on the ATRRS web site at <http://atrrs.army.mil> under the WRAMC school code 836, course #300-M3. **Contact:** SFC Robertson, Department of Nursing Science, DSN 471-8454 or (210) 221-8454.