



# PERFORMANCE EXPERT EMBEDMENT

## COMPANY/BATTERY/TROOP LEADERSHIP

### AS THE COMPANY/BATTERY/TROOP GATEKEEPERS



- Allow time for PEs to brief your PLT leadership teams, this includes the Top 5. This could be a traditional capabilities brief or a PT capabilities brief.
- Invite PEs to training meetings so they can work toward integrating psychological skills targeted at specific events.
- Allow PEs to include a slide toward the end of the training meeting to highlight unit trends.
- Designate a POC in the S-3 shop.
- Ask the PE how the training or interactions support or reinforce the unit priorities.

### PRELIMINARY DISCUSSIONS



- Communicate unit priorities and mission to the PE.
- Identify and discuss preferred population (e.g., PLT leadership, SL). Request a plan of action from the PE for this population. Request monthly updates on the plan of action.
- Review relevant portions of the DEOCS (and/or other unit surveys) and discuss potential COAs to target deficiencies.
- Request a capabilities brief and portfolio of their work.
  - You may request a skill/concept-based (e.g., PE teaches a specific skill or concept) or kinesthetic (e.g., PT) capabilities brief if you prefer experiential learning.
- Discuss how the PE should prioritize their time (e.g., high risk populations, resilience, performance, culture, team cohesion, remedial PT, leader development, academic preparation, esprit de corps days, Foundational Readiness Days).
- Describe the metrics that are critical for your unit and discuss how a PE could work to improve them.
- Discuss COAs with PEs for integrating additional collaborators (e.g., Chaplain, BHO, Military Fitness Trainer [MFT], H2F staff, Master Resilience Trainer [MRT]).

### LOGISTICS



- Encourage the S-3 shop to publish OPORDs for trainings to ensure participation.
- Ensure PE has space to work (e.g., classroom, office).
- Ensure PE has access to transportation to go to the field.
- Provide the PE a bulletin board so they can post contact information, skill information, etc.

### CHECK-IN



- At 3 months, formally meet with the PE to ensure embedment is going well or determine a plan for course correction.





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### MEETINGS



- Schedule regular (e.g., once a month, once every six weeks) information meetings with the PE and other BN leadership (e.g., CSM, XO, S-3) to discuss trends and develop strategies to address challenges.
- Invite the PE to attend training meetings to help with deliberate planning and integration of mental skills (e.g., goal setting, attention control, energy management). These skills can be targeted at specific unit events (e.g., RM, gunnery tables, ACFT preparation). Highlight PLTs that are intentionally incorporating PEs into their training calendar.
- Allow the PE to include a slide during the BN training meetings to discuss unit trends and PE engagements with the unit.

### HELPFUL HINTS:



- Invite PEs to Hail and Farewells and holiday parties.
- PLT-level leadership doesn't have as many resources as their superiors. PEs are an excellent resource for them.
- Provide swag (e.g., t-shirt, mug) to the PE to wear or use around the footprint.
- At safety briefs, encourage Soldiers to use the PE.



- PEs have different areas of focus. These may be climate (typically at the BDE or BN level), performance (typically at the CO or PL level), resilience, team cohesion (BDE-SQD levels), academic performance training (individuals going to schools), etc.



- PEs can go to the field. Consider transportation plans and other accommodations.

If you would like additional information, scan this code to send an email.

This information was compiled based on an evaluation conducted by the Walter Reed Army Institute of Research. v4, 19 OCT 2022

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