
Unit Training Management Guide



U.S. Marine Corps

DEPARTMENT OF THE NAVY
Headquarters United States Marine Corps
Washington, DC 20380-1775

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FOREWORD

1. PURPOSE

Marine Corps Reference Publication (MCRP) 3-0A, *Unit Training Management Guide*, assists unit commanders and their staffs in the preparation of unit training programs. It provides a background on the philosophy, principles, and policies of the Marine Corps training management system. It also provides guidance on how to support and evaluate training plans.

2. SCOPE

This publication was prepared primarily for operations officers at the battalion/squadron level and above throughout the Fleet Marine Force. However, the philosophy and procedures contained herein may be applied by all training managers and trainers, regardless of the size of their unit. This publication reflects the methodology and techniques developed over the years to improve the Marine Corps' overall training effort. It may also be used as a reference tool to train the trainers and to evaluate unit training management.

3. SUPERSESSION

FMFM 0-1, *Unit Training Management Guide*, dated 15 April 1991.

4. CHANGES

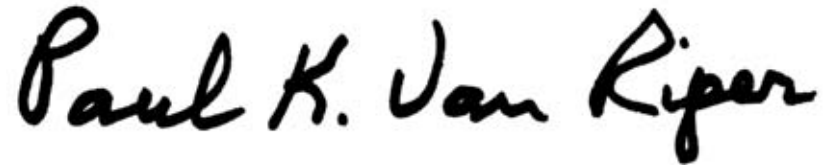
Recommendations for improving this manual are invited from commands as well as directly from individuals. Forward suggestions using the User Suggestion Form format to—

Commanding General
Doctrine Division (C 42)
Marine Corps Combat Development Command
3300 Russell Road Suite 318A
Quantico, Virginia 22134-5021

5. CERTIFICATION

Reviewed and approved this date.

BY DIRECTION OF THE COMMANDANT OF THE MARINE CORPS

A handwritten signature in black ink that reads "Paul K. Van Riper". The signature is written in a cursive, slightly slanted style.

PAUL K. VAN RIPER
Lieutenant General, U.S. Marine Corps
Commanding General
Marine Corps Combat Development Command

DISTRIBUTION: 144 000020 00

User Suggestion Form

From:

To: Commanding General, Doctrine Division (C 42), Marine Corps Combat Development Command,
3300 Russell Road, Quantico, Virginia 22134-5021

Subj: RECOMMENDATIONS CONCERNING MCRP 3-0A, *UNIT TRAINING MANAGEMENT GUIDE*

1. In accordance with the foreword to MCRP 3-0A, which invites individuals to submit suggestions concerning this MCRP directly to the above addressee, the following unclassified recommendation is forwarded:

<u>Page</u>	<u>Article/Paragraph No.</u>	<u>Line No.</u>	<u>Figure/Table No.</u>
Nature of Change:	<input type="checkbox"/> Add		
	<input type="checkbox"/> Delete		
	<input type="checkbox"/> Change		
	<input type="checkbox"/> Correct		

2. Proposed new verbatim text: (Verbatim, double-spaced; continue on additional pages as necessary.)

3. Justification/source: (Need not be double-spaced.)

Note: Only one recommendation per page.

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Chapter 1

The Marine Corps' Philosophy and Principles of Training

Training Philosophy

The history of battle, a commander's experience, and the wisdom of military philosophers all confirm the direct correlation between training and victory in war. Successful combat units train as they intend to fight and fight as they were trained. Marines base their future success on the battlefield on this philosophy. The Marine Corps undergirds this philosophy with a training mandate and a training imperative. This philosophy is further backed by a number of training principles.

"You are either in contact, moving to contact, or training!"¹

*LtCol "Chips" Catalone,
USMC*

Training Mandate

The Marine Corps' mandate for training is simple and compelling: The nation must have units that are ready for combat! Because the Marine Corps trains for war, not for peace, the intended battle determines training directions and goals. War places rigorous physical, psychological, and moral demands on Marines, and a battle environment demands substantial dedication, perseverance, and motivation to ensure the highest possible chance of success. Success on the battlefield also demands the ability and willingness to fight. Combat-ready units are manned with motivated, disciplined, and proficient Marines; led by tactically and technically competent leaders; and conditioned through physically tough and mentally demanding training that ranges from individual Marine battle drills to joint combined-arms exercises. Pursuit of the highest possible quality of training must become a way of life in the Marine Corps.

Training Imperative

Training is a professional and moral imperative. It is the Marine Corps' responsibility to ensure that both regular and reserve components are properly trained. Training encompasses the full range of duties, responsibilities, and missions of Marines, and it must be embedded in all that Marines do. It can be as simple as practicing an individual task or as complex as conducting a joint or combined field training exercise (FTX) with an opposing force. It can vary from a squad leader informally making an on-the-spot correction, to a company commander teaching lieutenants how to apply tactical principles. Employing weapons, operating equipment, communicating information, maintaining vehicles, and rearming and resupplying units are all critical skills mastered only through training. From training comes the ability to follow