

The Calgary Highlanders  
Training Calendar 2014-2015



April - 2014																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
2	Regimental Birthday																				Unit Run Course: BMOQ II Ends									
16	Col Horn PD Session - MCpl and Up																				Unit Run Course: BMQ L Ongoing									
17	LCol Ross Ellis Lecture - Center for Military and Strategic Studies Lecture Series																													
18-21	Easter Weekend																													
25	St. Julien Officers' Mess Dinner																													
26	St. Julien Parade																													

May - 2014																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
10-11	Exercise Highland Marksman - C7 PWT																				Unit Run Course: BMQ L Ongoing									
11	Mother's Day																													
19	Victoria Day																													
24	Hill 70 Professional Development - Sgts and up																													
25	Gathering of the Clans																													
28	Stand Down Parade																													
31-1	Ex Highland Challenge - Cadet Support Exercise																													

June - 2014																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
31-1	Ex Highland Challenge - Cadet Support Exercise																				Unit Run Course: BMQ L Ends									
11	Admin Night																													
15	Father's Day																													
25	Admin Night																													

July - 2014																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
1	Canada Day																													
4-13	Calgary Stampede 2014																													
9	Admin Night																													
23	Admin Night																													

August - 2014																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
4	August Long Weekend																													
13	Admin Night																													
16-24	Exercise Belligerent Grizzly																													
27	Admin Night																													
30-1	161 Social Visit - MCpl and Up - In Calgary																													

September - 2014																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
1	Labour Day																				Unit Run Course: WDM Start (TBC)									
3	AAG																													
6	Start of Year Preps																													
6-7	WDM - Garrison																													
20-21	Exercise Highland Launch and WDM Range Weekend																													

October - 2014																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
4	Training Day - BFT																				Unit Run Course: WDM End (TBC)									
4-5	WDM - Garrison																													
13	Thanksgiving																													
25-28	Exercise Heavy Metal - Weapons Det Member Final Exercise																													
31	Walcheren Officers' Mess Dinner																													
31	Halloween																													

November - 2014																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
1	Walcheren Parade																				Unit Run Course: BWW Starts									
7	WOs' & Sgts' Mess Dinner																				Unit Run Course: LOSV Starts (TBC)									
11	Remembrance Day																													
14-16	Exercise Highland Fundamental/Exercise Split Grizzly																													
30	102nd Grey Cup																													

December - 2014																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
10	Last Wednesday Evening Parade of 2014																				Unit Run Course: BWW Ongoing									
13	Holiday Celebration Dinner																													
14	Kid's Christmas Party																													
15-28	Christmas Day - Boxing Day																													

January - 2015																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
1	New Years Day																													
7	First Wednesday Evening Parade of 2015																													
17-18	Ex Highland Shiver - Last weekend for BWW and LOSV																													
30	Robbie Burns Supper																													

February - 2015																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28			
1	Super Bowl 2015																													
6-8	Exercise Highland Contender																													
16	Family Day																													
21-22	Exercise Grizzly Enabler - Professional Development for Sgts and Up																													

March - 2015																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
6-8	Exercise Highland Enforcer/Aggressive Grizzly																				Unit Run Course: BMQ - L (TBC)									
14	Highland Ball																													
21-22	Exercise Highland Tundra II - Onramp																													
21-22	Exercise Sharp Shooter - Onramp																													

April - 2015																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
1	Regimental Birthday																				Unit Run Course: BMQ - L (TBC)									
3	Easter Weekend																													
10	St. Julien Officers' Mess Dinner																													
11	St. Julien Parade																													
17-3	Battlefield Tour																													

May - 2015																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
18	Victoria Day																													
																					Unit Run Course: BMQ - L (TBC)									

**Legend**

- # Weekends
- # Holidays
- # Exercise
- # Garrison Training
- # Administration
- # Social/Ceremonial Events
- # External Events
- # Unit Run Course Dates

## The Calgary Highlanders Training Calendar 2014-2015



### SITUATION:

41 CBG Comd's Intent. 41 CBG will continue to recruit, train, develop and retain skilled and motivated soldiers to participate on any domestic or international task. This multi-year plan is an evolving document which will provide predictability for unit planning while serving as a guide to 41 CBG out-year objectives. Comd 41 CBG expects units to be innovative, resourceful, and focused in their planning, especially in applying the lessons learned from prior events to serve as gateways to long-term end states. The overarching consideration is that the Brigade efforts will support 3<sup>rd</sup> Cdn Div priorities and objectives.

### THE CALGARY HIGHLANDERS

MISSION. The Calgary Highlanders will produce robust infantry platoons in a company context by providing innovative training geared to challenging our soldiers to support 41 CBG efforts to recruit, train, develop and retain high quality soldiers for domestic or international operations.

### EXECUTION.

#### Concept of Operations.

Intent. I intend to continue focusing on unit effective growth. First by leveraging our ties to the community and extended regimental family to aggressively recruit. Second by retaining our current soldiers through challenging training delivered in a progressive manner and following a predictable and stable schedule.

Scheme of Manoeuvre. The Calgary Highlanders will continue to build our capability to plan and conduct operations. We will focus on creating sound and balanced teams at the platoon and company level.

Phase 1: Individual and IBTS Training - April - October 2014: Unit training will focus on IBTS and individual training including a Battle School administered, unit run, Weapons Detachment Member course. During this phase we will focus our efforts on preparing unit members to fill individual augmentation tasks and achieved prerequisites for courses that support the themes of move, shoot, communicate. This phase includes efforts to support TBG confirmation at Level 6 and Ex Belligerent Grizzly, the Brigade collective training exercise in August.

Phase 2: Unit Collective Training – November 2014 – January 2015: This period will focus on building the unit's ability to operate as dismounted light infantry. This phase aims to build collective section skills in a platoon context in preparation for the next phase.

Phase 3: Platoon Validation – February – April 2015: This phase will be the culmination of the training year and will see platoons validated in a company context. This phase will challenge leaders to integrate their elements in a company context which will add complexity and enhanced training opportunities.

Core Themes: Successful infantry units train teams to effectively move, shoot, and communicate. All collective training conducted by the Calgary Highlanders will build these themes. Additionally, The Calgary Highlanders will target specific individual training opportunities to build the units capacity in these themes. Further explanation of move, shoot, communicate is provided below with expected behaviours and courses that will be pursued by the unit to reinforce these themes:

Move: The ability to manoeuvre and exploit opportunity to gain the initiative:

#### Expected Behaviours for Move:

Physical Fitness;  
Training in complex terrain and unique environments;  
Viable sustainment concept;  
Unarmed Combat training.

#### Courses to Reinforce Move:

Driver qualifications;  
Basic Winter Warfare courses  
Basic Mountain Operations Instructors;  
Complex Terrain Instructors;  
Advance Mountain Operations Instructor;  
Light Over Snow Vehicle;  
Urban Operations Instructors;  
Chemical, Biological, Radiological and Nuclear Defence courses.

Shoot: The ability to employ weapons systems or other enablers to affect the battle field:

#### Expected Behaviours for Shoot:

Weapons Handling;  
Marksmanship Training.

#### Courses to Reinforce Shoot:

DP2A – Weapons Detachment Member Qualifications;  
SAT Operators Courses;  
Advance Small Arms; and  
Field Firing Qualifications.

Communicate: The ability to pass information and coordinate activities:

#### Expected Behaviours for Communicate:

Battle Procedure;  
Unit Fan Outs; and  
Effective Administration.

#### Courses that Reinforce Communicate:

Leadership development courses for all rank levels;  
Unit Public Affairs Representative training; and  
Army Tactical Communications Systems qualifications.

Center of Gravity: The Center of Gravity is a characteristic, capability, or influence from which a unit draws its freedom of action, physical strength, cohesion or will to fight. The Calgary Highlander's Center of Gravity is our Leadership Capacity. We will continue to develop this capacity as it provides our greatest flexibility and will continue to provide strength to the unit.

Risk Tolerance: I am willing to limit the scope of unit collective training in favour of supporting the battle school or ensuring the availability of unit leaders attend appropriate individual training to support career progression. These two avenues are vital ground to grow the brigade's capacity and ensure overall health of the unit.

Main Effort. The main effort is ensuring the overall health of the unit by balancing growth and retention. This will be achieved by focusing on the battle school and managing the scope of collective training if required.

End State. The end state will see The Calgary Highlanders poised to participate on Division or Brigade driven collective training or prepared to support domestic operations.