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iv INTRODUCTION

There is a frequently recurring struggle for existence, it follows that any being, if it vary however slightly in any manner profitable to itself, under the complex and sometimes varying conditions of life, will have a better chance of surviving, and thus be *naturally selected*.

– Charles Darwin¹

In 2004, one year into his tenure as the 35th Chief of Staff of the United States Army (CSA), General Peter J. Schoomaker reflected on the organizational adaptation initiatives of the 1990s in relationship to the first years of the wars in Afghanistan and Iraq. He stated, “I have thought for years that the Army needed to...change the way we develop leaders....transformation Evolve or Die: The U.S. Army's Darwinian Challenge

is not about equipment. It's about intellect; it's about judgment; it's about the development of leaders and soldiers. You've got to make that intellectual transformation before you can make the

visible transformation.”² Organizational and operational adaptability are dependent, first and foremost, on developing the individual soldier. With the American soldier as its first priority, the Army can overcome the Darwinian challenge of evolving from its capstone concept to meeting the challenges of the future operational environment (FOE).

In September 2010, Dr. James G. Pierce, a retired U.S. Army Colonel with the Strategic Studies Institute at the U.S. Army War College in Carlisle Barracks, Pennsylvania, quietly published a little known study on Army organizational culture. He investigated organizational culture in relationship to the professional development of future strategic leaders and the potential

divergence between how Army leaders see themselves versus how they best survive in the FOE.

Analyzing data from a sample of students attending the Army War College in 2003 and 2004,

Dr.

¹ Charles Darwin, *The Origin of Species by Means of Natural Selection* (London: W. Clowes and Sons, 1860), 5, <http://www.gutenberg.org/files/22764/22764-h/22764-h.htm> (accessed February 26, 2013).

² James Kitfield, "Army Chief struggles to transform Service during war," *National Evolve or Die: The U.S. Army's Darwinian Challenge Journal*, October 29, 2004, *Evolve or Die: The U.S. Army's Darwinian Challenge* <http://www.govexec.com/federal-news/2004/10/army-chief-struggles-to-transform-service-during-war/17929/> (accessed November 20, 2012). Pierce "postulate(d) that the ability of a professional organization to develop future leaders in a manner that perpetuates readiness to cope with future environmental and internal uncertainty depends on organizational culture." This hypothesis was based on the assumption that organizational culture enables organizational adaptation; organizational culture perpetuates adaptability

and promotes relevance and continued existence. Pierce's conclusion is alarming. He finds that Army leadership "*may be inadequately prepared to lead the profession toward future success* *Evolve or Die: The U.S. Army's Darwinian Challenge* (italics added)."³

In an effort to ensure future success and relevance, the Army, at the end of 2012, published its *Army Capstone Concept* (ACC). The ACC sets an azimuth into the future and lays a

course for the Army as it moves towards the FOE. The pamphlet, nested with joint doctrine, serves as the foundational document of the Army's conceptual framework and strategic approach

to the FOE. It describes the *Evolve or Die: The U.S. Army's Darwinian Challenge* anticipated FOE and the roles, responsibilities, and capabilities the

Army, as part of the joint force, will be required to fulfill and provide in order to maintain a position of continuous *Evolve or Die: The U.S. Army's Darwinian Challenge* advantage over potential adversaries. *Evolve or Die: The U.S. Army's Darwinian Challenge* It outlines how the Army will

allocate and manage its *Evolve or Die: The U.S. Army's Darwinian Challenge* limited resources in order to achieve an evolution between the current

state of the Army to a desired state; a vision of preventing conflict, shaping the environment, and

winning the Nation's wars.⁴

The ACC is based on a series of assumptions regarding future trends, constraints, restraints and the FOE. These assumptions are based on several variables such as global re-basing

³ James G. Pierce, *Is the Organizational Culture of the U.S. Army Congruent with the Professional Development of its Senior Level Officer Corps?* (Carlisle, PA: U.S. Army War College, 2010), iii.

⁴ Department of the Army, *Army Capstone Concept* (Fort Eustis, VA: Training and Doctrine Command, December, 19, 2012), 4–11. Of note, the ACC functions as a strategic level Army Design Methodology narrative. It describes the FOE, the problems and challenges the Army will encounter, and a strategic approach that serves as a roadmap to navigate future years and achieve desired endstates and outcomes.

initiatives; fiscal restraint; required assistance to joint, interagency, interdepartmental, and multinational communities for unified actions; contested operations in the cyber and space domains; and increased enemy anti-access and area denial capabilities. The Army's description of

the FOE is one of persistent conflict and ever-increasing uncertainty, unpredictability, complexity and disorder! In a word, chaos.⁵

Describing this chaotic future, the National Intelligence Council's *Global Trends 2030: Alternative Worlds* predicts a world challenged by continuous developments in human interaction. Adversaries in the FOE will include rising peer competitors; non-state, transnational terrorist and criminal organizations; super-empowered individuals; or networks and coalitions made up of a combination.⁶ They will threaten and challenge U.S. security conventionally and unconventionally in every element of our national power: economically, diplomatically, militarily, and within the information domain. These hybrid threats will be diverse, dynamic and adaptive combinations of conventional, unconventional and criminal elements acting in full concert with unrestricted violence on unrestricted targets.⁷ Given this foreboding description of

⁵Ibid.

⁶ National Intelligence Council, *Global Trends 2030: Alternative Worlds* (Washington, DC: Office of the Director of National Intelligence, 2012),

<http://www.dni.gov/index.php/about/organization/global-trends-2030> (accessed February 12, 2013). Future challenges stem from the increasing speed of flow and access to information; technological innovation, advancement, availability, and proliferation; access to and spread of social media in global communications; increased competition for limited resources, such as energy, water, and food; increased struggle for wealth, sovereignty, and political power; demographic migrations and increasingly urban-centric populations; remote, ungovernable areas; inter- and intra-state tribal, religious, and cultural clashes; and increased interconnectedness and interdependence within a volatile global economy. Also see Samuel Huntington, *The Clash of Civilizations*, and Thomas Barnett, *The Pentagon's New Map*. Both speak of future international conflicts based on a "class of civilizations," as well as on the periphery and within the "disconnected core," respectively.

⁷ Department of the Army, *ADP 3-0, Unified Land Operations* (Washington, DC: HQDA, *Evolve or Die: The U.S. Army's Darwinian Challenge* 2011). ADP 3-0 defines a "hybrid threat" (to include hybrid warfare) as the diverse and dynamic combination of regular forces, irregular *Evolve or Die: The U.S. Army's Darwinian Challenge* forces, criminal elements, or a combination of these forces and elements all unified to achieve mutually benefitting effects. They are ever adaptive, the FOE, the ACC offers a solution for the Army to achieve its vision. In summary, the ACC

advocates for an institutional and operating force consisting of organizations, leaders, soldiers, and civilians trained and educated, exhibiting and imbued with the principle of "operational adaptability."⁸

According to the Combat Studies Institute (CSI), over *Evolve or Die: The U.S. Army's Darwinian Challenge* the past 100 years, the Army

attempted organizational adaptation 11 times, motivated by forecasted threats in the FOE, technological innovations, and fiscal austerity.⁹ Organizational adaptation initiatives should be viewed as the Army attempting to correct its azimuth. As the current ACC suggests, periodic evolutions in Army organizational adaptation initiatives are recognized as imperative to the

Army's success, relevance and readiness. From the early 1990s until 2005, the Army researched, studied, developed, implemented, and continued to improve upon an organizational adaptation process known generally as "Army Transformation." The process placed a premium on transforming the Army's organizational structure, driven by Evolve or Die: The U.S. Army's Darwinian Challenge revolutionary technological advances and capabilities that would change the character of how future wars would be waged. This organizational adaptation process languished, however, resulting in a force mentally unprepared using increased technological capabilities. Hybrid threats combine regular forces governed by international law, military tradition, and custom with unregulated irregular forces that act with no restrictions on violence or their targets. These forces Evolve or Die: The U.S. Army's Darwinian Challenge could include militias, terrorists, guerillas, and criminals.

⁸ Department of the Army, *Army Capstone Concept*, iii–11. For Evolve or Die: The U.S. Army's Darwinian Challenge the past several decades, the Army's doctrine consistently referenced the vital nature and essential element of "adaptability" both organizationally and operationally. A review of historical documents and Army Field Service Manuals, FM 100–5 Evolve or Die: The U.S. Army's Darwinian Challenge and FM 3–0 (Operations), as well as FM 22–100 and FM 6–22 (Leadership), for the past 50 years, demonstrate and reference the imperative that doctrine, strategy, operations, tactics, organizations, and leaders must be flexible and adaptable in the face of fluid, changing environments, missions, requirements, and adversaries, as circumstances may require.

⁹ Department of the Army, *Evolve or Die: The U.S. Army's Darwinian Challenge Sixty Years of Reorganizing for Combat: A Historical Trends Analysis* (Fort Leavenworth, KS: Evolve or Die: The U.S. Army's Darwinian Challenge Combat Studies Institute, 1999), <http://usacac.army.mil/cac2/cgsc/carl/download/csipubs/sixty.pdf> (accessed February 26, 2013). for the challenges it Evolve or Die: The U.S. Army's Darwinian Challenge faced following 9/11. Not until 2005, four years into the resulting Evolve or Die: The U.S. Army's Darwinian Challenge wars in Iraq and Afghanistan, did it finally result in what has been described as the largest Army organizational Evolve or Die: The U.S. Army's Darwinian Challenge restructuring since World War II.¹⁰

Evolve or Die: The U.S. Army's Darwinian Challenge Following the Gulf Evolve or Die: The U.S. Army's Darwinian Challenge War and collapse of the Soviet Union, it was critical for the Army to change its organizational structure based on collective recognition that the FOE would be filled with uncertainty, complexity, and chaos; and that modern warfare was on the cusp of a revolution in military affairs with far- and wide-reaching consequences.¹¹ Although senior Army leadership throughout the 1990s believed adapting organizational structure to be Evolve or Die: The U.S. Army's Darwinian Challenge imperative to the relevance of the Army and its ability to accomplish its mission, it would take the catastrophic, system shocking events of 9/11, as well as the recall and appointment to CSA of a retired four-star general with an unconventional background, to truly be a catalyst and change-agent for the Army.

General Peter Schoomaker brought the sense of urgency, political support, leadership, drive, and mandate for change necessary for bringing about a turning point in the Army's organizational adaptation process.

Schoomaker's tenure as CSA and events leading up to *Evolve or Die: The U.S. Army's Darwinian Challenge* provide a case study that demonstrates both *Evolve or Die: The U.S. Army's Darwinian Challenge* successes and failures in organizational adaptation. It demonstrates desirable and undesirable traits in Army organizational practices, processes, and culture; as well as individual leadership traits that help and hinder innovation and adaptation. Finally, these lessons offer a road map and way ahead as the Army brings over a decade of war to a *Evolve or Die: The U.S. Army's Darwinian Challenge* close and faces the

¹⁰ William Donnelly, *Transforming an Army at War: Designing the Modular Force, 1991–2005* (Washington, DC: U.S. Army Center for Military History, 2007), iii. This seems to be an opinion expressed by the author; no analytical support for this statement is provided.

¹¹ "Revolution in Military Affairs" is defined by Williamson Murray and Allan Millet as a phenomenon characterized by a complex mix of tactical, organizational, doctrinal, and technological innovations in order to implement a new conceptual approach to warfare. Williamson Murray and Allan Millet, *Military Innovation in the Interwar Period*, 1–5. In this particular case, the RMA was based on the development of what was being referred to as the "Information Age."

uncertain, unpredictable, complex, non-linear, and chaotic future.

The case study focuses specifically on the organizational adaptation of the Army from a division-centric warfighting organization to a modular, brigade-centric organization. It covers the decade leading up to *Evolve or Die: The U.S. Army's Darwinian Challenge* to Schoomaker's tenure as CSA; how he ultimately decided and implemented the final form and structure of transformation during his tenure; and how his decisions, made while the Army was at war, were all dynamics of his being the "change-agent" to the Army's culture and organization. More than just adapting organizational structure and how the Army fought, it was his emphasis and priority on transforming the soldier *Evolve or Die: The U.S. Army's Darwinian Challenge* and Army culture that made for lasting *Evolve or Die: The U.S. Army's Darwinian Challenge* change.

Following the case study, a comparison is drawn between the strategic-political economic environment in which the Army found itself in the 1990s and the present (2013). Comparing selective similarities, such as public expectations and political calls for federal fiscal restraints and military down-sizing, and the problems and challenges posed by expectations in the

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