

United States Special Operations Command



Preservation of the Force and Family:

“A Holistic Approach to Performance”

Presented by: COL Michael Stone

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Agenda

- **POTFF mission statement, model, and method**
- **Current initiatives**
- **USSOCOM POTFF Directive 10-12**
- **Best Practices**
- **POTFF Messaging**
- **enterprise-wide initiatives.**
- **Discuss SOF Support Personnel.**



POTFF MISSION

Optimize and sustain performance, readiness, longevity for special operations mission requirements through integrated and holistic programs strengthening the Force and Family.



POTFF Domain Capabilities



Physical Domain

- Sports Medicine
- Strength & Conditioning
- Performance Nutrition



Cognitive Domain

- Enhancement
- Assessment
- Prevention



Psychological Domain

- Assessment & Selection
- Behavioral Health
- Suicide Prevention



Spiritual Domain

- Spiritual Practice
- Character Ethics
- Values & Beliefs
- Meaning & Purpose

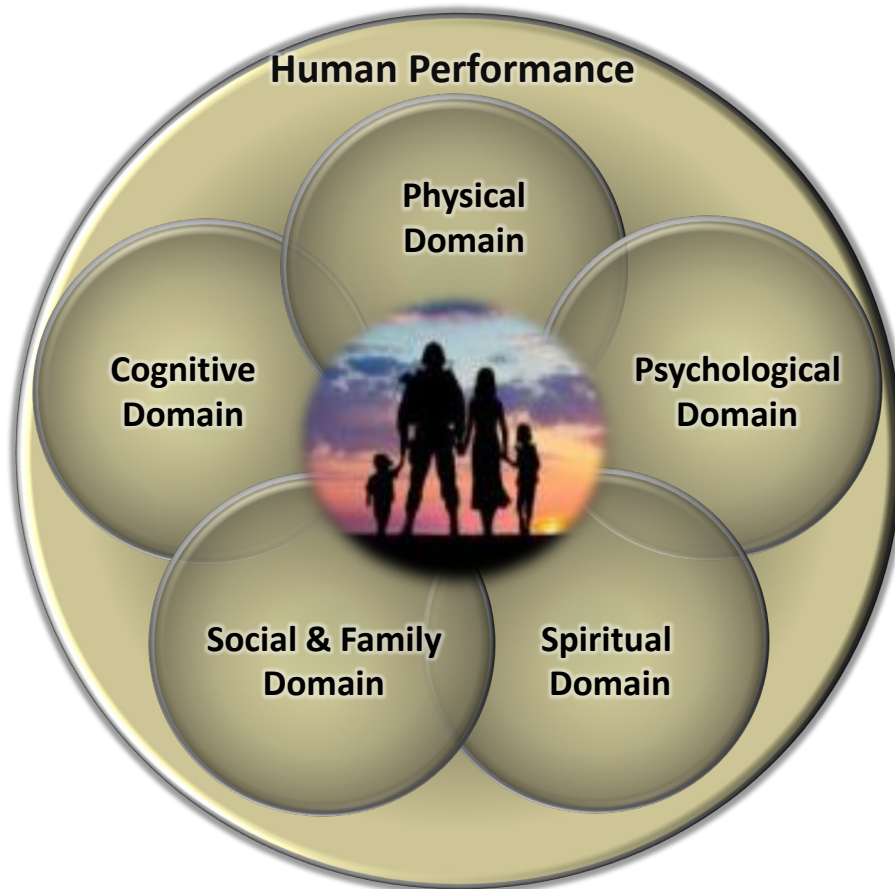


Social & Family Domain

- Relationship Enhancement
- Peer Mentoring
- Social Connectedness
- Financial Counseling



Preservation of the Force and Family



Core Tenets
Performance and Readiness Focused
Embedded and Specialized Professionals
Multi-Domain Cross Functional Teams
Proactive and Holistic Approach
Evidence-Based
Centralized Oversight, Decentralized Execution

End-State: A resilient SOF enterprise with optimized performance across all domains, enabling improved readiness to best meet operational demands for the duration of a SOF career.



Embedded Model

■ Benefits

- Builds Trust, Reduces Stigma, and Optimizes Early Access
- Not a Medical Clinic - Schedules and templates
 - No Joint Commission inspection
 - Not productivity driven; Quality vs Quantity
- Facilitates a Holistic model and Integrated Functional Team
- HPTCs Provides a “One Stop Shop”
- Facilitates “hand-offs” and Bridge Programs
- Links services near each other



Cross Functional Teams

■ Performance

- Spans all Domains
- More touch points = better outcomes
- Aimed at increasing demand and participation

■ Factors such as Sleep & Pain affect potentially all domains

- Chronic Injury, Quality of Life, Self harm

■ Involvement of all Domain Members are paramount to success of POTFF Program



Proactive Approach

■ Assessments

➤ Baseline and Periodic Assessments:

- Performance tests (APPA), movement screens, Mental Health screens, SABRES, Spiritual Fitness Scale

■ Prehab vs. Rehab

- ### ➤ Injury Prevention, Wellness, and Performance Programs coupled with Early Access when injury occurs

■ Social & Family and Spiritual Events

- ### ➤ Focus on family in addition to individual readiness

■ Data Analysis via Smartabase

- Predictive models and trends
- Data drives requirements
- Protects resources



Current Initiatives

■ USSOCOM Inspector General (IG) Inspections

- Check on learning for USSOCOM and Component/TSOC

■ Smartabase

- Transition management to PEO-SOF Digital Application
- Customize and develop unit specific tools, analysis and dashboards
- Obtain approval for Smartabase App and 3rd party API connections for program and technology integration

■ Human Performance Training Center (HPTC) MILCONs

- Modifying design plans to include all POTFF domains
- Space Planning Tool - a.k.a. "HPTC Calculator"

■ Cognitive Domain development



Directive 10-12 Key Take Aways

- **Mandate for all five domains**
- **Facilitates an inter-domain collaboration; holistic approach***
- **Reinforced Component & TSOC Evaluation Plans***
- **Outlines roles and responsibilities of leadership, POTFF staff and collaborating partners**
- **Identifies data collection requirements***
- **Reinforced SOF research reporting requirements**
 - Directive 70-6 (OPR: SOF ATL-ST)

*** Critical to resourcing (POM), reporting (Congress), and accountability (IG)**



Best Practices

■ Human Factors Councils

- Holistic and proactive approach; stress factors
- Council receives multi-disciplinary data for review:
 - Career, Personal (family, social, spiritual and financial, Medical, and Job Performance)
- Discussions with Leadership and SMEs leads to follow-up with individual
- Smartabase metrics integrated into HFCs

■ Incorporate POTFF into Command In-processing

- Assessment, Baseline, and introduction for all

■ Policy as a Forcing Function

- USSOCOM Directive 10-12

■ Monthly Coordination or Sync Meetings

- Collaborate with services outside POTFF



POTFF Messaging

- **Performance is overarching concept**
- **Naming Conventions**
 - Ensure Unit-specific Program supports POTFF efforts
 - Ensures funding and resources are aligned
 - Prevents confusion among senior leaders and stakeholders
- **What does POTFF resource?**
 - Fills gaps not resourced by Services or Installations
- **POTFF for ALL of SOF Enterprise**
 - Goal to service all SOF qualified, CS, and CSS
 - Services prioritized based on assigned resources, unit conditions, and mission readiness – **Commander's focus**



Questions?

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