



## The Snapshot, NOV/DEC 2020

### Message from the HQDA G-4 SGM

Greetings from the Pentagon!

As we near the end of 2020, I wanted to take a moment to both reflect on the past year and look ahead. The COVID-19 pandemic has affected us all. I want to commend all who have helped the Army adapt, stay nimble, and continue its mission. We can expect continued news and changes associated with COVID-19 in the weeks and months to come. I've included resources below to help answer some of your lingering questions.

Professional development is a top priority for me—and the pandemic has not changed that. It is important to remember, however, that professional development is not just about advancing our careers. It is about improving ourselves and strengthening the Army.

In this issue of the *Snapshot*, you will find information on how we are modernizing both our NCO talent management and our business processes. These initiatives are fundamental to your success as an Army Logician.

I want to wish you all a safe and joyful time during the upcoming year-end festivities. I'll see you in 2021.



SGM Jimmy Sellers

## COVID-19 Resources

The COVID-19 pandemic has impacted nearly every aspect of daily life. Each new day seems to bring new information about potential vaccines and treatments, the best ways to keep ourselves and our families safe, and workplace rules and regulations. The amount of information is overwhelming. Below are a few Army and U.S. government resources you can trust and easily consult:

- U.S. Army Medical Command COVID-19 hotline (available 24/7): 1-800-984-8523
- U.S. Army Coronavirus website: [www.army.mil/coronavirus](http://www.army.mil/coronavirus)
- DoD Coronavirus Response: <https://www.defense.gov/Explore/Spotlight/Coronavirus/>
- Center for Disease Control and Prevention: [www.cdc.gov](http://www.cdc.gov)



**Preparing Enlisted Leaders for Multi-Domain, Large Scale Operations**

# ELECTRONIC FINANCIAL LIABILITY INVESTIGATION

The Army is modernizing; automating manual business processes to increase efficiency and reduce errors. Simply put, we are moving from the Industrial Age into the Information Age.

By leveraging technology, we can accurately capture data and accelerate processes that once took days or weeks. An example is the Army's eFLIPL initiative, which shifts DA Form 200—the form for initiating a financial liability investigation of property loss (FLIPL)—into an easy-to-use web-based system.

According to HQDA EXORD 217-20, all Army organizations will cease creating FLIPLs on manual forms or any automated systems (such as AFT) by 4 Jan 2021 and use the eFLIPL web portal. By 31 Mar 2021, all open FLIPLs (those created before 4 Jan) must be completed. From then on, use of manual FLIPL processes will be limited to system outages or austere mission conditions and all manual transactions must convert to eFLIPL as soon as system access is restored.

What is great about this particular initiative is that it was developed for Soldiers by Soldiers. MAJ Chris Larson, MSG Keith Toenies, MSG Jeremy Fish, and Jason Spillum of the Minnesota National Guard found a way to build and automate the business processes in AR 735-5. This automation gives investigators more time to determine the proximate cause for loss or damage—was it negligence or willful misconduct? Automation also improves processing times and ensures the assessment of financial liability is appropriate.

eFLIPL will help eliminate errors and capture accurate data. In recent months the Army has tested the system at Forts Hood, Carson, Riley, Bliss, and Campbell and within U.S. Army Special Operations Command units to garner feedback from other users and work out any implementation kinks. The pilot worked so well, the program was rolled out to the Army at large with an initial implementation date of 1 October 2020.

Training for eFLIPL is available at:

<https://training.eflipl.army.mil/Authenticate/Logon/Index>

Resources and other information are available at:

<https://www.milsuite.mil/book/community/spaces/sustainnet/quartermastercommunity/propertyaccountability/flipl/eflipl>

*The Industrial Age gives way to the Information Age as the manual and paper-based DA Form 200 gives way to the web-based eFLIPL by Mar 2021.*

TID	TPT	Actual Loss	Liability	Loss to Gov
11 / 15	11 / 75	\$3,495.00	\$0.00	\$3,495.00

**Total Initiation Days**  
 Started on 20200101  
 Due on 20200116  
 In accordance with regulation AR735-5, you have 15 days to initiate this FLIPL.

**Total Processing Time**  
 Started on 20200101  
 Due on 20200316  
 In accordance with regulation AR735-5, you have 75 days to complete this FLIPL.

## Rollout Timeline

### Organizations Using AFT

- 26–30 Oct 20 – Registration period for all AFT users.
- 2 Nov 20 – Commands received current user registration list for validation from SEC.
- 3–30 Nov 20 – Commands validated user registration and DD 2875.
- SEC will activate user accounts once validation has been received from the command.

### Non AFT Organizations

- Registration period IAW Tasker HQDA

### User Registration

- MACOM Admin (ACOM/ASCC/DRU, i.e. FORSCOM, AMC, AFC TRADOC)
- ORG Admin (ALL ACOM/ASCC/DRU SUBORDINATE COMMANDS)
- General user (Initiator, Responsible Officer, Accountable Officer, FLO, Appointing Authority, JAG, Approving Authority, USPFO, Military Pay Branch)

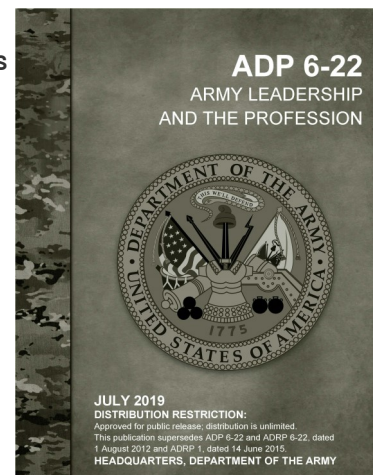
# NCO Talent Management

The Army is evolving the way it identifies, selects, and manages talent throughout the NCO Corps. In the last year, concerted effort—and considerable investment—has gone into modernizing the way we sustain and retain the absolute best talent for the Army. For example, the Human Resources Command has transformed the familiar Assignment Satisfaction Key into the Enlisted Marketplace (ASK-EM) to give NCOs more say in their next assignment (ASK-EM will be accessible in 2021).

Parallel to the ASK-EM implementation are efforts specific to developing senior NCOs within the sustainment community. Led by the senior enlisted leader within the Army Material Command, CSM Alberto Delgado, the new framework facilitates talent management and mentorship and promotes the leadership attributes of an Army leader—character, presence, and intellect (see [ADP 6-22, Army Leadership and the Profession](#)).

It's important that our NCO sustainment leaders take time to understand the latest systems, processes, and regulations that govern the Army's newly overhauled talent management process. Embrace what the Army expects of senior NCOs and develop mentor-mentee relationships that encourage trust and provide opportunities for constructive feedback.

In many ways opportunities are the venues in which people can try, test, better, and even find themselves. Leaders develop subordinates by providing opportunities, encouraging self improvement, and rewarding good performance. Individuals develop themselves by seeking out opportunities while seeking to be effective and efficient.



# NCO Strategy

The Army *NCO Strategy* is one of the most insightful documents for the professional development of our NCOs, and the next version is scheduled for release in early 2021. Every NCO should know the four embedded lines of effort and understand how to apply them to our NCO Corps: 1) Leadership and Communication; 2) Operations and Training Management; 3) Readiness and Program Management; and 4) Profession of Arms.

The NCO common core competencies (NCO C3s) of communication, readiness, leadership, operations, training management, and program management nest within the lines of effort of the *NCO Strategy*. The C3s are a clear and consistent way of conveying expectations for Army leaders. Consider them as guidelines for all current and future leaders who want to know how to excel in their current positions and how to be competitive for their next assignment.

During this year's AUSA conference, Sgt. Maj. of the Army Michael Grinston explained how the *NCO Strategy's* lines of effort align with the Chief of Staff's priorities and the demands of an ever-changing operational environment. For example, just as the Chief of Staff prioritizes People—the Army's greatest strength and most important weapon system—the goal of the *NCO Strategy* is to equip noncommissioned officers with the skills and attributes to be critical thinkers, problem solvers, adaptive, innovative, creative, and lethal leaders.

SMA Grinston also spoke about other Army-level efforts that will assist in bettering our Army, its leaders, and its Soldiers. The following are among the initiatives and tools that align with the *NCO Strategy*:

- *The NCO Guide* (TC 7-22.7), a guide for leading, supervising, and caring for Soldiers.
- This Is My Squad (TIMS), an initiative to build more cohesive teams throughout the Army.
- Holistic Health and Fitness (H2F), an interdisciplinary model for developing personnel.
- Project Inclusion, a series of reforms to complement the modernization of our talent management processes.

# Have you Read?

Photography enhances memories, documents history, and enables visual storytelling, among countless other things. With advances in technology, the ability to take a photo is accessible to nearly everyone at nearly all times.

This year, the U.S. Army Deputy Chief of Staff G-4 invites photographers to enter their best images in the inaugural U.S. Army Logistics Photo Contest. The requirements are simple: submit photographs taken in calendar year 2020 that pertain to the U.S. Army Logistics' profession, enterprise, and/or day-to-day activities.

**Eligibility:** Open to all amateur and professional photographers—military, civilian, and contractors are all eligible to enter.

**Submission Requirements:** Photos may be of any Army logistics subject or activity that occurred in 2020. The submission period is 1-20 December 2020.

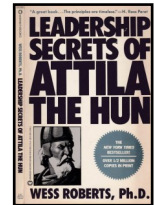
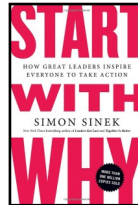
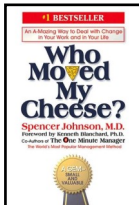
To participate, email the photo or a link to the photo to [usarmy.pentagon.hqda-dcs-g-4.mbx.photo-contest@mail.mil](mailto:usarmy.pentagon.hqda-dcs-g-4.mbx.photo-contest@mail.mil) and include the following information: (1) Who took the photo? (2) What is captured in the photo? And, (3) when was in the photo taken?



## Holiday Reading List

As the Chairman, Joint Chief of Staff, General Mark A. Milley has said, "a course of personal study and contemplation is an essential component for the individual development of every Army professional." With the holidays approaching, we all will have some much needed down time to catch up on our reading. The following are among SGM Sellers' recommended holiday reading list:

- *Who Moved My Cheese*—a simple parable that reveals profound truths about dealing with change
- *Leaders Eat Last*—lessons from military and business about what it takes to lead with trust
- *Start with Why*—why some people more innovative, influential, and effective than others
- *Leadership Secrets of Attila the Hun*—timeless lessons in decisive leadership and the art of delegation



## RESOURCES

**AMC**  
ARMY.MIL/AMC  
FACEBOOK.COM/ARMYMATERIELCOMMAND

**HQDA G-4**  
ARMY.MIL/G-4  
FACEBOOK.COM/ARMYLOGISTICS

**CASCOM**  
CASCOM.ARMY.MIL  
FACEBOOK.COM/USACASCOM

**QUARTERMASTER SCHOOL**  
QUARTERMASTER.ARMY.MIL  
FACEBOOK.COM/QUARTERMASTERSCHOOL

**TRANSPORTATION SCHOOL**  
TRANSPORTATION.ARMY.MIL  
FACEBOOK.COM/CHIEFOFTRANSPORTATION

**ORDNANCE CORPS**  
GOORDNANCE.ARMY.MIL  
FACEBOOK.COM/USAODCORPS

**ARMY LOGISTICS UNIVERSITY**  
ALU.ARMY.MIL

**SOLDIER SUPPORT INSTITUTE**  
SSI.ARMY.MIL

**ARMY SUSTAINMENT MAGAZINE**  
ARMY.MIL/ARMYSUSTAINMENT  
FACEBOOK.COM/ARMYSUSTAINMENT



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