

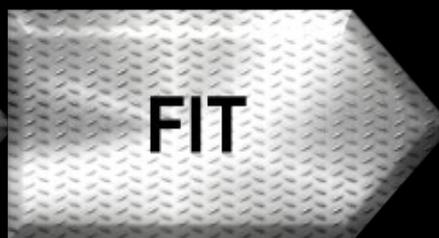
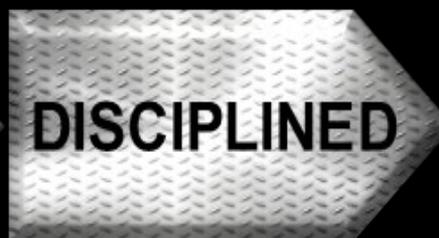


U.S. ARMY

# ARMY SUPPORT TO THE NCO STRATEGY

**NCO Strategy:** Engaged Leaders who build cohesive teams through tough, realistic training that are **highly trained, disciplined, and fit.**

They also develop **Soldiers for Life**, certified in the Army's Profession of Arms where everyone is treated with **dignity and respect.**



### Best Squad Comp.

### Basic Leader Course

- Field Craft
- TSAC-F Cert
- Project Athena

### Expert Badge Physical Assessment

### Adding Squad Leader Time to 350-1

- Digital Job Books
- MySquad App

### Incentivizing Positive Behavior

### Monthly/Annual Solutions Summit

- Leader Engagement Tool
- Responsible Alcohol Culture

### Targeted Counseling

### Maintaining Trust

### Army Wellness Centers/R2PCs

### Holistic Health and Fitness

- Wellness Checks
- Army Body Composition Study

### Improving Overall Nutrition

- Warrior Restaurant Centers

### Quality of Life

- "Taking Care of People"
- Barracks Investment

### Talent Management

- STEP ETPs
- CSM/1SG Assessment
- Army IgnitED

### Leader Development

- SGM-A Mentorship
- Leader Engagement Metrics



# 16th SERGEANT MAJOR OF THE ARMY INITIATIVES

Twitter: @16thSMA

Live Q&A: [Reddit.com/r/Army](https://www.reddit.com/r/Army)





# HIGHLY

# TRAINED



- **Army Best Squad Competition**

- Sergeant's Time Training in 350-1
- Financial Literacy Training
- Expert Badge Alignment: Physical Assessments, Common Tasks

- **BLC 3.0**

- Field Craft, TSAC-F, WTBDs, Athena

- Digital Job Books – Warrior Tasks and Battle Drills

- MySquad App →

<u>Legend</u>
• Initiative in place
• Continuing Initiative
• New initiative



# DISCIP



# LINED

- Junior Leader Development Program
- SMA Monthly Solutions Summit
  - **Leader Engagement Tool** →
  - **Responsible Alcohol Culture**
  - Workplace and Gender Relations
    - **Reinforcing Trust**
- Monthly Soldier Counseling System
  - **Project Lazarus**
- **Incentivizing Positive Behavior** →
- **Targeted CSM Counseling**

<u>Legend</u>
• Initiative in place
• Continuing Initiative
• New initiative

# FIT



- Mental – improving overall resiliency
  - **Annual Wellness Checks at PHA**
  - Improve utilization of Army Wellness Centers, R2PCs
- Spiritual – building social connections
  - Better Opportunities for Single Soldiers, Warrior Adventure Quest
  - **UMT engagements at Reception and Integration**
- Physical – optimizing performance
  - **Army Body Composition Study** →
- Nutrition – how Soldiers fuel
  - **Warrior Restaurant Centers** →

**Legend**

- Initiative in place
- Continuing Initiative
- New initiative

# SOLDIER FOR

# LIFE



## Quality of Life →

- **SecDef "Taking Care of People" Memo**

## Talent Management

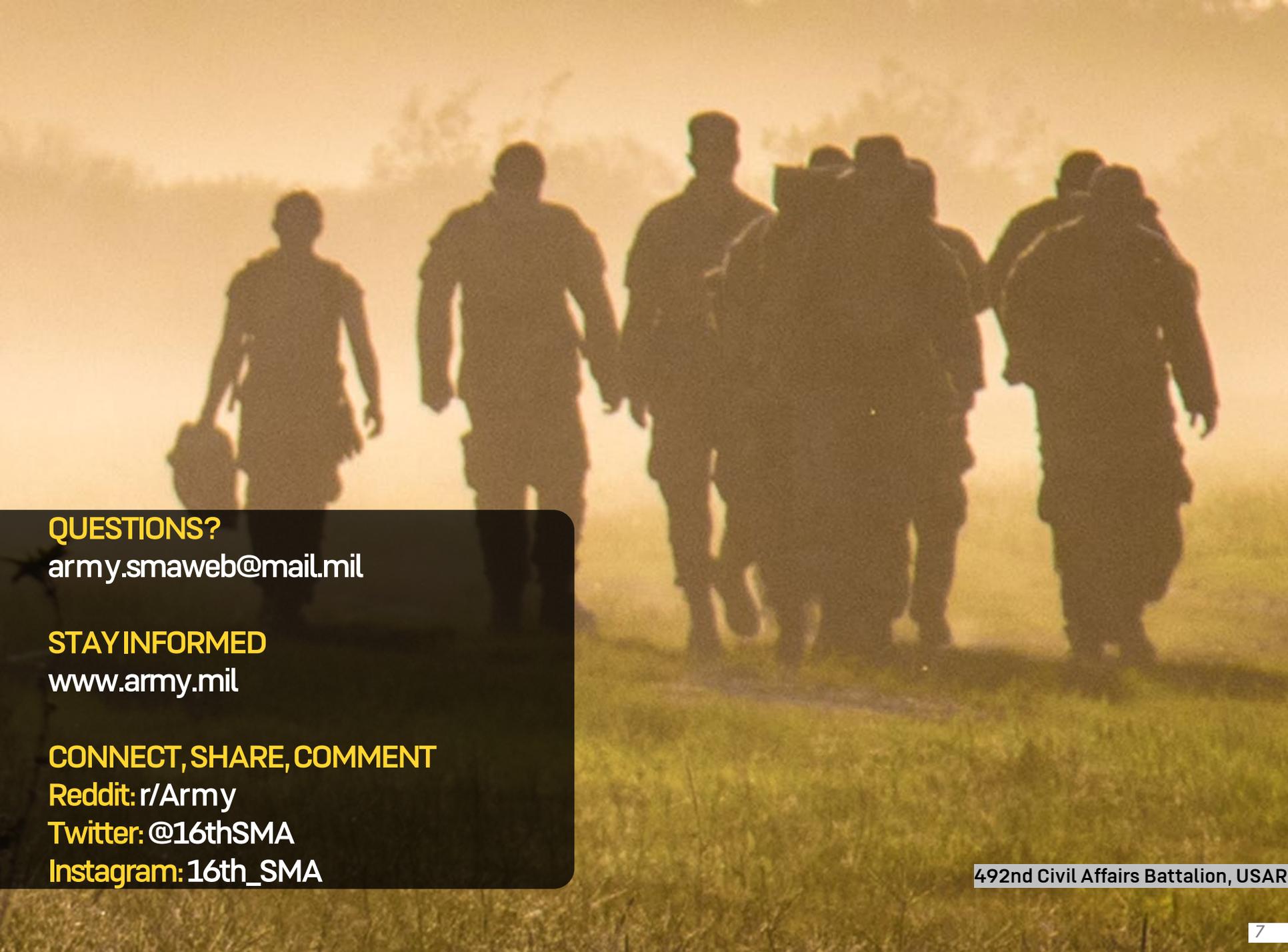
- STEP Exception to Policy
- 1SG/CSM Assessments
- SSG Re-Calibration
- **ASK-EM Marketplace for MSGs**
- **Order of Merit List Unmasking**

## Leader Development

- Army IgnitED
- **Mentorship Pilots: Corps Compass** →
- **Leader Engagement Metrics** →

## Transitioning out of the Army

Legend
• Initiative in place
• Continuing Initiative
• New initiative



**QUESTIONS?**

[army.smaweb@mail.mil](mailto:army.smaweb@mail.mil)

**STAY INFORMED**

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492nd Civil Affairs Battalion, USAR



**MYSQUAD**  
ARMY SOFTWARE FACTORY

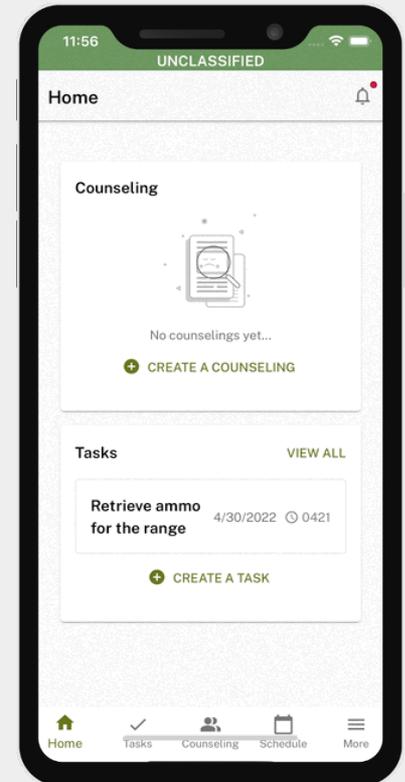
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# Application Overview



# What is MySquad?

- A suite of tools available on **personal mobile devices & NIPR**
- Secure and private **IL4 Security** accreditation
- Stable **non-CAC** Login



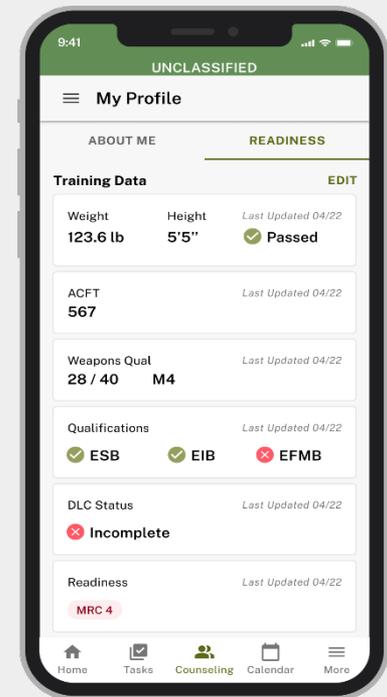
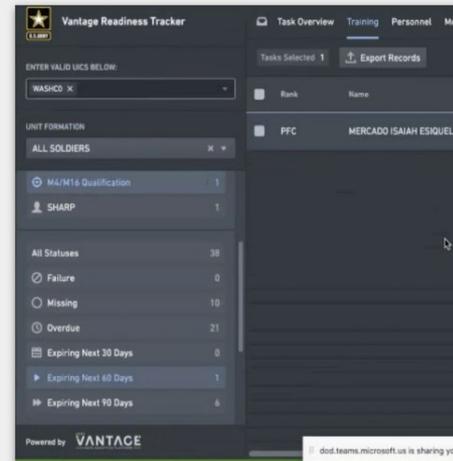
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# MySquad Feature Set



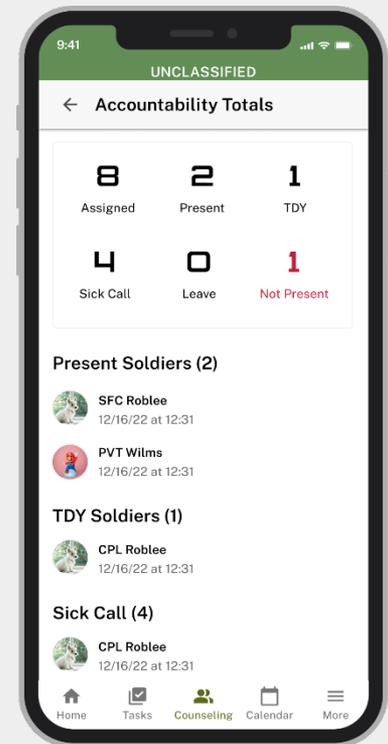
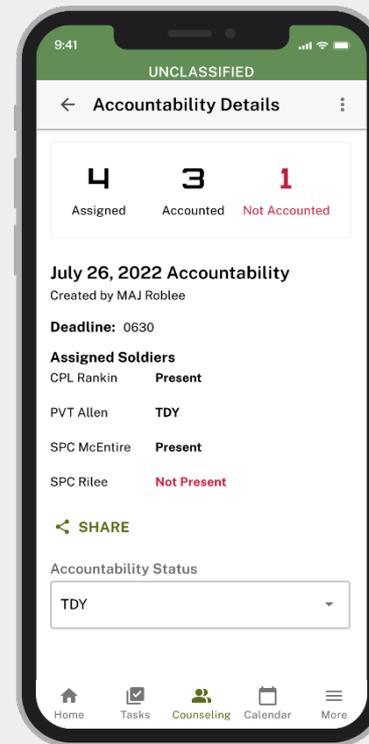
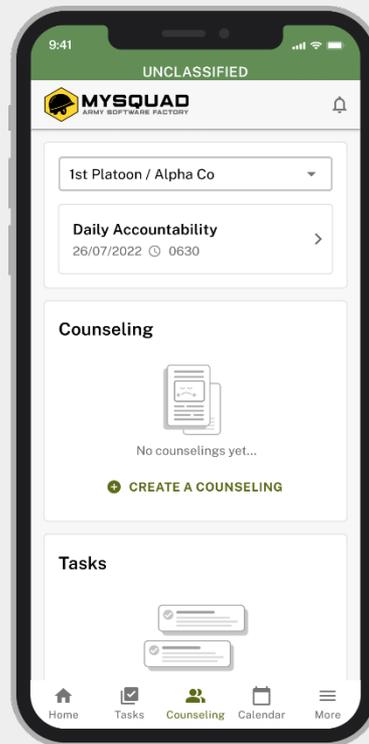
# Readiness

- MySquad Readiness enables leaders to track the proficiency and deployability of their Soldiers
- MySquad automatically updates Soldier data from Vantage
- Future Features: 30/60/90 prior notifications, data sharings, and metrics roll-up



# Accountability

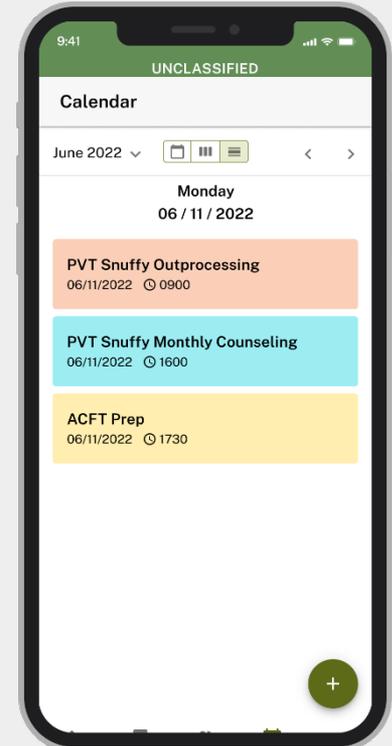
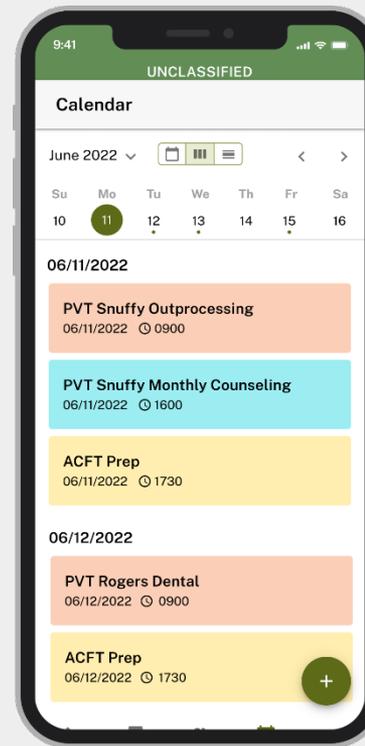
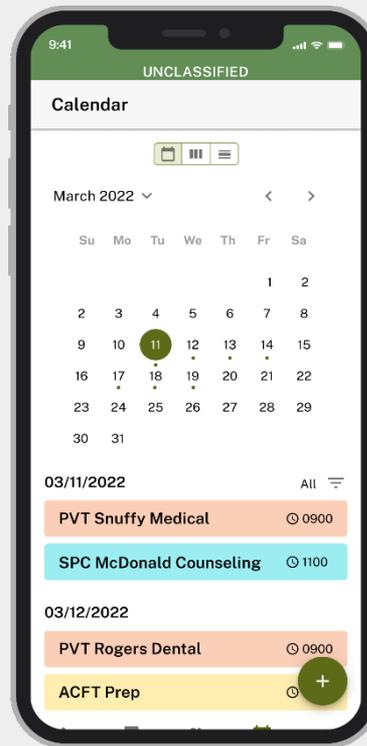
- Create an **efficient PERSTAT** flow
- **Secure platform** to maintain Soldier status
- Maintain personnel status from the **palm of your hand**





# Calendar and Scheduling

- Create and manage events, tasks and appointments
- Developed with **Outlook** in mind
- Shift between **month / week / day** views



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# Available NOW on Personal Devices



Direct URL

<https://mysquad.swf.army.mil>



# The MySquad Team



**MSG Werner**  
Product Manager  
(SWF)



**1LT Wilms**  
Product Designer  
(SWF)



**1LT Shah**  
Software Engineer  
(SWF)



**SPC Lowe**  
Software Engineer  
(SWF)



**SFC Bedoya**  
Software Engineer  
(SWF)



**CW2 Matos**  
Software Engineer  
(SWF)



**Carrie Evans**  
Product Manager  
(VMware)



**Jared Carroll**  
Software Engineer  
(VMware)



**Tim O'Dowd**  
Software Engineer  
(VMware)

---

# Want to know more about the Army Software Factory?

Visit us at

<https://armyfuturecommand.com/software-factory/>



# The Leader Engagement Tool (LET)

Promotes Leader presence in the barracks Army-wide to address issues that impact readiness.

The LET Pilot **reduced** barracks crime and harmful behaviors at Fort Bragg **by 25%**.

The screenshot shows a web form titled "Record your Engagement". At the top, it says "Logged in as: 1539515000" and has a "Log Out" button. The main heading is "Record your Engagement" with the sub-heading "In what building number did the engagement take place?". Below this, there are dropdown menus for "Brigade" (set to "2ND BRIGADE COMBAT TEAM") and "Building Number" (set to "C5728 (~444m away)"). A "Refresh Location" button is below the building number. To the right is a map showing the location. Below the map, there are text input fields for "During your engagement, what action(s) did you take to improve conditions?..." and "How many visitors were signed into the barracks by the staff duty?". There is a "Barracks Issue" section with a "100%" indicator, a text field for "Please give a brief description of the event that took place.", and another text field for "What location in the building did the event take place?". Below this are radio buttons for "How severe was the event?" with options: Informative, Low, Medium, and High. There is also a text field for "How many Soldiers were involved?". At the bottom, there are buttons for "Record an Event" with categories: "Suicide Prevention", "Barracks Issue", "Unprofessional Behavior", "SHARP", and "EO". A "Submit Engagement" button is at the very bottom.



Giving Leaders the tools to take care of Soldiers and ensure issues have the right visibility to be resolved.

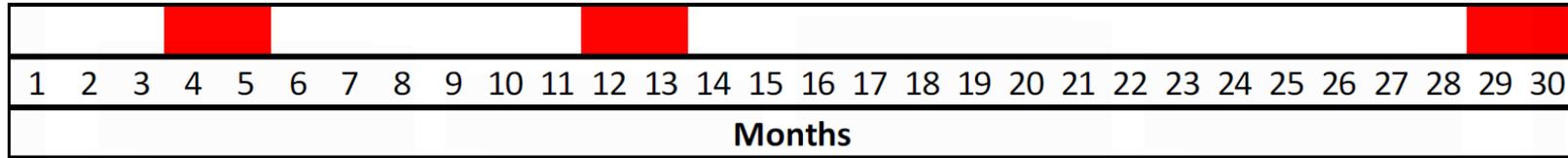




## Time in Position



\*Last 2 months



There is a significantly higher risk of an investigation during the time periods identified in red.

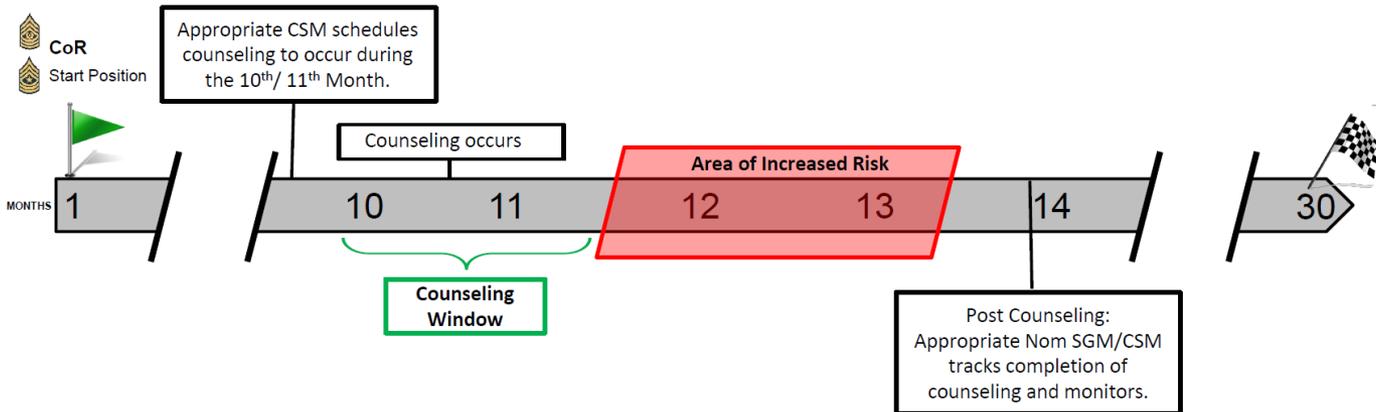


### First 20 months post-SGM Course

### Beyond 20 months SGM Course

- Higher risk of investigation
- Higher risk of violating Dignity and Respect
- Higher risk of minor misconduct
- Lower risk of serious misconduct

- Lower risk of investigation
- Higher risk of Reprisal violations
- Higher risk of serious misconduct





## Study Population

Variable	% of Army (2021 Demographics)	% ACBC Study Population
<b>Gender</b>		
Female	16%	34%
Male	84%	66%
<b>Race/Ethnicity</b>		
Am. Indian or Alaskan Native	1%	1%
Asian or Pacific Islander	7%	10%
Black, not Hispanic	21%	23%
Hispanic	17%	20%
Unknown/Other	1%	1%
White, not Hispanic	54%	45%
<b>Age category</b>		
18-25	41%	40%
26-35	40%	40%
36-50	18%	18%
>51	1%	2%
<b>Military Rank</b>		
Enlisted	82%	75%
Officer	18%	25%
<b>Physical Demand Category</b>		
Moderate	53%	51%
Significant	17%	17%
Heavy	30%	31%

Total= 889 women; 1801 men

## Key Findings

Study population oversampled women and demos <10% of Army.

Best sample ever taken of US Army; **this represents the Army of Today.**

AR 600-9 can be modernized.

Screening tables are valid. Tape is much more lenient than

50% increase in injury rate in Soldiers over BF% allowed.

Clear relationship between **lean muscle mass and ACFT scores**  
- Some issues w/current tape test





# Army – Food Innovation & Transformation (A-FIT)

Debit/Credit Cards at 93 locations



16 Food Trucks & 11 Kiosks in operation



Meal Prep Program available at 27 locations



Define Challenges & Identify Resources

- Design the customer journey

Transform Ideas & Concepts

- Target Customer Base
- Improve Customer Feedback

Optimized Food Quality & Access

- Modernized Feeding Options
- Improve Utilization

## Improved Warrior Restaurant Design





## Housing

- All Tenant Bill of Rights at all installations
- Spending \$10B on Barracks across all 3 Compos in FYs 21-30.
- Investing more than \$3B on family housing through FY 27.
- Barracks Inspection EXORD
- Ongoing Barracks/QoL Survey at five Installations.

## PCS

- PPMs reimbursed at avg. cost (vs. lowest)
- My PCS Move App re-design and expansion
- TLE Expansion (14 CONUS, 7 OCONUS, up to 60)
- Dislocation Allowance ↑ (E-1 to E-6)
- Currently issuing orders 115 days before report
  - QR Codes on orders

## Healthcare

- E-EFMP Roll-out, improved legal support
- Virtual Connect in all participating MTFs
- Required Mental Wellness Checks at PHA

## Childcare

- Increased base pay, 50% discount for Direct Care workers
- \$1000 Bonus for FCC Homes
- Expanding number of Child Care Aware centers
  - Carson, JBLM, Bragg in the next 90 days

## Spouse Employment

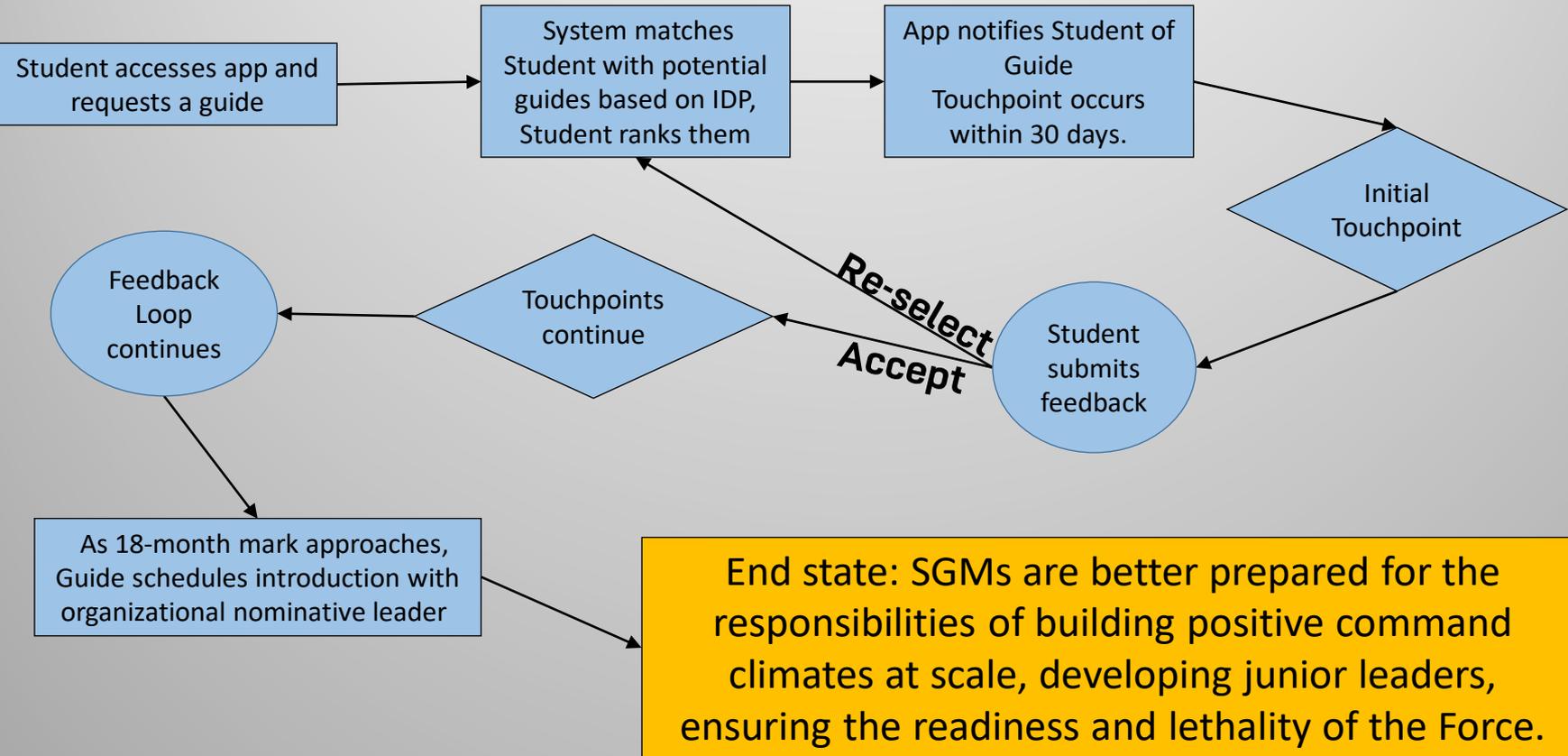
- License Reimbursement up to \$1K
- State License Reciprocity:
  - Nurses, physicians, physical therapist, occupational therapists, audiologists, speech-language pathologist, EMTs, psychologists
- Increasing direct-hiring authorities





## HOW DO WE MENTOR THE LEADERS BUILDING THE ARMY OF 2030?

**Concept: Every SGM Academy Student matches with a CSM-mentor through a screening process who will guide them through the transition from MSG to SGM/CSM.**





## Cohesive Teams

Annual Retention Mission %  
BOSS Program Participation %

Suicide Ideations, Attempts &  
Completions



## Highly Trained

E3B Tested/Earned %  
Soldier/ Crew WPN Qualifies E/SS/Q

PME No-Show and Failures



## Disciplined

FY Safety Stats A/B/C  
UCMJ (Drug/Alcohol) last 12 months

SHARP & EO Violations



## Mentally and Physically Fit

ACFT % Passed, Profiles T&P Reductions,  
Medical Deployability

ABCP Failures

