



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.**

HIGHLY TRAINED

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

DISCIPLINED

Incentivizing Positive Behavior

Monthly/Annual Solutions Summit

- Leader Engagement Tool
- Responsible Alcohol Culture

Targeted Counseling

Maintaining Trust

FIT

Army Wellness Centers/R2PCs

Holistic Health and Fitness

- Wellness Checks
- Army Body Composition Study

Improving Overall Nutrition

- Warrior Restaurant Centers

SOLDIER FOR LIFE

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 →

Legend

- Initiative in place
- Continuing Initiative
- New initiative



INED

- 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

Legend

- Initiative in place
- Continuing Initiative
- New initiative

FIT

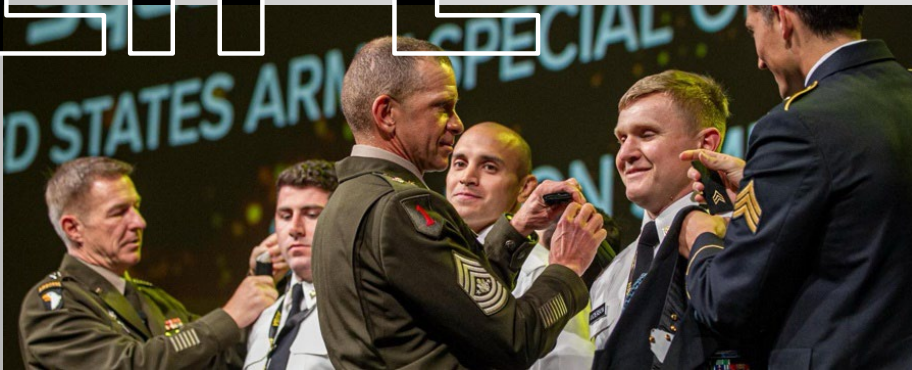
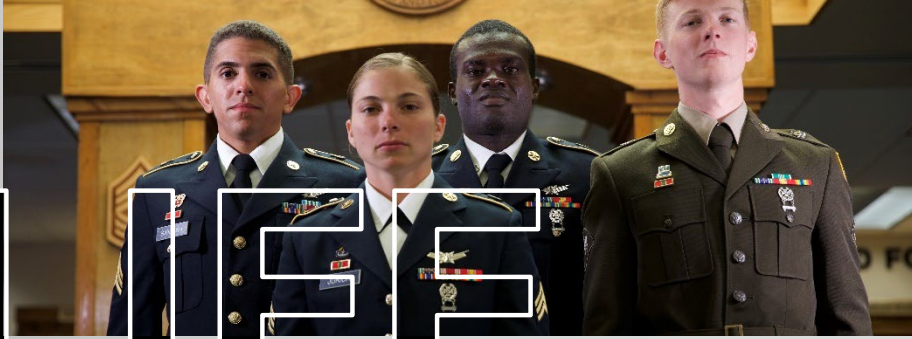


- Mental – improving overall resiliency
 - Annual Wellness Checks at PHA
 - Improve utilization of Army Wellness Centers, R2PCs
- Spiritual – building social connections
 - Better Opportunities for Single Soldiers, Warrior Adventure Quest
 - UMT engagements at Reception and Integration
- Physical – optimizing 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

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www.army.mil

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492nd Civil Affairs Battalion, USAR

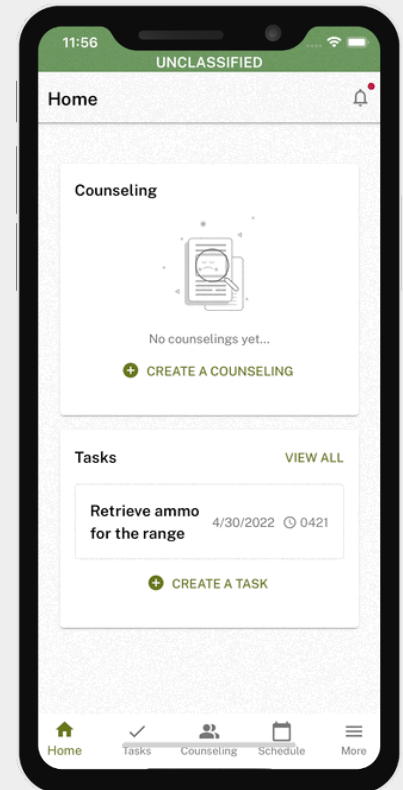


Application Overview



What is MySquad?

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

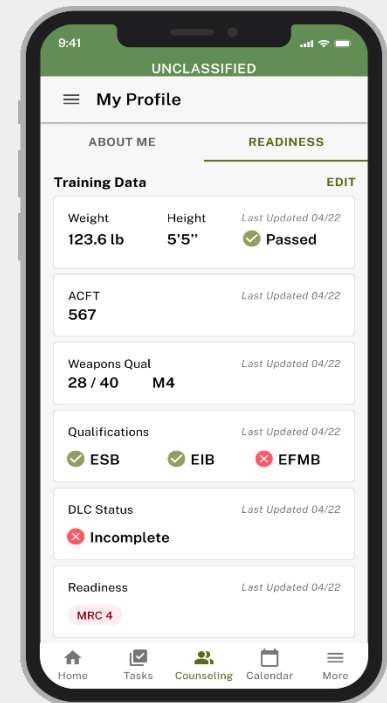
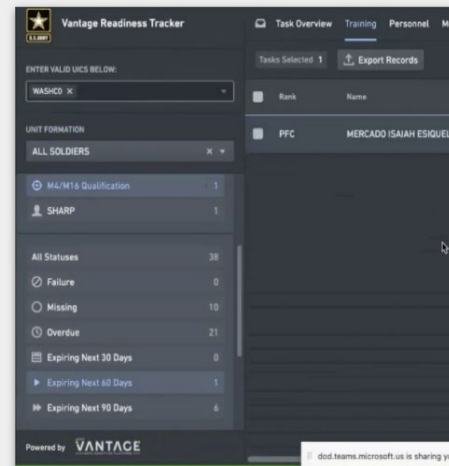


MySquad Feature Set



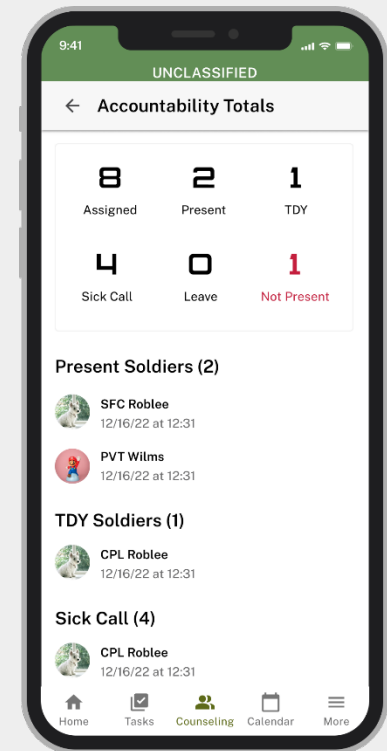
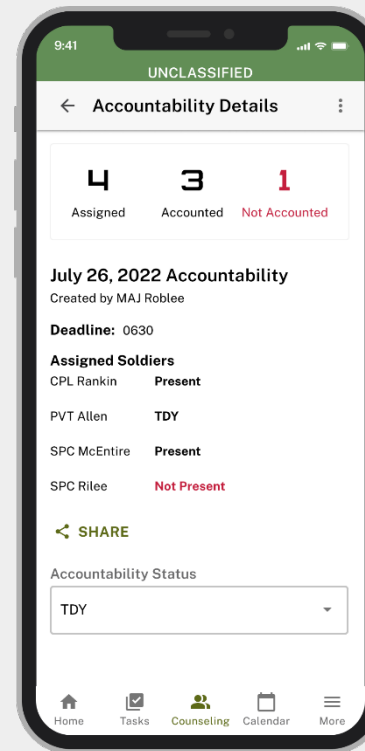
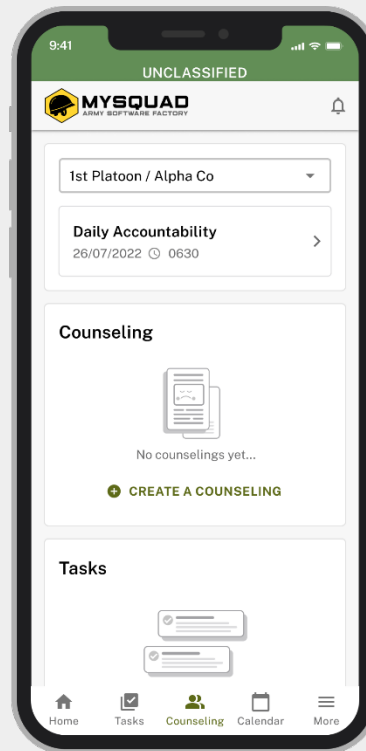
Readiness

- **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**



Counseling

- **Create** any type of counseling, right from your phone
- **Conduct** the sessions with resources and best practices provided by CAPL
- **Sign and Export** counselings to a DA 4856 and share instantaneously with others

9:41 UNCLASSIFIED

← Counseling Session

PVT Snuffy
Performance

Part I - Administrative Data >

Part II - Background Information >

Part III - Summary

Key Points ⓘ

Technical and tactical proficiency —

Communicates Effectively —

+ Add a Key Point

Plan of Action ⓘ

Get better at my issued weapon

Begin EIB training

+ Add SMART Goal

+ Add Action Item

9:41 UNCLASSIFIED

Counseling Session ⋮

Plan of Action ⓘ

Get better at my issued weapon

Begin EIB training

Session Closing

✓ Counselor agreed

✓ PVT Snuffy signed at 1334 on 01/15/2022

No Remarks.

Leader Responsibilities

Follow up with PVT Snuffy regarding his EIB training

Date of Counseling
04/11/2022

✓ MAJ Roblee signed at 1334 on 01/15/2022

EXPORT TO DA 4856

2:40

Done Output 🔍

UNCLASSIFIED

Developmental Counseling Form

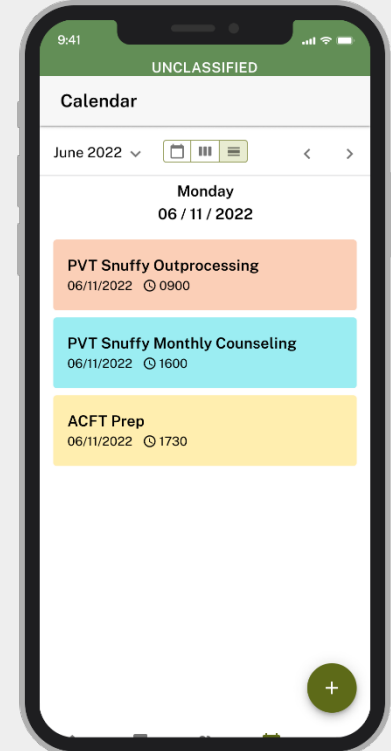
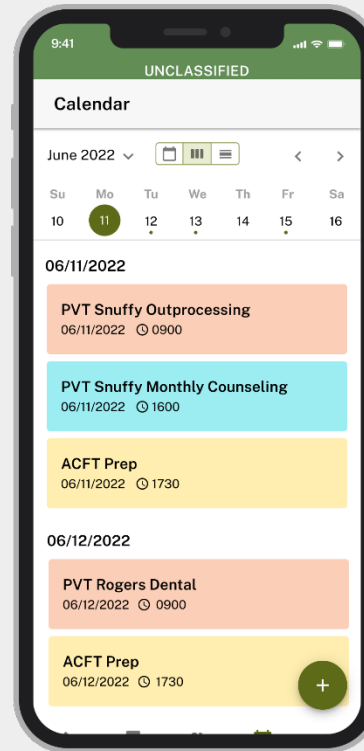
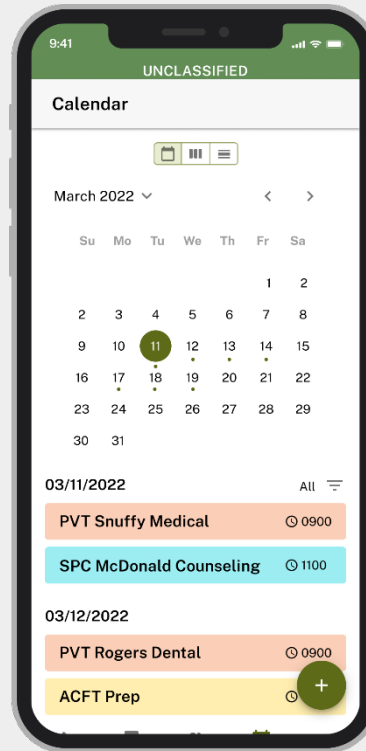
Key Points of Discussion

Date of Counseling
04/11/2022

EXPORT TO DA 4856

Calendar and Scheduling

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



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)

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<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 the 'Record your Engagement' form. At the top, it says 'Logged in as: 1539515000' and has a 'Log Out' button. The form is titled 'Record your Engagement' and asks 'In what building number did the engagement take place?'. It has a dropdown for 'Brigade' set to '2ND BRIGADE COMBAT TEAM' and a dropdown for 'Building Number' set to 'C5728 (~444m away)'. There is a 'Refresh Location' button and a map showing the location. Below the map, it asks 'During your engagement, what action(s) did you take to improve conditions?'. If you took no actions, enter N/A. It then asks 'How many visitors were signed into the barracks by the staff duty?'. Below that is a 'Barracks Issue' section with a text area for 'Please give a brief description of the event that took place.' and another for 'What location in the building did the event take place?'. It also has radio buttons for 'How severe was the event?' with options: Informative, Low, Medium, High. Below that is a question 'How many Soldiers were involved?'. At the bottom, there are buttons for '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.





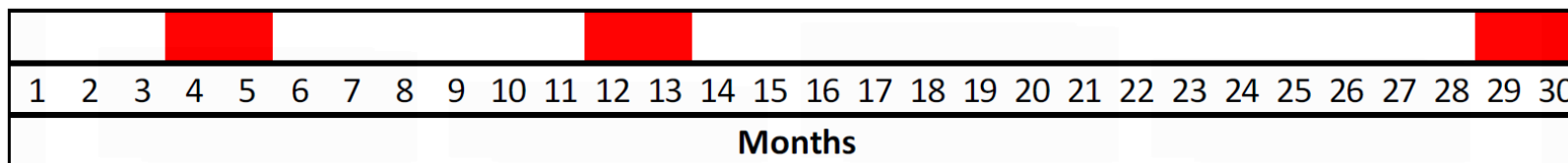
Targeted CSM Counseling



Time in Position



*Last 2 months



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

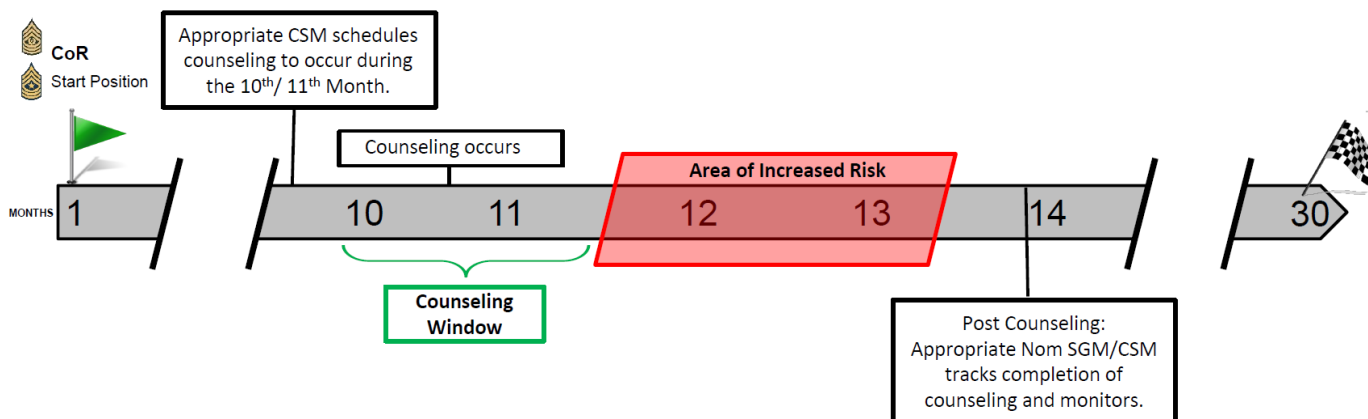


First 20 months post-SGM Course

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

Beyond 20 months SGM Course

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





Study Population

Variable	% of Army (2021 Demographics)	% ACBC Study Population
Gender		
Female	16%	34%
Male	84%	66%
Race/Ethnicity		
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%
Age category		
18-25	41%	40%
26-35	40%	40%
36-50	18%	18%
>51	1%	2%
Military Rank		
Enlisted	82%	75%
Officer	18%	25%
Physical Demand Category		
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)

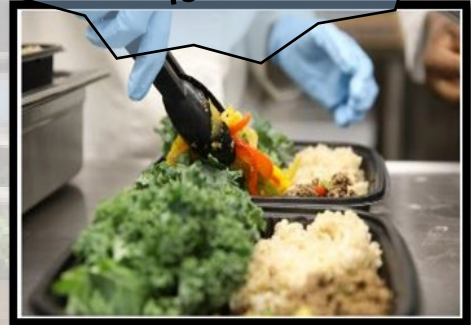
Debit/Credit Cards at 93 locations



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

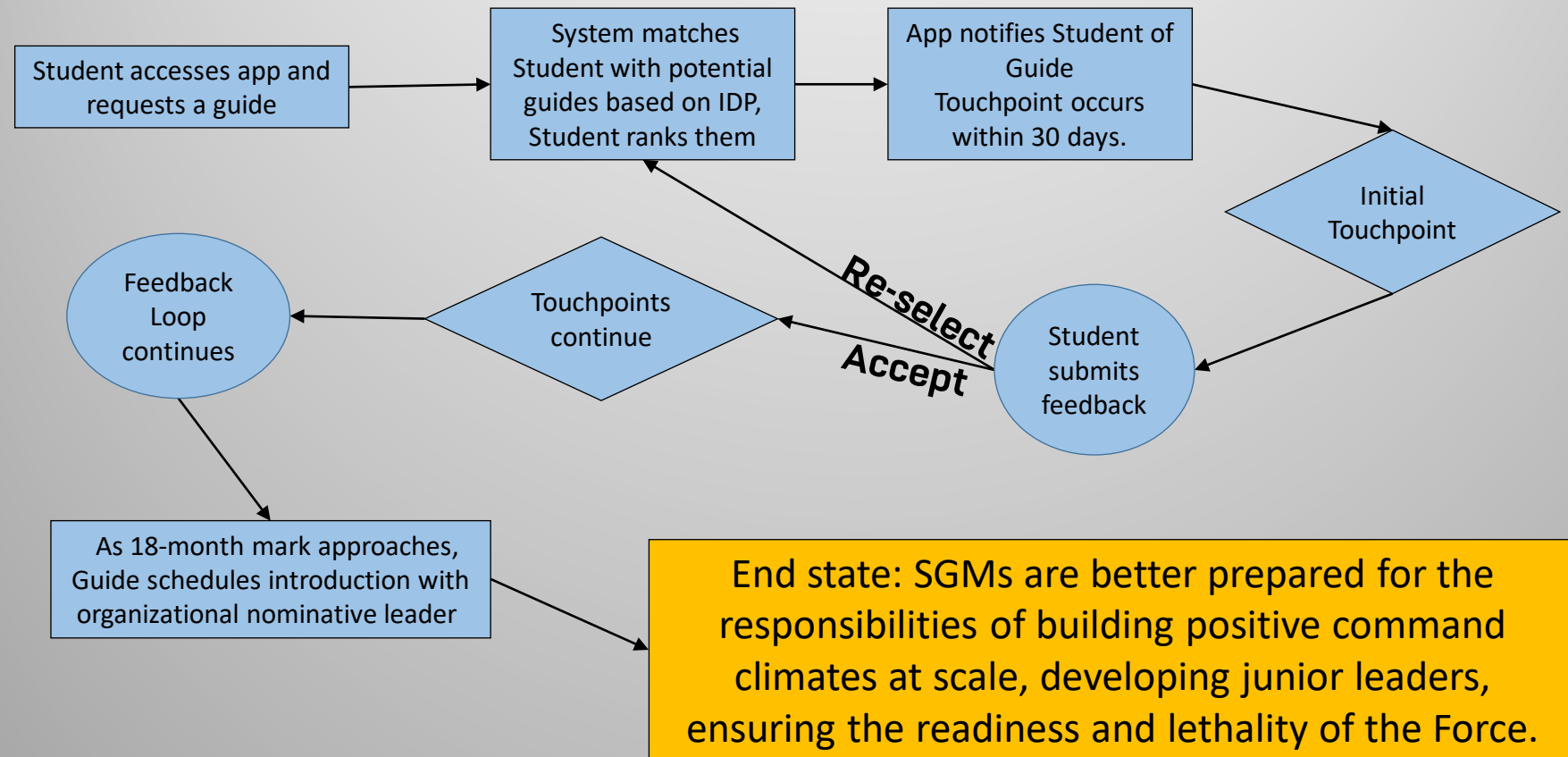
- License Reimbursement up to \$1K
- State License Reciprocity:
 - Nurses, physicians, physical therapist, occupational therapists, audiologists, speech-language pathologist, EMTs, psychologists
- Increasing direct-hiring authorities





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

