



What a Commander Should Expect from a Warrant Officer

Loyalty. A professional soldier, officer, and technician who understands the mission, supports the organization and the decisions made by the commander. An officer who is willing and capable of fulfilling leadership and technical responsibilities; and, mentoring and training roles within the unit. An officer who seeks to be loyal, trusted and allowed to contribute.

Honesty and Integrity. Commanders must be able to be confident that warrant officers will always provide honest, candid opinions or answers based upon sound judgment, experience and technical expertise. It may not always be what the commander desires to hear, but it will be the truth, and always with the mission and the unit first in mind.

Mission Dedication. The commander must be able to rely upon the warrant officer to do whatever it takes to accomplish the mission. The professional warrant officer will give priority to the mission and unit before career or personal concerns. Understanding that level of dedication, the good commander will not abuse it; however, should not hesitate to demand it whenever the situation requires.

Technical Proficiency. Commanders must be assured that their senior warrant officers are the most technically proficient members of their team; and that their senior warrant officers will ensure the technical proficiency of junior warrant officers when allowed to do so. The senior warrant officer is a technical expert who has the experience and ability to identify problems quickly, develop solutions, and implement improvements and change for the betterment of the unit, not just for the sake of change.

Trusted Advisor. The good commander recognizes the experience and technical proficiency of his senior warrant officers and actively seeks their advice and counsel. He must be able to trust them to keep him on solid ground and negotiate dangerous situations. With the right command climate, the commander can confidently rely upon his senior warrants to do the same for his/her junior commissioned officers.

*Brought to you by the U.S. Army Warrant Officers Association
462 Herndon Pkwy Ste 207, Herndon, VA 20170-5235*

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BY ... , OF ... , and FOR ... Warrant Officers

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What a Warrant Officer Wants in a Commander

Leadership by Example and with Confidence. The warrant officer expects a commander to lead by example. A commander who treats soldiers fairly, asking no more of them than he/she is willing to give. On the other hand, the warrant officer also expects to be challenged. He wants the commander to have the confidence and ability to ask the warrant officer to make great sacrifices for the unit and the mission when it is necessary.

Honesty and Integrity. A commander who adheres to a code of values which include sincerity, honest, and candor; who demonstrates by word and deed consistent and dependable compliance with regulatory and ethical guidance. The commander should establish realistic standards, enforce those standards fairly, and demand that soldiers adhere to that same code of values.

Understanding. The warrant officers wants a commander who has some insight as to what a warrant officer is and understands who they are. Commanders should know that warrant officers are not “commissioned officers who didn't make it,” nor “poor people who couldn't afford college.” Warrant officers have all made conscious, deliberate decisions to become warrant officers. They are fiercely proud of their the corps, their history, their accomplishments, and their professional technical skills and personal abilities. The commander who displays some knowledge or interest in warrant officer history and professional development requirements is virtually guaranteed to establish a solid base of respect and loyalty.

Respect. A commander should understand and appreciate that warrant officers are integral members of the team, who expect to provide the commander with advice and counsel based upon their expertise and experience. Senior warrant officers should be participants in key leader meetings. The commander must understand that disagreement is not disrespect, and that accurate and honest advice will always be provided if he/she shows the willingness to listen to it.

Command Climate. The good commander is a champion for the welfare, morale and professional development of all of his/her soldiers. The commander should establish a command climate that requires and supports senior warrant officers to mentor and coach their juniors. Warrant officers should also be expected and required to advise, assist, help train, and coach the junior commissioned officers of the organization. The commander should help to educate the chain of command, both up and down, as to the requirements and capabilities of the warrant officer corps.

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